



DEVCOM
ARMY RESEARCH
LABORATORY



DEVCOM Army Research Laboratory

CAREERS



U.S. ARMY



WHO WE ARE

The U.S. Army Combat Capabilities Development Command (DEVCOM) Army Research Laboratory is strategically placed under the Army Futures Command as the Army's sole foundational research laboratory focused on cutting-edge scientific discovery, technological innovation, and transition of knowledge products that offer incredible potential to improve the Army's chances of surviving and winning any future conflicts.

DEVCOM ARL Directorates

The DEVCOM Army Research Laboratory is organized by a three-directorate structure that is designed to strengthen synchronization, coordination, and integration of the full ARL team and ensure that ARL supports Army priorities and achieves mission success of operationalizing science at the speed of relevance.

DEVCOM ARL seeks to remain at the forefront of executing the highest-quality research possible, building leaders in the scientific community, setting a bold Army-relevant science agenda and pushing beyond existing boundaries in search of new ideas.



ARMY RESEARCH OFFICE

ARL’s Army Research Office Directorate (ARO), founded in 1951 as the Army Research Office and based in Research Triangle Park, N.C., has more than 100 scientists, engineers and support staff, who manage the Army’s extramural research program. ARO drives cutting-edge and disruptive scientific discoveries that will enable crucial future Army technologies and capabilities through high-risk, high pay-off research opportunities.



RESEARCH BUSINESS DIRECTORATE

ARL’s Research Business Directorate (RBD) centralizes the laboratory’s business operations such as laboratory operations, strategic partnerships and plans, programs and budget synchronization, and focuses on facilitating strategic decision-making among cross-disciplinary internal and external teams.



ARMY RESEARCH DIRECTORATE

ARL’s Army Research Directorate (ARD) focuses on exploiting concept development, discovery, technology development, and transition of the most promising disruptive science and technology to deliver to the Army fundamentally advantageous science-based capabilities through laboratory’s research competencies. This intramural research directorate also manages the laboratory’s essential research programs, which are flagship research efforts focused on delivering defined outcomes.

