

APPENDIX E

Technical Competencies for QASAS Personnel

This appendix presents the competencies that are considered necessary for QASAS careerists, subsequent to completion of formal Intern training.

For each competency, the table presents the grade(s) at which the careerist is expected to *first* need the competency and the learning methodology for the competency. All competencies are considered “recommended” although some assignments may require that these competencies are mandatory for successful job performance.

Competencies	GS-7	GS-9	GS-11	GS-12	GS-13	GS-14	Learning Methodology
1. APE/TMDE – Ability to identify ammunition peculiar equipment (APE) required for inspection, maintenance, renovation, and disposal of ammunition; ability to identify ammunition test, measurement and diagnostic equipment (TMDE); and ability to determine requirements for APE and TMDE.		X	X	X			On-the-Job Training or Formal Training DAC AMMO-8-AMMO Peculiar Equipment
2. Ammunition Shelf-life Deterioration Rates - Ability to recognize ammunition shelf-life deterioration rates.		X	X				Formal Training Work Experience Self Study
3. Conducting Ammunition Disposal - Ability to apply ammunition disposal methods, procedures, and special requirements.		X					Work Experience Formal Training DAC AMMO-4-Ammo Demilitartization
4. Interchange and Substitution of Ammunition - Skill in determining the extent to which items of assigned ammunition are interchangeable and substitutable.			X				Formal Training Work Experience Self Study
Competencies	GS-7	GS-9	GS-11	GS-12	GS-13	GS-14	Learning Methodology
5. Support Throughout Life Cycle - Knowledge of the parts, tools, and training devices required to support ammunition items through the life cycle.			X				Work Experience, Formal Training DAC AMMO-7-Ammo Life Cycle Management

6. Primary Manufacturers and Other Sources of Supply - Knowledge of the primary manufacturers of ammunition (related) items and other sources of supply.			x			Work Experience or Formal Training, DAC AMMO-13- Ammo Supply
7. Quality Requirements and Proof and Acceptance Requirements - Knowledge of quality requirements, proof and acceptance requirements and related regulations, including ISO 9000.			x	x		Work Experience or Formal Training, DAC AMMO-10- Ammo Quality Systems
8. Using Ammunition Packing/Packaging and Palletizations/Unitization Procedures, Drawings, and Regulations - Skill in using ammunition packing/packaging and palletizations/unitization procedures, drawings, and regulations.			x	x		Formal Training Work Experience
9. Forecasting, Scheduling, and Workloading Maintenance and Demilitarization - Ability in forecasting, scheduling, and workloading ammunition surveillance major/minor maintenance and demilitarization programs.			x	x		Work Experience or Formal Training, DAC AMMO-9-Ammo Production Management
10. Workload Factors - Skill in applying workload factors to accomplish surveillance workloading of ammunition facilities.			x	x		Work Experience or Formal Training, DAC AMMO-9 or AMMO-53
11. Surge and Mobilization of Production Line - Ability to apply policies and procedures and capabilities for the surge and mobilization of the ammunition production line.			x	x		Work Experience or Formal Training, DAC AMMO-9 or AMMO 53

Competancies	GS-7	GS-9	GS-11	GS-12	GS-13	GS-14	Learning Methodology
12. Ammunition Surveillance Planning - Knowledge of policies, procedures, capacities, and controls related to ammunition surveillance planning.			x	x			Work Experience or Formal Training, DAC AMMO-9 or AMMO-53
13. CONUS and OCONUS Activities, Capabilities and Capacities for Demilitarization and Inspection - Knowledge of CONUS and OCONUS activities and capabilities and capacities for demilitarization and inspection of ammunition.			x	x			Work Experience
14. Ammunition Malfunctions - Skill in ammunition malfunction and accident investigation procedures and reporting.			x				Formal Training Work Experience Self Study
15. Ammunition Organizations, Operations and Interrelationships - Knowledge of ammunition organizations and operations and their interrelationships.			x	x			Work Experience
16. Government and Industrial Capabilities for Production and Deployment - Knowledge of methods and procedures for determining government and industrial capabilities for the production of ammunition items and of problems which can impact production and deployment.				x	x		Formal Training Work Experience
17. Defending and Managing Ammunition and Surveillance Program Resources - Skill in identifying, defending, and managing ammunition and surveillance program resources.				x	x	x	Work Experience Correspondence
18. Budgeting, Forecasting, and Planning Programs - Knowledge of budgeting, forecasting, and planning programs such as Five-Year Defense Program (FYDP); Program Development Increment Package (PDIP); Authorized Acquisition Objective (AAO); Planning, Programming, And Budgeting System (PPBS); etc.				x	x	x	Work Experience or Formal Training, DAC AMMO-6, AMMO Financial Management

