



Job Title: **CUSTOMS AND BORDER PROTECTION OFFICER**

Department: **Department Of Homeland Security**

Agency: **Customs and Border Protection**

Job Announcement Number: **CBPO 14-1**

**SALARY RANGE:** \$31,628.00 to \$39,179.00 / Per Year

**OPEN PERIOD:** Thursday, May 01, 2014 to Thursday, May 15, 2014

**SERIES & GRADE:** GS-1895-05/07

**POSITION INFORMATION:** Full Time - Permanent

**PROMOTION POTENTIAL:** 12

**DUTY LOCATIONS:** Many vacancies in the following location(s):

CBP - Central East Coast, United States

CBP - East Texas, United States

CBP - Midwest US, United States

CBP - Northwest US, United States

CBP - Southwest US, United States

[More Locations](#) (1)

**WHO MAY APPLY:** United States Citizens

**SECURITY CLEARANCE:** Public Trust - Background Investigation

**SUPERVISORY STATUS:** No

**JOB SUMMARY:**

[About the Agency](#)

CBP: Securing America's Borders

Whether on the frontlines or serving behind the scenes supporting our mission, the men and women of CBP are dedicated to keeping America safe. CBP counts on them. Our Nation counts on them. Can we count on you?

**CBP Mission Statement:**

The Department of Homeland Security (DHS) components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations.

Discover a challenging and rewarding career in the U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. CBP employees protect our Nation's borders from terrorism, human and drug smuggling, illegal migration, and agricultural pests while simultaneously facilitating the flow of legitimate travel and trade.

As a CBP Officer you will interact with individuals from many countries, therefore, CBP encourages applicants who are proficient in foreign languages to apply. During the application process you will be given an opportunity to indicate your proficiency in languages used around the world.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](#)

The video: [Securing America's Ports of Entry](#) emphasizes the importance of CBP Field Operations' frontline role in helping CBP accomplish its mission. For more information on CBP's mission, activities, and careers, please visit our website at [www.cbp.gov](http://www.cbp.gov).

CBP encourages women, minorities, and veterans to apply for an exciting career with Customs and Border Protection.

We recommend opening any links in this job announcement in a new tab or browser or you may be taken away from this announcement and USA Jobs.

#### TRAVEL REQUIRED

- Not Required

#### RELOCATION AUTHORIZED

- No

#### KEY REQUIREMENTS

- U.S. Citizenship Required
- Age Requirement: Referral Prior to 37th Birthday (waiver for Veterans)
- Residency in U.S. for the Last 3 Years
- Entrance Exam, Medical Exam, Physical Fitness Tests and Drug Test
- Background Investigation and Polygraph Exam Required
- No Convictions of Misdemeanor Crime of Domestic Violence
- Required to Qualify and Carry a Firearm. Valid Driver's License Required
- Requires Regular and Recurring Shift Work
- Previous CBP Officer Entrance Examination Scores are NOT Valid

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#### DUTIES:

Customs and Border Protection Officer's primary responsibilities include:

- Enforcing customs, immigration, and agriculture laws and regulations;
- Detecting and preventing terrorists and weapons of mass destruction from entering the United States;
- Facilitating the flow of legitimate trade and travel;
- Conducting inspections of individuals and conveyances;
- Determining the admissibility of individuals for entry into the United States; and
- Preventing the illegal entry of individuals and prohibited goods and smuggling of illegal drugs and other contraband.

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#### QUALIFICATIONS REQUIRED:

Experience Requirements for GS-5 level: You must have at least three (3) complete years of general experience that requires the ability to meet and deal with people and the ability to learn and apply a body of facts. Examples of such duties include explaining administrative requirements and procedures to others and screening forms to ensure that they are completed properly in accordance with requirements. Positions involving lead and supervisory duties or operating a business should also have provided the required knowledge, skills, and abilities. The performance of predominately typing, filing, copying, messenger duties, or other purely mechanical tasks is not creditable as general experience, nor is experience in trades, crafts, or equipment operator work.

Experience Requirements for GS-7 level: You must have one (1) complete year of specialized experience that entails performance of substantive duties in inspections work at borders, seaports, airports or other ports of entry and/or work involving preliminary screening of persons for entry and immigration status, or compliance/regulatory work. Inspections experience must have demonstrated the ability to apply specialized knowledge of the laws, regulations, and procedures for importing and exporting merchandise to and from the United States and/or law enforcement work at the local, State and Federal levels, which included dealing with persons suspected of entering the United States

illegally. Compliance/regulatory work experience must have demonstrated the ability to collect, develop, and evaluate facts, evidence, and pertinent data in assessing compliance with or violations of laws, rules or regulations. Specialized experience is generally gained in the performance of the duties of the following kinds of positions in the private/public sectors: Inspector, Auditor, Analyst, Examiner, Administrator, and Investigator as well as some Technicians and Assistants.

**Substitution of Education:** If you do not have the work experience described above, four (4) academic years above high school leading to a bachelor's degree or a bachelor's degree from an accredited college or university can be substituted and is fully qualifying for the GS-5 grade level. For the GS-7 grade level, one (1) full year of graduate education in law or in fields related to law enforcement (e.g. criminal justice, police science, etc.) is qualifying. You may substitute superior academic achievement for the experience required at the GS-7 level. You must have completed the requirements for a bachelor's degree from an accredited college or university with a grade point average of 3.0 or higher on a 4.0 scale; class standing in the upper third of a graduating class or major subdivision; or membership in a national scholastic honor society.

**Combining qualifying experience and education:** If you do not qualify based on experience or education alone, you may be able to qualify based on a combination of your experience and education.

**Firearm Proficiency:** Firearm proficiency is required for all CBP Officers and is part of the training provided at the academy.

**Current Federal Employees:** Current federal employees who apply to this announcement will be required to serve a probationary period in accordance with 5 CFR 315 and may be required to accept a change to lower grade which may reduce their salary based on Federal pay regulations. Note: If you are a current GS-12 step 1 your salary will be reduced to a GS-7 step 10 which equates to an approximate \$20,000 salary reduction (based on locality). Re-promotion is not guaranteed. Timeframes and grade level re-promotion is at the discretion of the agency and may be subject to a probationary period.

**Probationary Period:** All employees new to the federal government must serve a one year probationary period during the first year of his/her initial permanent federal appointment to determine fitness for continued employment.

**Formal Training:** New CBP Officers will complete a paid pre-academy orientation for approximately 30 days at their home port prior to attending the Federal Law Enforcement Training Center (FLETC) for approximately 17-19 weeks at Brunswick, GA. Candidates selected for duty locations where they are required to be proficient in reading, writing, and speaking Spanish will be required to either pass a Spanish language proficiency examination or attend a 6-week long Spanish immersion class at FLETC. For more information on training at FLETC please visit the website at: [www.FLETC.gov/](http://www.FLETC.gov/)

**Uniform:** This position requires wearing an officially approved uniform while in a duty status. CBP Officers receive a uniform allowance to offset the cost of purchasing the required CBP Officer uniform.

**Shift Work:** This position requires regular and recurring shift work. You must be willing and available to work rotating shifts. You may also be rotated between assignments and duty locations.

#### **HOW YOU WILL BE EVALUATED:**

Your resume and supporting documentation will be reviewed to ensure you meet the qualification requirements. If you meet the qualifications, you must take and pass the CBP Officer Entrance Examination; you will receive an email invitation to schedule a date/time/place to complete the examination.

The examination contains the following (3) assessments: Reasoning Skills, Writing Skills, and the CBP Experience Record. To be eligible, applicants must pass the examination with a score of at least 70. Proper test preparation is essential for the successful candidate therefore, we strongly encourage you to review the study guide available at: [http://www.cbp.gov/sites/default/files/documents/cprepmanual\\_3.pdf](http://www.cbp.gov/sites/default/files/documents/cprepmanual_3.pdf)

After reading the study guide, you should take the CBP Officer Pre-test (sample entrance examination). The pre-test will give you a preview of the types of items/questions you can expect to see on the actual entrance examination, and will help you determine if you are interested in applying for the CBP Officer position.

The pre-test can be found at: <https://www.usajobsassess.gov/assess/pretest/landing>

You will not be able to retake the examination for one year regardless of whether you pass or fail.

If you would like to request a Reasonable Accommodation for taking the entrance examination because of a disability (physical or mental) covered by the Rehabilitation Act of 1973, as amended, and Americans with Disabilities Act of 1990, as amended. If you believe you have a disability that would interfere with completing the entrance examination, for more information about the assessments and the request process:

<https://www.usajobs.gov/content/pdfs/CBPAssessReasonableAccommodation.pdf>. Decisions on requests for Reasonable Accommodations are made on a case-by-case basis. After notification of the adjudication of your request, you will receive an email invitation to schedule the examination .

**Previous CBP Officer Entrance Examination scores are no longer valid. Everyone must take the new examination.**

If you pass the entrance examination, you will be placed in one of the following categories for referral and consideration:

- Best Qualified: Applicants possessing the type and quality of experience that substantially exceeds the minimum qualifications.
- Very Highly Qualified: Applicants possessing the type and quality of experience that exceeds, to a very considerable extent, the minimum qualifications.
- Highly Qualified: Applicants possessing the type and quality of experience that exceeds, to a considerable extent, the minimum qualifications.
- Well Qualified: Applicants possessing the type and quality of experience that marginally exceeds the minimum qualifications of the position and who demonstrate average proficiency in most of the critical competencies.
- Qualified: Applicants possessing the type and quality of experience that meets the minimum qualifications.

Veterans with 5-point preference or 10-point non-compensable preference who meet the eligibility and qualification requirements are placed above non-preference eligibles within the category in which they qualify. Veterans who have a compensable service-connected disability of at least 10% are listed at the top of the highest quality category depending on grade levels. Passing the entrance examination does not guarantee selection.

**BENEFITS:**

You can review our benefits at: [http://www.cbp.gov/xp/cgov/careers/benefits\\_employees/overview\\_benefits.xml](http://www.cbp.gov/xp/cgov/careers/benefits_employees/overview_benefits.xml)

**OTHER INFORMATION:**

Polygraph Examination: The CBPO position is a polygraph-required position. You will take a polygraph exam and the results will be used to determine your suitability for the position. Please see:

[http://www.cbp.gov/xp/cgov/careers/apply/mandatory\\_back\\_invest.xml](http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml)

Background Investigation: The CBPO position is categorized as "critical-sensitive." You will complete a background investigation which includes but is not limited to a Federal Bureau of Investigation (FBI) name and fingerprint check and a background investigation. Please see: [http://www.cbp.gov/xp/cgov/careers/apply/mandatory\\_back\\_invest.xml](http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml)

Age Requirement: You must be referred for consideration before reaching your 37th birthday in accordance with Public Law 110-161. The age restriction does not apply if you are a veterans' preference eligible. If you are serving or have served in a federal civilian law enforcement position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d) you may have sufficient service to meet the requirement. There are no other exceptions to Public Law 110-161.

Residency Requirement: If you are not a current CBP employee you must meet one or more of the following primary residency criteria for the last three years prior to applying to this announcement up through entering on duty:

1. Resided in the United States or its protectorate or territories (excluding short trips abroad, such as vacations);
2. Worked for the United States government as an employee overseas in a federal or military capacity; or
3. Been a dependent of a US federal or military employee serving overseas.

Exceptions may be granted to applicants if they can provide complete state-side coverage information required to make a suitability/security determination. Examples of state-side coverage information include: the state-side address of the company headquarters where the applicant's personnel file is located; the state-side address of the professor in charge of the applicant's "Study Abroad" program; the church records for the applicant's overseas church missions; and/or the state-side addresses of anyone who worked or studied with the applicant while overseas.

Misdemeanor Crime of Domestic Violence: The CBP Officer position is a weapons-carrying position. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. Therefore, if you have been convicted of a misdemeanor crime of domestic violence, you are not qualified for this position.

Drug Testing: You must complete a drug test as a condition of employment for this position. Once employed, CBP Officers are subject to random and unannounced drug testing.

Medical Examination: You must undergo and successfully pass the medical screening process.

Physical Fitness Screening: You will be required to pass two physical fitness tests. Please See:  
<http://www.cbp.gov/document/guidance/ofo-pft1-pft2-fgs-fitness-standards>

Interview Process: You will be required to pass a video-based test (VBT) and may be required to take and pass a face-to-face structured interview (SI).

Direct Deposit: All agency employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.

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#### HOW TO APPLY:

In order to begin your application, you will need an active USA Jobs account.

To begin your online application, click "Apply Online" to create a USAJOBS account and follow the prompts or log in to your existing USA Jobs account. Your application packet must include a completed assessment questionnaire, a resume, an OF-306 Form "Declaration for Federal Employment", and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

Applications and supporting documentation will not be accepted by mail or email. The address posted is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. You must submit your resume, OF-306, application questionnaire, and any supporting documents by 11:59 Eastern Standard Time on Thursday, May 15, 2014

We recommend that you apply as soon as possible in order receive consideration as this announcement will close on Thursday, May 15, 2014 at 11:59, EDT OR at 11:59 EDT on the day we receive 10,000 applicants (whichever comes first).

#### REQUIRED DOCUMENTS:

- Resume: A resume in English is required. It must contain your full legal name, address, phone number, the last four digits of your Social Security Number, a detailed description of your duties and the dates you performed those duties (MM/DD/YR), as well as your work schedule and hours per week. CBP encourages you to review the CBP Officer resume aid to ensure your resume will be ready to qualify you for a career as a CBP Officer:  
<http://www.cbp.gov/document/guidance/cbp-resume-aid-and-reference-sheet>

- Transcripts: Transcripts are required if basing any part of your qualifications on education and must be in English from an accredited institution

- Responses to the online job questionnaire: You must submit the online job questionnaire
- Proof of Veterans' Preference: If you claim veterans' preference you will be required to submit proof of eligibility (DD 214, Member -4, Certificate of Release or Discharge). Applicants claiming 10-point preference must also submit Standard Form 15, as well as the proof requested on that form. For information on veterans' preference please visit: <http://www.fedshirevets.gov/veteranemployees/veteranspreference/index.aspx>

- OF-306 Form (Declaration of Federal Employment): Form must be completed and signed  
<http://www.opm.gov/forms/optional-forms/>

- Age Requirement Documents: If you are over the age of 37 you will need to submit proof you are eligible for the position of CBP Officer. If you are claiming an age waiver based on Federal law enforcement service; you must submit copies of your SF-50s reflecting the beginning and end of creditable Federal civilian (not military) service under Title 5 U.S.C. 8336(c), title 5 U.S.C. 8412(d), or creditable service covered by Public Law 110-161. Block 30 of your SF-50 should show Retirement Code M or O. If you do not meet the age requirement and you are unable to provide this required documentation, you will not receive consideration under this announcement. If you are claiming an age waiver based on veterans' preference, submit the required Veterans' Preference documents.

- If you are claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP) or the Interagency Career Transition Assistance Program (ICTAP): You must submit a Separation Notice, SF-50; a current (or a last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability

annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.

It is your responsibility to verify that information entered, or supporting documents that are uploaded, or faxed are received and are accurate. CBP will not modify, change, or contact you regarding the completeness or accuracy of your application. If a document is not legible, you will not be able to view it in application manager and you must again upload or fax it by the closing date.

Documents must be uploaded as the correct document type or they will not be considered. Example: Resume must be submitted as a Resume.

**Duty Locations:** You will only be able to select one geographic region. Positions may be filled at any CBP port of entry within the regions. You must be willing to work at any duty location that falls within that region's jurisdiction.

REGION	Locations within Region
	*A region may incorporate an entire state, commonwealth, or territory; or it may only include a specific area of a state as defined below
<b>Central/East Coast</b>	Locations in New York State: Queens/JFK Locations in Pennsylvania: Philadelphia States of Maryland, Delaware, New Jersey, Virginia, West Virginia
<b>Midwest</b>	States of Colorado, Illinois, Indiana, Iowa, Kansas, Missouri, Nebraska, Oklahoma, South Dakota, Arkansas, Wisconsin, Wyoming, Ohio and Michigan
<b>Northwest/Northern Border</b>	States of Washington, Idaho, Montana, North Dakota and Minnesota
<b>Southwest</b>	Locations in Texas: Laredo, El Paso, Fabens, Brownsville, Del Rio, Eagle Pass, Pharr, Progreso, Presidio, Rio Grande City, and Roma Locations in California: Andrade, Calexico, Otay Mesa, San Ysidro, Tecate, San Bernardino States of Arizona and New Mexico
<b>Texas East</b>	Locations in Texas: Houston, Galveston, Dallas, Amarillo, Corpus Christi, Lubbock, Midland, Freeport, Port Arthur, and San Antonio
<b>West Coast</b>	Locations in California: San Francisco, Sacramento, Oakland, Los Angeles, Long Beach States of Nevada and Oregon

#### AGENCY CONTACT INFO:

CBP Officer MHC OFO DEU  
Phone: (952)857-2927x2  
Email: [CBPHIRINGDEUCBPO@CBP.DHS.GOV](mailto:CBPHIRINGDEUCBPO@CBP.DHS.GOV)

Agency Information:  
CBP Entry Level OFO OBP  
5600 American Blvd  
Bloomington, MN  
55437-1450

#### WHAT TO EXPECT NEXT:

If you meet the qualifications for this position, you will receive an email from email address [USAHire\\_support@panpowered.com](mailto:USAHire_support@panpowered.com) to schedule the CBP Officer Entrance Examination (Place/date/time). Please be sure to check your email, spam, and junk folders daily. Testing will be available for two weeks starting June 2. The examination may take up to five (5) hours to complete. Once you have completed the application process and

passed the examination you will be considered for future openings in "category order" in accordance with veterans' preference regulations. As referrals are made in the geographic region you select and your category is reached, you will be referred for consideration to start the pre-employment process. There is no guarantee of selection.

If you are already in the pre-employment process for a CBP Officer position and you reapply under this announcement and are subsequently referred for a position, your new referral will replace any existing CBP Officer referral regardless of region for which you are currently in process, and may delay your pre-employment processes.

CBP uses E-Verify to validate all newly hired applicants' ability to work legally in the United States. To learn more about E-Verify please follow the link: <http://www.dhs.gov/e-verify>

Requests for Reasonable Accommodations to apply to this announcement must be received before the Job Opportunity Announcement closes to be considered for this job opening. Decisions on requests for Reasonable Accommodations are made on a case-by-case basis.

#### [Additional Duty Location Info](#)

Many vacancies in the following locations:

CBP - Central East Coast, United States  
CBP - East Texas, United States  
CBP - Midwest US, United States  
CBP - Northwest US, United States  
CBP - Southwest US, United States  
CBP - West Coast, United States

**Control Number: 368222200**

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U.S. Customs and  
Border Protection

WE ARE AMERICA'S FRONTLINE



**SECURE CAREER.  
COMPETITIVE SALARY.**



## NOW HIRING: CUSTOMS AND BORDER PROTECTION OFFICERS



**U.S. Customs and Border Protection (CBP) is hiring CBP Officers to work for one of the Department of Homeland Security's largest agencies. CBP's priority mission is protecting our nation's borders by keeping terrorists and their weapons out of the United States.**

CBP Officers work in a fast-paced environment at more than 300 ports of entry located at international airports, seaports and land borders throughout the United States. Using state-of-the-art technology and training, these frontline officers deter illegal entry to our country, intercept contraband, and interdict agricultural pests and potential diseases.

**JOIN AMERICA'S FRONTLINE.**

### KEY REQUIREMENTS

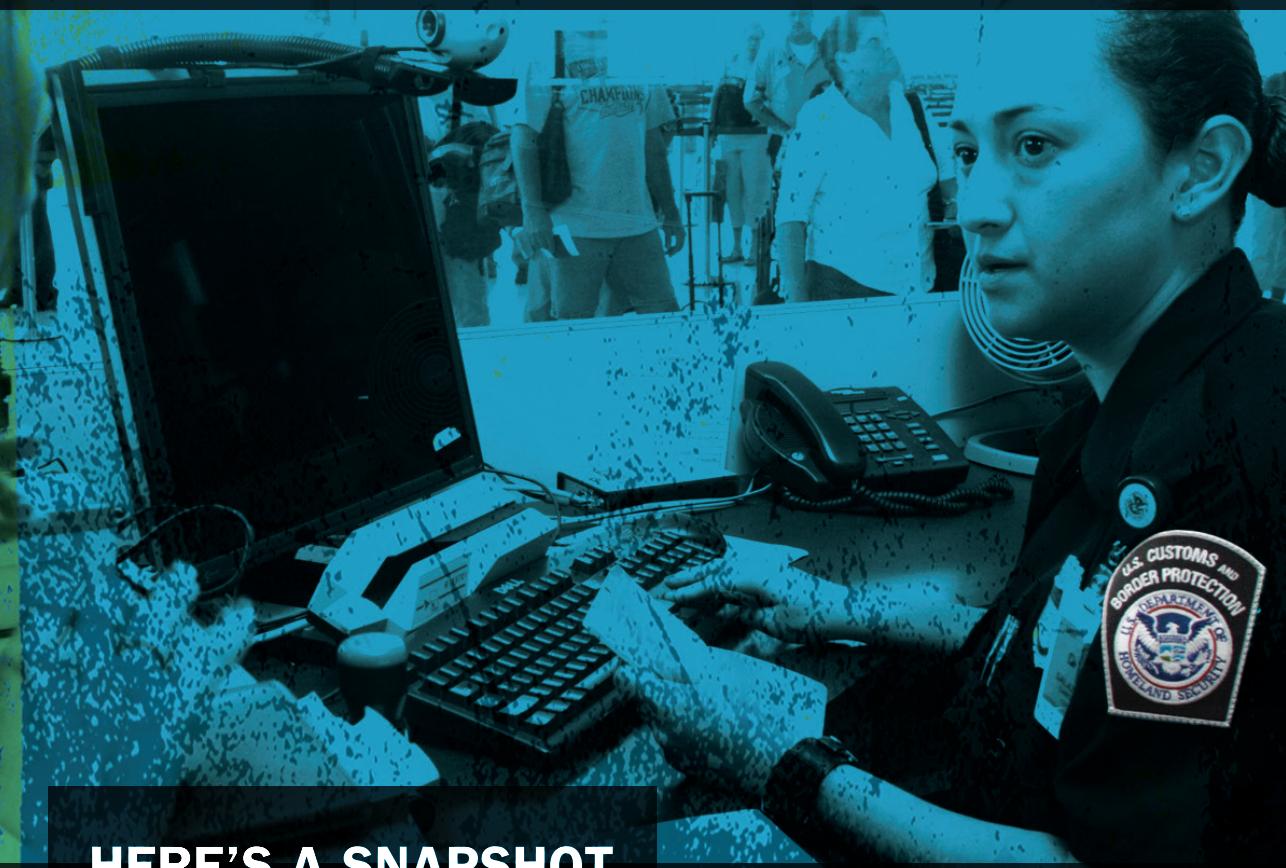
- > Candidates must be referred for selection prior to their 37th birthday (waiver for qualified veterans)
- > Be a U.S. citizen and a resident for the past three years
- > Have a valid state driver's license
- > Pass a written exam, medical exam, physical fitness tests, video-based test and drug test – more than 600 testing locations offered nationwide
- > Pass a thorough background investigation and polygraph examination

Successful candidates receive 17-19 weeks of classroom and field training at the CBP Academy, Federal Law Enforcement Training Center in Glynco, Ga.



U.S. Customs and  
Border Protection

# CBP OFFERS EMPLOYEES THE OPPORTUNITY TO SERVE OUR COUNTRY, AND PROVIDES A COMPETITIVE SALARY AND BENEFITS PACKAGE.



## HERE'S A SNAPSHOT

### FINANCIAL & JOB SECURITY

- > Job Security
  - Salary/steady income
  - Salary starting at \$31,315; up to \$57,408 after three years
- > Personal/Sick Leave/Holidays
  - Paid personal (annual) and sick leave
  - 10 paid holidays per year
- > Paid training
- > Veterans Educational Benefits Program for specific law enforcement positions

### RETIREMENT & INSURANCE BENEFITS

- > Thrift Savings Plan—similar to 401(k)
- > Flexible savings accounts
- > Long term care insurance
- > Credit for military service
- > Law enforcement retirement benefits
- > Federal retirement plan
- > Federal Employees Group Life Insurance

### HEALTH BENEFITS

- > Federal Employee Health Benefits Program
  - Federal government pays up to 75% of medical premiums
  - Federal dental & vision program with competitive rates

To apply, visit

[www.cbp.gov/careers/join-cbp/  
which-cbp-career/cbp-officer](http://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer)

U.S. Customs and Border Protection is an Equal Opportunity Employer.





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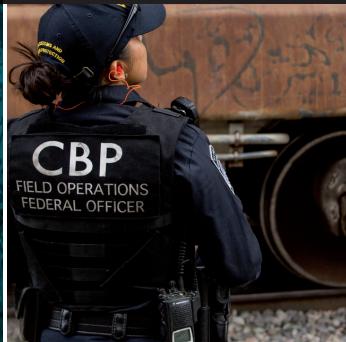
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To apply, visit

[www.cbp.gov/careers/join-cbp/  
which-cbp-career/cbp-officer](http://www.cbp.gov/careers/join-cbp/which-cbp-career/cbp-officer)

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