



RHUMB LINES

Straight Lines to Navigate By



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Department of the Navy Civilians

"The Navy is fortunate to have approximately 200,000 Navy civilians supporting our deployed Sailors and Marines. The varied skill sets, commitment and continuity civilians provide are essential to mission accomplishment and execution of the Maritime Strategy. They are an integral member of our Navy team."

– Hon. Juan M. Garcia, Assistant Secretary of the Navy (Manpower and Reserve Affairs)

The Department of the Navy (DoN) civilian workforce has approximately 200,000 employees across a broad spectrum of diverse missions that provide technical, operational and human resource capabilities in support of the joint warfighter and the Navy's Maritime Strategy. To remain successful, the Navy must be forward-looking and adaptive in an evolving global environment. The talents and experiences of our Navy civilians must be leveraged to adapt and respond to emerging demands.

The DoN Civilian Human Resources (CHR) mission and strategic human capital management ensures appropriate competencies and capabilities exist within the civilian workforce to meet ever-changing, mission-critical requirements. Also key to the Navy's personnel readiness is a human resource system, which provides seamless integration of civilian, active duty and reserve personnel through a continuum of service. Visit www.donhr.navy.mil for program details.

Transitioning from the National Security Personnel System (NSPS)

Congress required the transition of approximately 72,000 DoN employees from the NSPS to General Schedule system no later than Jan. 1, 2012. The DoN [transition plan](#) aims to avoid undue interruption to mission and to minimize negative impact on employees. Current transition information is available at the [DoN Transition website](#).

Supporting Wounded Warriors

The DoN works side-by-side with [wounded warriors](#), helping them transition from military service into the civilian workforce. Human resource professionals are on-hand to provide assistance to ill and injured veterans to explore career opportunities in the public service sector.

Workforce Planning

As the DoN evaluates opportunities to improve the effectiveness and efficiency of our business operations, organizations must use [workforce planning](#) tools to evaluate, align and execute human capital goals to meet mission requirements. The civilian workforce often provides the "corporate memory" as they are more stationary than uniformed employees.

Advancing Civilian Hiring Reforms

The DoN's approach to civilian hiring reform is to improve the applicant's experience, reduce time to fill vacancies, and increase engagement with hiring managers and senior leaders. The DoN is working with the DoD and [Office of Personnel Management](#) to advance [hiring reforms](#) and will share scorecards and action plans with commands and organizations.

Key Messages

- DoN civilian employees directly support deployed naval forces and design and procure ships, aircraft, submarines and weapons systems.
- The [civilian workforce](#) contributes critical support to our military in both peacetime and wartime by providing continuity and a federal regulatory perspective.
- Veterans, [wounded warriors](#) and people with disabilities may be eligible for fast-track hiring programs for thousands of civilian positions. Search with the [Civilian Hiring and Recruitment Tool](#).

Facts & Figures

- DoN civilian employees work in every state in the U.S., in 20 countries around the world, in both technical and non-technical jobs.
- Approximately 40 percent of all DoN civilians are [veterans](#).
- DoN CHR fills approximately 66,500 positions each year and supports unique labor agreements with 464 bargaining units covering 91,000 employees.
- The first civilian to work for the U.S. Navy was the first Secretary of the Navy, Benjamin Stoddert, who took office in May 1798.