Competancies	GS-7	GS-9	GS-11	GS-12	GS-13	GS-14	Learning Methodology
19 Program Evaluation and Review Techniques for Strategic Long-range Planning - Skill in applying program evaluation and review techniques and other decision-making procedures for strategic long-range planning.				X	X	X	Formal Training Work Experience Self Study
20. Manufacturing/Repair Principles, Practices, and Procedures - Knowledge of principles, practices, and procedures used in the design, procurement, production, construction, overhaul, maintenance, modification, and repair of ammunition commodities, systems, subsystems, components, assemblies, subassemblies, or parts.				X	X	X	Formal Training Work Experience Self Study
21. OE Clean-up - Knowledge of the terminology, policies, procedures, and programs related to ordnance and explosives (OE) clean-up operation.			X	X			Formal Training Work Experience Self Study
22. Site Assessments - Skill in preparing Site Safety Submissions/Hazard and Risk Assessments for OE cleanup.			X	X			Work Experience or Formal Training, DAC AMMO-56, Risk Assessment
23. PC Applications - Skill in using computer databases, spreadsheets, word-processing, graphics and communications to prepare, receive, and transmit reports, maintain systems for tracking data, and prepare presentations/briefings.		X	X	X			Formal Training Work Experience Self Study
24. Environmental Regulations - Knowledge of environmental regulations and laws as related to ammunition/explosives mission.			X	X			Work Experience or Formal Training, DAC, AMMO-31, Environmental Considerations for Ammo Personnel
25. On-Scene Coordinator - Ability to assume duties as On-Scene Coordinator during environmental clean-up of ordnance related contamination.			X	X	X		Formal Training Work Experience Self Study
26. PREPO - Knowledge of PREPO activities and procedures.			X	X	X		Work Experience
27. MSDS - Ability to interpret and apply materiel safety data sheets (MSDS).		X	X				Formal Training Work Experience Self Study

Competancies	GS-7	GS-9	GS-11	GS-12	GS-13	GS-14	Learning Methodology
28. Hazardous Waste - Knowledge of local, state, and Federal hazardous waste laws, regulations, policies, procedures, and training.		X	X				Formal Training, Munitions rule, computer based training, or Work Experience
29. TOXIC CHEMICALS - Knowledge of Chemical Agent Standards, inspection and surveillance of toxic chemical munitions, and CAIRA			X				Formal Training, DAC AMMO-55 and AMMO 61
30. QASAS Evaluations and Reports – Skill in completing QASAS-specific forms and reports.			X	X	X		Work Experience Self Study
31. FUDS - Knowledge of Formerly Used Defense Sites (FUDS) characterizations.			X	X			Work Experience Self Study
32. MIDAS - Knowledge of Munitions Items Distribution Action System (MIDAS) duties.			X	X			Work Experience Self Study
33. Non-standard or Modified Munitions - Skill in interpreting and applying requirements for inspection, storage, demilitarization, issue, and shipment of non-standard, modified, and foreign munitions.			X				Work Experience Self Study
34. Propellant Stability - Ability to interpret and apply requirements of Propellant Stability Program.		X	X				Formal Training Work Experience Self Study
35. Hazard Classification/POP - Ability to determine appropriate hazard classification and Performance-Oriented Packaging (POP) requirements for ammunition or explosives offered for transportation.			X	X	X		Formal Training Work Experience Self Study
36. Post, Camp & Station - Skill in providing technical assistance and support on ammunition and explosives safety matters to civilian and military personnel at the facility.			X	X			Work Experience Self Study