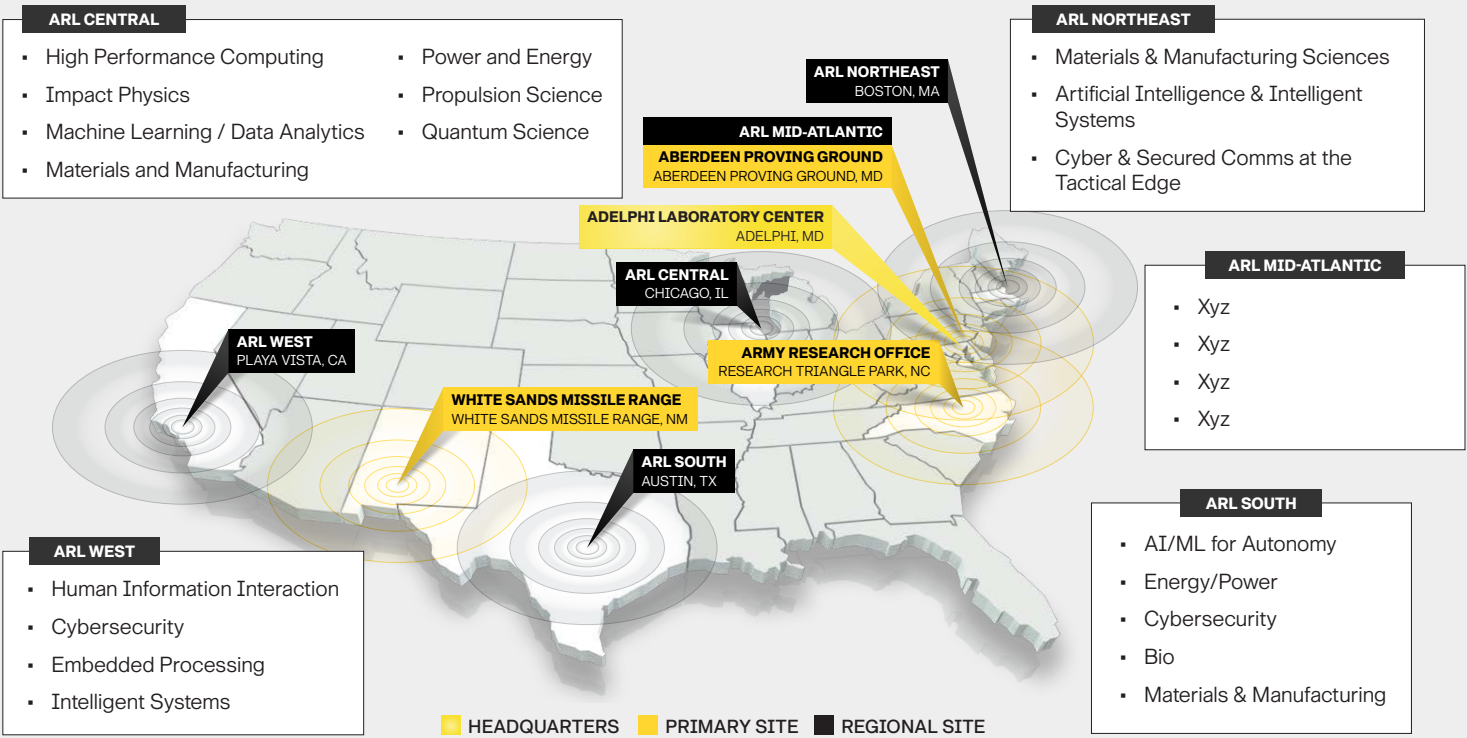
DEVCOM ARL Locations

DEVCOM ARL’s unique facilities and diverse, preeminent workforce comprise the largest source of world-class integrated research in the Army. The laboratory’s facilities and regional locations focus on technology areas critical to performing disruptive foundational research to answer the hardest S&T questions for Army modernization and future Army capabilities.

DEVCOM ARL operates laboratories and experimental facilities, offices and many one-of-a-kind facilities in several prominent locations around the United States. In many cases, the laboratory’s collaborations with other nations, laboratories, academia, and industry span the globe.

REGIONAL SITES

ARL regional sites create strong, enduring S&T partnerships–working together to solve the Army’s current and future challenges. ARL regional sites leverage regional expertise and facilities to accelerate the operationalizing of science for transformational overmatch.





WHAT WE DO

The U.S. Army Combat Capabilities Development Command (DEVCOM) Army Research Laboratory partners across the national security enterprise to deliver fundamentally advantageous change that is rooted in the creation and exploitation of scientific knowledge and delivered at the speed of relevance.

Foundational Research

DEVCOM ARL executes intramural and extramural research organized by 11 competencies that provide the Army with foundational expertise and specialized capabilities grounded in scientific excellence and driven by unique Army challenges. Our disruptive scientific research coupled with collaborations and prioritized funding to the worldwide scientific community, both academic and commercial, create and exploit scientific knowledge in the competencies that are leveraged to develop new opportunities, build programs, align people and funding, and advise on future operational concepts. We also seek to dynamically and continually reshape these competencies by creating and directing new scientific discoveries to redefine the frontiers of the possible.

TECHNICAL COMPETENCIES	
Biological and Biotechnology Sciences	Biological related disciplines, including synthetic biology, biological materials, biological/ abiological interfaces, and biological effect
Electromagnetic Spectrum Sciences	Novel approaches to sensing and operating across the entire electromagnetic (EM) environment; counter-sensing across the EM spectrum; protection from EM effects; emerging concepts for RF, radars, and electronic warfare (EW)
Energy Sciences	Science of mechanical and electrical power generation, storage, conditioning and distribution; energy conversion; and emerging concepts for lasers, directed energy (DE), DE protection and propagation
Humans in Complex Systems	Multi-disciplinary non-medical approaches to understand and modify the potential of humans situated in and interacting within complex social, technological, and socio-technical systems
Mechanical Sciences	Science of novel mechanics, mechanisms, and control to enable manned/unmanned ground and air vehicle concepts
Military Information Sciences	Underpinning sciences, physical autonomy, and enablers required to provide timely, mission-aware information to humans and systems at speed and scale for all-domain and coalition operations
Network, Cyber, and Computational Sciences	Sciences to enable and ensure secure resilient communication networks for distributed analytics in Multi-Domain Operations
Photonics, Electronics, and Quantum Sciences	Materials (and related manufacturing methods) and devices intended for achieving photonic, electronic, and quantum-based effects
Sciences of Extreme Materials	Materials and related manufacturing methods focusing on mechanical response and performance extremes, including active, adaptive, and flexible/soft materials; novel manufacturing science for energetic materials
Terminal Effects	Sciences and applied research of weapon target interactions
Weapons Sciences	Internal, transitional, and external ballistics; launch, flight, control, and navigation of guided weapons and aerial systems; development of novel weapon concepts

BUSINESS COMPETENCIES

ARL's business and laboratory management staff are essential to our research mission. Our business competencies include:

- Asset Management (includes Facilities Maintenance, Property Management and Logistics)
- Contracting and Acquisition
- Human Resources Management
- Equal Employment Opportunity (EEO) and Diversity, Equality, Inclusion and Accessibility (DEI&A)
- Financial Management
- General Administrative Support
- Human Resources Management
- Information Management
- Intelligence
- Legal
- Operations
- Programmatic Planning and Execution
- Safety
- Security
- Strategic Planning
- Strategic Communications





