

FINAL Civilian Career Map 5426 Lock & Dam Operator		This career map provides a standardized framework and career enhancing information to individuals and supervisors for the professional development of the Army Civilian Corps. The map serves as the professional blueprint for a successful civil service career while providing information and guidance for advancement.			
Career Program: 18 Career Series: 5426	CP 18 - Engineers & Scientists (Resources and Construction)		This Army Lock & Dam Operator Career Map was completed in collaboration with SME panel members, & operator supervisors, HQDA AG1-CP, and other staff agencies.		
Federal Wage System	https://www.opm.gov/policy-data-oversight/classification-Entry-Level-Lock-Operator		https://www.opm.gov/policy-data-oversight/classification-Journey-Level-Lock-Operator	https://www.opm.gov/policy-data-oversight/classification-Supervisory-Level-Lock-Operations	
Job Grading System	Wage Schedule WY-05 and WY-07 WY-5 Lock & Dam Operator (Entry Level) WY-7 Lock & Dam Operator (Intermediate Level)	Wage Schedule WY-08	Wage Schedule WY-09 NOTE: The approved Inland Marine Transportation System (IMTS) Organization Staffing Structure for your Location may allow the Shift Head the opportunity for detail to work as a Lock and Dam Repairer Series 5318 (to Learn Electrical & Mechanical Competencies) to be competitive for a WA-11 Lock Master Supervisory job.	Wage Schedule WA-10 and WA-11	NOTES NOTE 1: Other competitive job opportunities for wage supervisory and/or professional (may require a degree) positions may be available. Check with local leadership. Also see http://www.armycivilianservice.com/ . Other competitive job opportunities for wage supervisory and/or professional may require deployments, rotational assignments, developmental assignments, and/or training with industry.
Key Assignments/Key Positions	Nonsupervisory	Nonsupervisory	Shift Head	Supervisory	NOTE 2: This Army Career Map was developed with: a: Army Subject Matter Experts (SMEs) currently working in the Lock and Dam Operator Series 5426 Occupation b. Using Lock & Dam Operator Position Descriptions from FASCLASS https://acpol2.army.mil/fasclass/search_fs/search_fasclass_result.asp?fcp=zutpk3eFRseZpLrLkq%2BDwZvAhZOfoLPYwuaPwWCgYcltYXTV09aFwZzLXbqCcZKr c: Using the Federal Office of Personnel Management (OPM) Writing Competencies https://www.opm.gov/policy-data-oversight/assessment-and-selection/competencies/writing-competencies.pdf d. HQDA AG-1 CP guidance
	Location: At one of Six Lock & Dam USACE Divisions Positions to Aspire to: WY-8 Lock & Dam Operator Journey Level WY-9 Lock & Dam Operator - Person in charge of SHIFT WA-10 or 11 Lock Master (Supervisor)	Location: At one of Six Lock & Dam USACE Divisions Positions to Aspire to: Lock & Dam Operator Shift Head (WY-9, non-supv in charge of shift) Lock Master (Supervisor)	Location: At one of Six Lock & Dam USACE Divisions Positions to Aspire to: Lock & Dam Lock Master (Supervisor)	Location: At one of Six Lock & Dam USACE Divisions Position: Lock & Dam Lock Master (Supervisor)	
Leadership (Non-Technical) Core Competencies	Flexibility/Accountability/ Problem Solving/Decision Making Computers/ Arithmetic/Mathematical Reasoning Personal Communication	Flexibility/Accountability/ Problem Solving/Decision Making Computers/ Arithmetic/Mathematical Reasoning Personal Communication	Flexibility/Accountability/ Problem Solving/Decision Making Computers/ Arithmetic/Mathematical Reasoning Personal Communication	Flexibility/Accountability/ Problem Solving/Decision Making Computers/ Arithmetic/Mathematical Reasoning Personal Communication	
	Application of practical concepts, and processes of the non-technical skills. OTHER: Basic knowledge of the Army Career Tracker (ACT) and Individual Development Plan (IDP). Work with your supervisor and unit training coordinators to close competency gaps (see Note 4).	Application of practical concepts, and processes of the non-technical skills. OTHER: Basic knowledge of the Army Career Tracker (ACT) and Individual Development Plan (IDP). