

**JOB OPPORTUNITY  
JOINT REGION MARIANAS  
NON-APPROPRIATED FUND (NAF) POSITION**

**ANNOUNCEMENT NO:** JRM-21-106

**POSITION TITLE:** Sports Specialist (Fitness), NF-0030-03, Regular Full Time, 2 Vacancies

**SALARY:** \$33,000 - \$58,000 per annum + Cost of Living Allowance (COLA)

**LOCATION:** Charles King Fitness Center, Morale Welfare Recreation (MWR) Department, Naval Base Guam (NBG)

**WHO MAY APPLY:** Open to all

**OPEN DATE:** 18 June 2021

**CLOSING DATE:** 02 July 2021

**SUMMARY:** The mission of Joint Region Marianas (JRM) Warfighter & Family Readiness (WFR) is to enhance quality of life through customer driven services that make a difference every day in the lives of our service members and their families. Through our work at both Morale Welfare and Recreation (MWR), Naval Base Guam (NBG), 36th Force Support Squadron (36FSS), Andersen Air Force Base (AAFB), Guam, and Marine Corps Base Camp Blaz (MCB CB) Guam we strive to be the global model of professional support services for our customers while they are stationed here under one unified command. Please visit our website for further details: <http://www.militarymwr Guam.com/>.

**RESPONSIBILITIES:** Major duties and responsibilities are summarized below.

Incumbent serves as a Fitness instructor, personal trainer or group fitness instructor and may perform one or a combination of the following functions within the Fitness, Sports, and Deployed Support Program Branch: Group Exercise, Command Fitness Leader (CFL) Outreach, and Fitness Enhancement Program (FEP) Outreach.

**Group Exercise (includes but not limited to):** Designs, supervises, coaches, and instructs a variety of group exercise programs (e.g., Step, Spin, Water Aerobics) inside and outside of the fitness facility. Provides instruction on the proper implementation and maintenance of conditioning and training programs for aerobic fitness, muscular fitness, body composition, and flexibility training. Conducts fitness testing, which includes measuring aerobic capacity, body composition, muscular strength, flexibility, muscular endurance, and blood pressure. Works with various command representatives to develop and implement physical fitness programs for military personnel.

**CFL/FEP Outreach (includes but not limited to):** Provides certified personal training and group exercise services to active duty military as outlined in the Navy's Physical Readiness Program instruction. Assists with the instruction of the Command Fitness Leader course and fitness related general military training. Assists patrons on the fitness floor by providing training tips in order to prevent unsafe or ineffective exercise techniques.

**General (includes but not limited to):** Provides certified personal training services to all eligible patrons. Instructs patrons in the proper use of all equipment for training and self-monitored progress. A complete list of duties and responsibilities will be provided at the time of hire. Ensures fitness spaces and equipment are clean and maintained. Performs basic equipment maintenance and repair. Trains/leads other employees in various recreation/physical fitness-related positions. Assists with marketing and promotion of fitness programs. Assists Fitness Director and/or Coordinator with Navy Operational Fitness and Fueling Series (NOFFS), Mission Nutrition Command Fitness Leader Course and other CNIC Headquarters supported/endorsed programs.

**TRAVEL REQUIRED:** Yes – Occasional travel of less than 10% may be required.

**SUPERVISORY STATUS:** No

**RELOCATION AUTHORIZED:** No

**CONDITIONS OF EMPLOYMENT:** \*SEE QUALIFICATIONS\*

**QUALIFICATIONS:** In order to qualify for this position, resumes must include information which demonstrates experience and knowledge, skills, and ability (KSAs) as they relate to this position. Applicants are encouraged to be clear and specific when describing their experience level and KSAs. If you are relying on your education to meet qualification requirements: Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education (<http://www.ed.gov/admins/finaid/accred/>). Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion MUST provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume

submission. Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

Ability to competently and independently carry out fitness programs through the proper application of principles, concepts and techniques of recreation to satisfy specific needs of the community to be served. Skill in planning and carrying out an enhanced program in the recreation specialty area which meets the needs of the participating community. Skill and ability to provide fitness training and programming to individuals and groups of various sizes. Knowledge of the safe use and operation of fitness equipment, facility operations, and basic fitness equipment maintenance/repair. Ability to conduct accurate fitness testing and provide recommended fitness program, based on fitness goals. Skill in the use of Microsoft Office Programs (e.g., Word, Excel, Power Point, Outlook). Ability to prepare clear, concise, and technically sound reports related to work within the Branch. Ability to develop and effectively deliver presentations and/or training. Ability to communicate effectively both orally and in writing. Occasional travel of less than 10% may be required.

The **three elements** below sufficiently qualify an individual to perform their duties as a fitness instructor/personal trainer instructor:

- a) a high school diploma or equivalent;
- b) fitness instructor, personal trainer or certification from an accredited health/fitness organization\*; and
- c) professional competence in the physical activity program or area.

The **two elements** below sufficiently qualify an individual to perform their duties as a group fitness instructor:

- a) a high school diploma or equivalent; and
- b) a primary certification from an accredited health/fitness organization\* or a certification from a commercial/industry health/fitness organization approved by the Service HQ in the specific physical activity program in which they instruct (e.g. yoga, cardio dance programs)\*\*.

\*Accredited health/fitness organizations are listed per DoD MWR Fitness Standards (issued 21 July 2016)

\*\*Approved certifications are included in CNIC ltr 1710 Ser N9/21U177 of 13 Apr 21, enclosure (1).

Incumbent must possess or be able to obtain the following within 60 days of hire:

- Cardiopulmonary Resuscitation and First Aid Certification
- Automated External Defibrillator Certification
- Blood-borne Pathogen Training
- Navy Basic Fitness Certification

Occasional travel of less than 10% may be required.

**EDUCATION:** \*SEE QUALIFICATIONS

**REQUIRED DOCUMENTS:**

- A resume should be provided. It should include relevant work experience (start/end dates stated in month/year, # of hours worked per week, detailed description of duties, and salary), applicable education at a minimum, and your contact information. For current or previous Federal employees, it should also include the Pay Plan, Series and Grade for each work experience entry.
- For current or previous Federal employees, please attach a copy of your most recent SF-50 or agency notification of personnel action form that provides current position, grade level, and duty location.
- Please provide a copy of your College transcript(s) which support those qualifications for which you wish to have considered.

\*\*\*\*\*SEE HOW TO APPLY FOR ADDITIONAL REQUIRED DOCUMENTS\*\*\*\*\*

**HOW YOU WILL BE EVALUATED:** Any experience, education, or other qualification presented on your application and/or resume is subject to evaluation and verification. Submissions are reviewed to determine if applicants meet the hiring eligibility and qualification requirements and to determine the level of KSAs related to the job requirements. Best qualified applicants are referred to the hiring manager in accordance with Military Spouse and Veteran Preference policies where applicable. If your application and/or resume lacks sufficient information, you will be rated accordingly or may be considered ineligible. The hiring manager may choose to conduct interviews, which may also be subject to evaluation and verification.

**BENEFITS:** A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- Benefits for federal employees
- Healthcare insurance
- Pay and leave

You can review our benefits at: <http://www.navymwr.org/resources/hr/>

Regular Full-Time (35 - 40 hours per week) All benefits offered including medical, dental, life insurance, spouse & child life insurance, long term disability, annual and sick leave, retirement, and 401(k) savings plan.

Regular Part-Time (20 - 34 hours per week) Medical, dental, life insurance, spouse & child life insurance, annual and sick leave, retirement, and 401(k) savings plan.

Flexible (0 - 40 hours per week) No benefits offered.

**HOW TO APPLY:** Submit resume and required documentation via email to [NAFJOBS@fe.navy.mil](mailto:NAFJOBS@fe.navy.mil). For additional information visit our website at <http://www.militarymwrquam.com/jobs>.

All resumes and documents required to prove eligibility **MUST** be submitted by the closing date on the announcement in order to be considered. Failure to provide such documentation may prevent applicants from receiving full consideration for the position.

\*\*\*\*\*Due to the volume of resumes received, applicants will not be notified of any missing documentation, information, and/or notice of non-selection. Applicants may contact our office at (671) 349-1154 / 2154 / 2210 / 5154 to inquire on application status.\*\*\*\*\*

**ALL APPLICANTS:** Applicants qualifying based on education, time in grade, credentials, certification, training and/or module completion **MUST** provide proof of education, personnel action or SF50, credentials, statement of service, certification, training and/or module completion at the time of resume submission.

\*Current or prior federal employees, please submit your most recent personnel action or SF50.

\*Military retirees, please submit your statement of service.

\*Documentation submitted for other/previous vacancies is not considered as part of this submission.

Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

**APPLICANTS CLAIMING HIRING PREFERENCE:** Please ensure you complete and submit ALL required documents to claim preference at the time of resume submission. All forms to claim preference can be downloaded via our website at <http://www.militarymwrquam.com/jobs>.

**WHAT ARE PREFERENCES?** Preferences are advantages in the candidate selection process. Individuals can claim the following preferences:

**1. Reemployment Priority List (RPL):** Qualifying separated employees shall have priority placement in the NAF activity from which they were separated as a result of a Business Based Action (BBA), when the position has substantially the same duties as the position from which they were separated and it is not a higher grade or employment category, provided the position is not being filled by an internal candidate. To claim this preference, you **MUST**:

•Submit a copy of your BBA Separation Notification indicating eligibility for RPL.

**2. Military Spouse Preference (MSP):** Qualifying spouses eligible for MSP are spouses of an active duty military member of the U.S. Armed Forces, including members of the National Guard or Reserves on active duty. The marriage must have occurred before the military member received official permanent change of station (PCS) orders to Guam. MSP is applicable only when applying for NAF positions at the NF-03 and below and equivalent craft and trade (CT) positions. To claim this preference, you **MUST**:

•Complete and Submit MILITARY SPOUSE PREFERENCE (MSP) CLAIM FORM. Form may be downloaded from: [Download MSP Form](#); **AND**

•Submit sponsor's PCS orders to Guam.

\*\*\*If you are not indicated as a spouse on the PCS orders, you **MUST** submit proof of marriage prior to PCS to Guam.

**3. Veteran's Preference/Gold Star Veteran's Preference:** Qualifying military veterans, and spouses/parents of deceased veterans shall be given employment preference over non-preference applicants if they are equally qualified. Preference applicable for positions open to external candidates. To claim Veteran's preference, you **MUST**:

•Complete and Submit VETERAN'S PREFERENCE WORKSHEET. Form may be downloaded from: [Download Vet Preference Form](#); **AND**

- Submit a copy of your DD-214 (member 4 copy)

To claim Gold Star Veteran's preference, you **MUST**:

•Complete and submit completed SF-15, APPLICATION FOR 10-POINT VETERAN PREFERENCE. Form may be downloaded from: [Download SF-15 Form](#); **AND**

•Submit a legible copy of DD-1300; **AND**

•Submit any other supporting documentation (official statements, document of service, court decree, etc.).

\*\*\*Qualifying applicants with preferences are considered in the order listed above. Then all other qualifying applicants are considered.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

**WHAT TO EXPECT NEXT:** Applicants may be contacted for an interview or may be sent a notice of non-selection within 2-8 weeks of the announcement closing date.

If you are selected for a position, you will be contacted by the JRM Regional NAF Human Resources Office with a temporary job offer. Final job offer upon completion of all pre-employment requirements (typically 2-8 weeks).

We reserve the right to close this position without further announcement.

**OTHER REQUIREMENTS:** Some positions have special requirements. In these cases, selection is tentative pending satisfactory completion of these requirements.

All selections are contingent upon obtaining satisfactory background and employment reference checks.

Males must be registered for or exempt from Selective Service (<https://www.sss.gov/register/>).

Selectees are required to participate in direct deposit.

We are an E-Verify participant.

The Department of Navy is an Equal Employment Opportunity Employer. All qualified candidates will receive consideration without regard to race, color, religion, sex, national origin, age, disability, marital status, political affiliation, sexual orientation, or any other non-merit factor.

The Department of the Navy provides reasonable accommodation to applicants with disabilities. Applicants with disabilities who believe they require reasonable accommodation should email them to: [M-GU-JRM-NAFHRO-N9@fe.navy.mil](mailto:M-GU-JRM-NAFHRO-N9@fe.navy.mil) to ensure that the Department of the Navy can consider such requests. The decision to grant an accommodation will be made on a case-by-case basis.

**PRIVACY ACT STATEMENT FOR NAF APPLICANTS:** Authority to request this information is derived from 5 U.S.C. 301, Departmental Regulations. The purpose of this information is to determine the qualifications, suitability, and availability of applicants for employment with a NAF activity, and of current employees for reassignment, reinstatement, transfer, or promotion. The information will be used to assess qualifications, entitlement, and overall employment suitability. Completion of information on this form is voluntary. Failure to provide this information may prevent you from receiving full consideration for the position you seek.