CAREERS

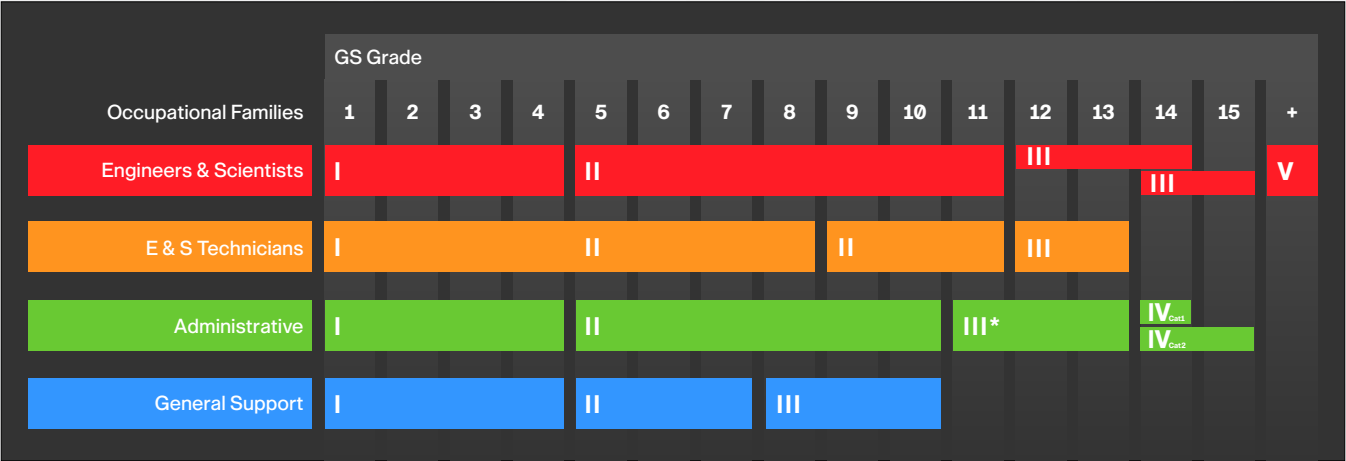
Civilian employees serve a vital role in supporting the Army mission. They provide the skills that are not readily available in the military, but crucial to support military operations. Learn why DEVCOM Army Research Laboratory can energize your career as you help us to enable our Soldiers.

Career Tracks and Levels

SCIENCE & TECHNOLOGY (S&T) PERSONNEL DEMONSTRATION PROJECT

The S&T PERSDEMO is an alternate personnel system tailored to DEVCOM ARL's unique requirements. The Demo is a performance-based system that provides the opportunity to test changes in employee practices or procedures that result in improved Federal employee management.

DEVCOM ARL positions are classified according to career track and level. Career tracks are categories of occupations grouped by similarities in work, qualification requirements and pay ranges. Advancement within a career level is based upon performance and level of work, up to the position's target level. DEVCOM ARL's career tracks and levels are outlined below:

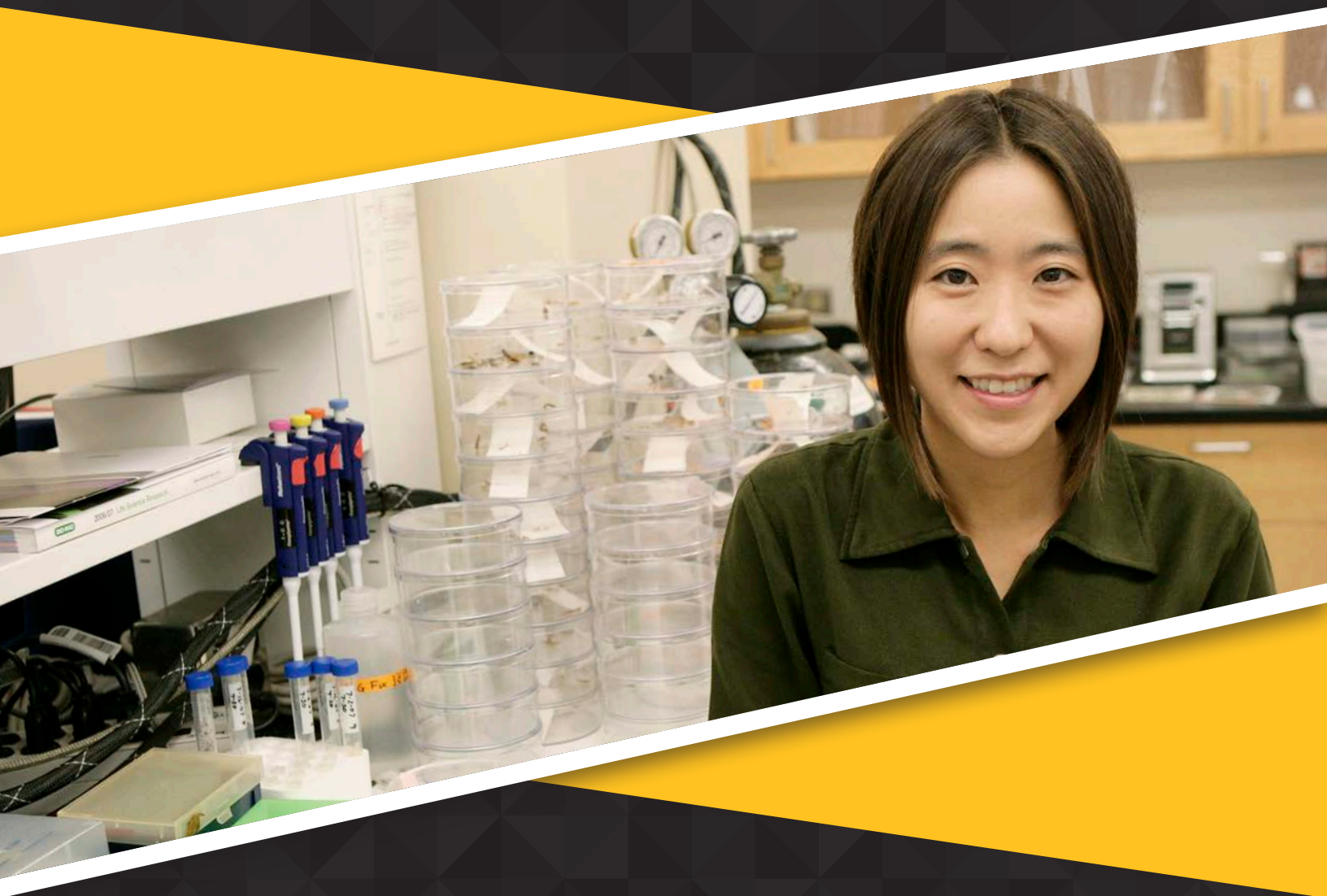


* Administrative pay bands III and IV contain two full performance levels because not all work assignments will support movement to the top of the band.

* Administrative pay band III full performance levels consist of Category I, where the maximum salary rate is equivalent to GS-12 step 10, and Category II, where the maximum salary rate is equivalent to GS-13 step 10.

* Administrative pay band IV full performance levels consist of Category I, where the maximum salary rate is equivalent to GS-14 step 10, and Category II, where the maximum salary rate is equivalent to GS-15 step 10.

In order to move beyond the Category I, duty and work assignments must satisfy the highest level of the criteria in the classification standard for the pay band.



BENEFITS

The U.S. Army Development Command Army Research Laboratory (DEVCOM ARL) offers its employees benefits ranging from paid holidays, insurance and retirement plans, educational and professional growth opportunities, flexible work schedules, and a variety of other benefits afforded to Department of Army civilian employees.

Educational/Professional Growth

DEVCOM ARL supports the continuation of advanced education and training that relates to the employee's work and organization mission. Leadership training and development is also highly encouraged in DEVCOM ARL.

Rotational Assignments

DEVCOM ARL provides opportunities for informal and formal job rotation assignments, both internal and external to the organization. Such assignments include rotations in Army, other federal agencies, civilian deployments, and overseas positions.

Insurance, Retirement and Savings

DEVCOM ARL civilian employees are eligible to receive federal employee benefits. More information about specific benefits can be found at www.opm.gov.

- Health Insurance
- Dental and Vision
- Retirement Savings Plan
- Flexible Spending Accounts
- Life Insurance

Leave/Holidays

In addition to 11 paid holidays, Army employees can earn annual and sick leave each pay period. The accrual rate is established by OPM and determined by the employee's schedule (full-time, part-time, etc.) and length of government service. Visit OPM Civilian Leave to learn more about federal employee leave.

Family Leave

Under the Family and Medical Leave Act of 1993 (FMLA), most federal employees are entitled to a total of up to 12 work weeks of unpaid leave during any 12-month period for various reasons.

Flexible Work Schedules

DEVCOM ARL allows for a variety of alternate work schedules, credit hours, and compensatory time.

Telework

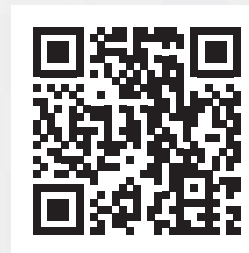
Telework is dependent on mission requirements and employees' work schedules.

Wellness

DEVCOM ARL strives to meet the social, emotional, spiritual, environmental, occupational, intellectual, financial, and physical wellness needs of employees.

Pay System

Pay-for-performance promotes clear accountability of performance and provides a rational basis for salary changes by linking an employee's pay to his or her performance and eliminating longevity-based increases associated with the wellknown Federal government General Schedule.



For more information
about our benefits visit
www.arl.army.mil/careers/benefits



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