



THE BUREAU OF PRISONS IS AN EQUAL OPPORTUNITY EMPLOYER

Correctional Officer, GS-006-05/06 – Correctional Officers enforce the rules and regulations governing the operation of a correctional institution. This includes the confinement, safety, health and protection of inmates, as well as supervising the various work assignments of inmates. On occasion, Correctional Officers are required to use firearms and may at times; require arduous physical exertion to subdue unruly inmates who may be armed or assaultive. Correctional Officers are required to work weekends and rotating shifts.

APPLY ON LINE @ WWW.BOP.GOV.RECRUIT.HTML

Mandatory General Requirements

Must be a U.S. Citizen

Age – At the time of appointment, applicants must not have reached their 37th birthday unless they have previously served in a Federal civilian law enforcement position covered by special civil service retirement provisions, including early or mandatory retirement. The maximum entry age limit has been established under the authority of Public Law 101-509, and the age limit constitutes an exception to normal age discrimination prohibitions contained in section 15 of the Age Discrimination in Employment Act.

Felony Conviction – If you have been convicted of a felony offense, you must submit proof of relief of firearms disabilities that expressly authorizes you to possess a firearm.

Misdemeanor Crime of Domestic Violence – If you have been convicted of a misdemeanor or crime of domestic violence, you must submit proof that the conviction has been expunged, set aside or pardoned.

Physical Examinations – All selectees are subject to satisfactory completion of a physical examination and urinalysis.

Security Investigation – All selectees are subject to satisfactory completion of a background investigation.

Employment Interviews – Candidates will be subject to employment interviews. Interviews will be held at a Federal Bureau of Prisons location. All candidates must pay expenses to the interview site and to their first employment location.

Training – all selectees must successfully complete training provided by the Bureau as follows 200 hours of formal training within the first year of employment, to include 120 hours of specialized training at our training center in Glynco Georgia within the first 60 days after appointment. The required training includes tests, in academics, firearms and physical abilities testing.

Basic Qualifications – Applicants must possess the knowledge, skills and abilities required for correctional work and in addition, demonstrate personal attributes important to the effectiveness of correctional officers such as: ability to meet and deal with people of differing backgrounds and behavioral patterns, ability to be persuasive in selling and influencing ideas, ability to lead, supervise and instruct others, ability to reason soundly and to think out practical solutions to problems, ability to make decisions and act quickly, particularly under stress, poise and self-confidence and ability to remain calm during emergency situations.

For specific qualifications please refer to the web site (<http://www.usajobs.opm.gov>) OR call 800-347-7744 for a paper application.

FEDERAL MEDICAL CENTER, DEVENS AFFIRMATIVE ACTION COMMITTEE MEMEMBERS

CONTACT INFORMATION:

Luis Bonilla, Recruiter – 978-796-1370
Cynthia Hobbs, Black Affairs Program Mgr. - 978-796-1212
Laura Carbonari, Federal Women's Prg Mgr. - 978-796-1529
Eneida Santiago, Hispanic Affairs Prg Mgr. - 978-796-1540
Ian Meisner, Selective Placement Prg Mgr. – 978-796-1161
Angela Inman, APINA Program Manager – 978-796-1503



WHAT DOES THE BUREAU OF PRISONS HAVE TO OFFER ME?

- Job security
- \$400 Uniform Allowance/Annually for identified positions (yearly)
- Annual/Sick Leave accruals every pay period (starting your first year)
- Night Differentials (10%) - Sunday Premium Pay (25%)
- Paid holidays
- Federal Law Enforcement Retirement Plan (20 year plan)
- Federal health benefits, life insurance, government Thrift Savings Plan (Similar to 401K)

MANDATORY TRAINING FOR ALL POSITIONS:

- Two weeks Institution Familiarization training (inside the prison)
- A three week training course at the Federal Law Enforcement Training Center, Glynco, Georgia.
- Mandatory firearms certification (initially) and Re-certification each year.

For additional information, feel free to call the Human Resource Department at (978) 796-1152/1157 or email DEV/HumanResources~@bop.gov

Salary & Benefits

Salary

Salaries are based on the position and location of the job you are selected to fill. The Law Enforcement Special Salary Rate and Locality pay scale may vary from the General Schedule and Locality pay scale. Salaries for positions such as Electrician, Mechanic, and Plumber, are found on the Federal Wage System (FWS) pay scale. View current [Federal Government pay rates](#) and locality pay on the U.S. Office of Personnel Management's website at www.opm.gov. Those assigned to evening duty (i.e., 4:00 p.m. - 12:00 a.m.) are paid a percentage of their basic hourly rate above regular pay, and employees assigned to Sunday duty are paid 25 percent above regular pay for all work on Sunday. Contact the Employee Services Department at the institution where you are applying for further clarification.

