



Center for COUNTERMEASURES

JOIN US THIS YEAR

WHITE SANDS MISSILE RANGE

CCM is a national leader in countermeasure/counter-countermeasure testing. We are at the front of national and international weapons evaluation and technology, such as precision-guided weapon systems involving electro-optic, infrared, and millimeter wave technology. CCM is embarking on new technological ventures into areas such as directed energy and space. We are a tenant organization at White Sands Missile Range and report to the Office of the Secretary of Defense, Director, Operational Test and Evaluation.



OPERATIONS

- Test **AIRCRAFT SURVIVABILITY EQUIPMENT** installed on both fixed-wing and rotary-wing aircraft.
- Provide test and evaluation of **DIRECTED ENERGY WEAPON SYSTEMS** with instrumentation developed for open-air test ranges.
- Support **WARFIGHTER EXERCISES** with equipment and countermeasures subject matter expertise.
- Use technical knowledge for system and **SUBSYSTEMS DEVELOPMENT** in support of **COUNTERMEASURES** and **COUNTER-COUNTERMEASURE TESTING**.
- **TRAVEL** across the U.S. to **TEST** and **EVALUATE COUNTERMEASURES** in their operational environments.
- Participate in Allied nations' **INTERNATIONAL RESEARCH AND DEVELOPMENT ACTIVITIES**.
- Test and evaluate **PRECISION-GUIDED WEAPONS SYSTEMS** and **TARGETING SYSTEMS** against **COUNTERMEASURES**, such as lasers, camouflage, and specialized pyrotechnics.

CALLING ALL ENGINEERS!

Electrical Engineers Aerospace Engineers
Physicists Chemical Engineers
Computer Engineers
Mechanical Engineers



Competitive Earnings & Benefits

EARN MORE

Competitive Wages

- Pay grades GS07 – GS12
Competitive grades: GS13 – GS14
Go to opm.gov and search for GS salary tables.
- Guaranteed **SALARY INCREASES**
- Locality adjustment for salary

Retirement

- Access **THREE STREAMS of INCOME** during retirement: Federal Employees Retirement System (FERS), Social Security, and the Thrift Savings Plan (TSP)
- FERS pays 1% of **3 HIGHEST SALARIES** for **EACH YEAR** worked
- TSP is like a 401K; the Government will **MATCH** up to **5%** of employee's contributions

Holidays

- 11 days of **PAID** holidays: New Year's Day, Martin Luther King Jr.'s B-day, President's Day, Juneteenth National Independence Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day

LIVE BETTER

Affordable Life Insurance

- Government negotiates low group rates and **PAYS ONE-THIRD OF COST**
- Choose additional and/or dependent life insurance plans in addition to basic coverage

Leave

- **SICK LEAVE** accumulates at a rate of four hours per pay period.
- **ANNUAL LEAVE** is earned in accordance with a formula based on time in federal service.
 - ◇ Starting – 3 years of service: 4 hrs per pay period / 13 days per year
 - ◇ 3 – 15 years of service: 6 hrs per pay period / 20 days per year
 - ◇ 15+ years of service: 8 hrs per pay period / 26 days per year

Premium Health Insurance

- Take advantage of the **LOWEST HEALTH INSURANCE PREMIUMS** in the U.S.
- Get health, dental, vision, and long-term care for yourself, you and another person, or you and your family
- Choose from numerous provider options to meet unique medical needs
- Government **PAYS** for the bulk of the premium costs

