



Job Title: **Psychologist (Personnel)**  
Department: **Department of Defense**  
Agency: **Defense Logistics Agency**  
Job Announcement Number: **DLAJ1-15-1378964-MP**

**SALARY RANGE:** \$107,325.00 to \$139,523.00 / Per Year  
**OPEN PERIOD:** Tuesday, April 14, 2015 to Monday, April 27, 2015  
**SERIES & GRADE:** GS-0180-14  
**POSITION INFORMATION:** Full Time - Multiple Appointment Types  
**DUTY LOCATIONS:** Few vacancies in the following location:  
Fort Belvoir, VA  
**WHO MAY APPLY:** Current Permanent Civilian Federal Employees and Reinstatements. ICTAP (Must be in Commuting Area). Individuals with Special Appointing Authorities: Individuals w/Disabilities, Veterans with a disability rating of 30% or more, Veterans Employment Opportunity Act (VEOA), and DoD Interchange Agreements (i.e., NAF).  
<http://www.hr.dla.mil/downloads/AppointingAuthorities/AOCdefinitions.pdf>  
**SECURITY CLEARANCE:** Other  
**SUPERVISORY STATUS:** No  
**JOB SUMMARY:**

#### America's Combat Logistics Support Agency

The Defense Logistics Agency (DLA) is a U.S. Department of Defense (DoD) agency. DLA provides worldwide logistics support for the missions of the Military Departments and the Unified Combatant Commands under conditions of peace and war. It also provides logistics support to other DoD Components and certain Federal agencies, foreign governments, international organizations, and others as authorized.

**IMPORTANT NOTICE TO VETERANS CLAIMING PREFERENCE: PLEASE REFER TO THE OTHER INFORMATION SECTION FOR UPDATED INFORMATION ON VETERANS PREFERENCE CRITERIA.**

#### TRAVEL REQUIRED

- Occasional Travel
- Travel may be required.

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- See Conditions of Employment for requirements related to this position

**DUTIES:**

As a Psychologist (Personnel), with DLA Human Resources (J-1), you will be responsible for the following duties:

- Formulates, directs, and guides research and development activities for the Human Capital Program Development Office.
- Develops models of measurement and analysis that will provide benchmarks for the development and application of Human Capital Programs.
- Designs and conducts comprehensive studies, surveys (i.e., DLA Culture Survey, OPM's Federal Viewpoint Survey, reviews, and research projects relating to any aspect of DLA Human Capital initiatives).
- Identifies boundaries of problems, draws conclusions, recommends areas for further analysis and study, and determines analytical methods required.
- Performs a variety of complex assignments in one of the following Human Resources (HR) program areas to include workforce planning, skills acquisition, and HR transformation.
- Directs complex studies and develops new approaches to identifying key strategic and workforce issues.
- Actively participates in a variety of high level meetings, conferences, workshops, or symposia.

**QUALIFICATIONS REQUIRED:**

To qualify for a Psychologist (Personnel), your qualifications must include:

A. Basic Education: Bachelor's degree or higher: major or equivalent in psychology. Applicants must submit a copy of their official college transcripts from an accredited educational institution which reflects that a degree was conferred and the date conferred. Education must be from a college or university accredited by an organization approved by the U.S. Department of Education. See <http://ope.ed.gov/accreditation/Search.aspx>. Failure to submit your transcripts will result in lost consideration.

AND

B. Specialized Experience: One year of specialized experience that equipped you with the particular knowledge, skills, and abilities (KSAs) to successfully perform the duties of the position, and is directly in or related to this position. To be creditable, specialized experience must be at the GS-13 grade level or equivalent under other pay systems in the Federal service, military or private sector. Applicants must meet eligibility requirements including time-in-grade, time-after-competitive appointment, minimum qualifications, and any other regulatory requirements by the cut-off/closing date of the announcement. Examples of creditable specialized experience include:

- Designing and conducting research studies on human capital initiatives.
- Developing methods to analyze program effectiveness.
- Leading special projects or studies critical to resolving strategic and workforce planning issues and problems.
- Preparing reports from data gathered in research projects and providing conclusions and recommendations.

Your qualifications will be evaluated on the basis of your level of competency (knowledge, skills and abilities) in the following areas:

- Skill in applying psychological theories and principles.
- Skill in research techniques.
- Knowledge of Human Resources management.
- Knowledge of organizational development principles.
- Skill in oral and written communication.