Vacation, Sick Leave, and Holidays

Annual or vacation leave is earned on the basis of years of Federal service, including creditable military service. Full-time employees with 15 years or more of creditable military service accrue 26 days of annual leave per year; those with more than three but less than 15 years earn 20 days; and those with less than three years earn 13 days. All full-time employees earn 13 sick days per year. While requests for particular leave dates are accommodated as much as possible, it is occasionally necessary to schedule vacations to meet the needs of the organization and spread absences throughout the year. Occasional absences for short periods will be granted if possible. There are ten (10) paid Federal Government holidays during the calendar year.

Awards Program

The BOP's Awards Program was established to encourage employees to participate in improving Government operations and to provide a means of rewarding superior performance. The program is a systematic process for focusing attention on ideas and performance and for providing personal recognition and rewards for contributing to better Government. Awards can improve the employee's chance for advancement because awards are considered positively in competition for a promotion.

Commuter Subsidy

Staff who take public transportation to work can be reimbursed up to \$105.00 per month in certain large metropolitan areas (for more information, check with Employee Services Department staff at the institution where you are applying).

Life and Health Insurance

A variety of health insurance (<http://www.opm.gov/insure/health/index.asp>) plans are available to Federal employees, with the Government paying about 60 to 72 percent of the cost and the employee paying 28 to 40 percent, depending on the health plan. Basic life insurance (<http://www.opm.gov/insure/life/index.asp>) is automatic and effective on the first workday the employee is in pay and duty status, unless the employee chooses to waive life insurance coverage. The Government pays one-third of the cost for Basic life insurance. Basic life insurance is the

employee's salary, rounded to the next higher \$1,000, plus \$2,000. The employee pays 15 cents per \$1,000. Optional life insurance is available for purchase.

Retirement

An employee who has completed 20 years of service in a position covered by "hazardous duty" law enforcement retirement provisions (this includes any full-time job working within a prison) is eligible to retire at age 50. Employees with 25 years of law enforcement service may retire under the Federal Employees Retirement System (FERS) at any age. Visit the Federal Employees Retirement System (FERS) website for information.

Thrift Savings Plan

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for Federal employees. The purpose of TSP is to provide retirement income. TSP offers Federal civilian employees the same type of savings and tax benefits that many private corporations offer their employees under the "401(K)" plans. Visit the TSP website for additional information.

BOP Worklife Programs

Balancing work and family life today has become more difficult to accomplish. In an effort to support the workforce, the Bureau strives to provide worklife options, to the extent possible, that will not jeopardize the agency's mission, safety or security. Below are options currently available to staff. You may click on the links for further information regarding these options.

Compressed Work Schedules: Compressed work schedules allow full-time employees the option to complete their 80-hour biweekly work requirements in fewer than 10 workdays. With this option, an employee works longer hours each day to obtain one "off day" per week or per pay period.

Flexible Work Schedules: A flexible work schedule allows an employee to determine his or her own schedule within the limits set by the agency. The BOP currently allows employees to work "Flexitour" schedules. A "Flexitour" schedule is a type of flexible work schedule in which an employee is allowed to select starting and stopping times within a tour of duty. Once selected, the hours are fixed until the agency provides an opportunity to select different starting and stopping times.

Part-Time Employment and Job Sharing: Part-time and job sharing opportunities assist individuals who want to work fewer hours. Employees work between 16 and 32 hours per week, at the discretion of the local CEO and within the scope of Office of Personnel Management (OPM) and Department of Justice (DOJ) guidelines, consistent with office workload requirements. Job sharing is a form of part-time employment in which two employees cover a single full-time position.

Teleworking (Formerly Telecommuting): Teleworking allows an employee to work from a home office for an agreed upon portion of the work week. It affords a quiet, uninterrupted work environment and freedom from the time constraints and costs associated with commuting to a primary office site. (View BOP policy.)

Additional Benefits Resources

Federal Long Term Care Insurance

<http://www.ltcfeds.com/>

Federal Employees Retirement System (FERS)

<http://www.opm.gov/retire/html/library/fers.asp>

Federal Employees Health Benefits Program

<http://www.opm.gov/insure/health/index.asp>

Federal Employees' Group Life Insurance Program (FEGLI)

<http://www.opm.gov/insure/life/index.asp>

Federal Bureau of Prisons

Do your Career Justice and consider a career with the Federal Bureau of Prisons (BOP). In addition to being regarded as a family and career-oriented agency, the BOP offers a broad range of exciting career opportunities in a work environment that promotes integrity, diversity, and professional development. With over 35,000 highly motivated individuals, the Federal Bureau of Prisons is one of the most unique agencies in the United States Department of Justice where each employee's day-to-day performance makes a difference.