**CONDITIONS OF EMPLOYMENT:**

Work Schedule: Full Time

Tour of Duty: Flexible

Overtime Work: Rarely

Security Requirements: Non-Critical Sensitive without Secret Access

Drug Testing Designated Position: No

Fair Labor Standards Act: Exempt

Bargaining Unit Position: No

Preemployment Physical: Not Required

Emergency Essential: No

Reemployed Annuitant: Does Not Meet Criteria

The DoD criteria for hiring Reemployed Annuitants can be found at:

<http://www.dtic.mil/whs/directives/corres/pdf/1400.25-V300.pdf>

For an explanation of the conditions of employment, please review the definitions at:

<http://www.hr.dla.mil/downloads/ApplicationInfo/GenAppInfoDef.pdf>

#### HOW YOU WILL BE EVALUATED:

**Volunteer Experience:** Your Experience refers to paid and unpaid experience, including volunteer work done through National Service program (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

To determine if you are best qualified for this job, a review of your resume and supporting documentation will be made and compared against your responses to the occupational questionnaire. The questions are designed to capture the desired competencies/knowledge, skills, and abilities (KSAs) for this position. The rating you receive is based on your responses to the questionnaire, and is a measure of the degree to which your background matches the competencies/knowledge, skills and abilities required of this position.

#### BENEFITS:

For information regarding Federal benefits, please see: [https://help.usajobs.gov/index.php/Pay\\_and\\_Benefits](https://help.usajobs.gov/index.php/Pay_and_Benefits)

#### OTHER INFORMATION:

Please review the General information and Definitions at:

<http://www.hr.dla.mil/downloads/ApplicationInfo/GenAppInfoDef.pdf>

**IMPORTANT NOTICE TO VETERANS:** The Office of Personnel Management has published the end date for Operation Iraqi Freedom (OIF) as August 31, 2010. To receive veterans' preference for service during the Enduring Freedom/Iraqi Freedom era, you must have served for more than 180 days between September 11, 2001 and August 31, 2010 OR be in receipt of a campaign badge or expeditionary medal. Additional information is available at <http://www.hr.dla.mil/resources/news/VeteransPreferenceChanges.asp>. Other qualifying eligibility for preference (e.g., disability) remains unchanged.

#### HOW TO APPLY:

To apply for this position, you must provide a complete Application Package which includes:

- Completed Resume – (Required) For more information click on "[How To Prepare A Resume](#)"
- Completed Questionnaire – (Required)
- Other supporting documentation as required. Please see the required documents section to determine if there are other documents you are required to submit.

To preview the questionnaire, please go to [View Assessment Questions](#)

The complete Application Package must be submitted by 11:59 PM (EST) on Monday, April 27, 2015.

To begin the process, click the Apply Online button to create an account or log into your existing USAJOBS account. Follow the prompts to complete the occupational questionnaire. Please ensure you click the Submit My Answers button at the end of the process.

To review the status of an application through USAJOBS:

1. Log into your USAJOBS account.

2. Click Application Status within our profile to expand your application.
3. Click the more information link under the Application Status column for this position. You will be routed to Application Manager.
4. Click the Vacancy ID link to open the Application package. The Details tab displays by default. The Details tab displays comprehensive information about the selected Application Package including: assessment(s) and the status, supporting documents and their status, correspondence sent to you by the hiring agency, and your application processing status.
5. For additional information, see Details Tab and Checklist Tab.

If you have completed the application process online and were unable to upload your supporting documents, complete this cover page <http://staffing.opm.gov/pdf/usascover.pdf> using the following Vacancy ID 1378964 and fax your documents to 1-478-757-3144.

Note: If you are unable to apply online please follow the directions located at: <http://www.hr.dla.mil/downloads/ApplicationInfo/HowToApply.pdf>

#### REQUIRED DOCUMENTS:

The documents you are required to submit vary based on what authority you are using to apply (i.e., applying as a veteran, applying as a current permanent Federal employee). Please review the following to see if there are any documents you need to provide:

<http://www.hr.dla.mil/downloads/ApplicationInfo/SupportingDocumentation.pdf>

#### AGENCY CONTACT INFO:

Jennifer Kall  
Phone: (614)692-0323  
TDD: (800) 750-0750  
Email: JENNIFER.KALL@DLA.MIL

Agency Information:  
DLA Human Resources Services  
Columbus  
3990 E Broad Street  
Bldg 11 Section 3  
Columbus, OH  
43213  
USA

#### WHAT TO EXPECT NEXT:

Once you successfully complete the application process, you will receive a notification of receipt. Your application package will be reviewed to ensure you meet the basic eligibility and qualifications requirements, and you will receive a notification. A review will be made of your online questionnaire and the documentation you submitted to support your responses. Applicants that are found among the most highly qualified may be referred to the hiring official for consideration, and you will receive a notification of referral. The selecting official may choose to conduct interviews, and as part of the selection process, applicants may be required to complete additional supplemental documents. Once the selection is made, you will receive a notification of the decision. If interviews are conducted, DLA uses a technique called [Behavior Based Interviewing \(BBI\)](#).

Be sure to check your USA Jobs account for your notification updates.

**Control Number: 400539400**

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