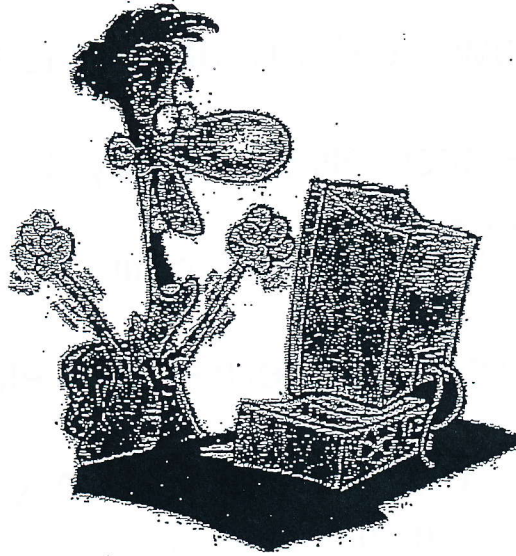
Comprehensive benefits package includes: Sick and Annual Leave, Federal Law Enforcement Retirement Plan, 10 Paid Holidays per year, Shift Differential, Continued Medical Education benefits, Holiday and Sunday pay.

Interested in applying or learning more about this opportunity? Please call:
(978) 796-1403 or (978) 796-1157

“The Federal Bureau Of Prisons Is An Equal Opportunity Employer”



USAJOBS



OPEN CONTINUOUS ANNOUNCEMENTS

BOP-Careers

www.usajobs.com

**FEDERAL MEDICAL CENTER DEVENS, AYER, MASSACUSETTS
AFFIRMATIVE ACTION COMMITTEE CONTACT INFO:**

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Yanira Nunez, Alternate Hispanic Affairs Program Manager – 978-796-1347
Ian Meisner, Selective Placement Program Manager – 978-796-1061
Angela Inman, Asian Pacific Islander/Native American Program Manager 978-796-1503
David Prem Singh, Alt. Asian Pacific Islander/Native American Program Manager 978-796-1135
Luis Bonilla, Recruiter – 978-796-1370
Matthew Drechsel, Medical Recruiter 978-796-1157
Larry Mack, Medical Recruiter 978-796-1403

Careers With The Bureau of Prisons

Welcome to the Federal Bureau of Prisons' (BOP) career opportunities web pages, where you can learn about BOP careers, the employment process, and current vacancies by using the links provided: www.usajobs.gov or www.bop.gov

We recognize that the Bureau's real strength is derived from our staff. The BOP "family" is a diverse, well-trained, and career-oriented team with the finest corrections professionals in the country. The Bureau has approximately 37,700 highly motivated individuals working in 115 correctional institutions across the country [Locate a Facility] and in a wide range of occupations. We encourage you to explore our web pages and consider a career in corrections with the Federal Bureau of Prisons.

We are always accepting applications for the following positions:

Chaplain
Clinical Psychologist
Dental Officer
Medical Officer
Nurse Practitioner
Physician Assistant
Registered Nurse

Actively Hiring: The BOP's standing register for correctional officer (CO) positions has reopened. These are accessible through USAJOBS.

BOP INSTITUTIONS IN VARIOUS STAGES OF DEVELOPMENT SCHEDULED FOR ACTIVATION IN 2011 & 2012:

- Secure Female FCI Aliceville with a Satellite Camp, Alabama
- USP Yazoo City with a Satellite Camp, Mississippi
- FCI Hazelton with a Satellite Camp, West Virginia
- FCI Berlin, medium security facility located Berlin, New Hampshire

Interested parties may read about employment options available in the Bureau by visiting the Careers section. To apply, visit USAJOBS* and enter "Bureau of Prisons" as the key words in the "What" box .

You may contact us directly for more detailed information regarding
Federal Medical Center Devens, Ayer, Massachusetts at 978-796-1152/1157
or email DEV/HumanResources~@bop.gov

BOP Jobs Video: View the video in its entirety or by specific job type:

View all (Duration - 20:21)
Chaplaincy (Duration - 1:30)
Correctional Services (Duration - 2:26)
Education and Recreation (Duration - 1:36)
Facilities (Duration - 1:24)
Financial Management (Duration - 1:43)
Food Service (Duration - 1:32)
Health Services (Duration - 2:14)
Information Technology (Duration - 1:40)
Legal Services (Duration - 1:44)
Psychology (Duration - 1:28)
Unit Management (Duration - 1:49)

How to Apply: Search USAJOBS* for vacancies.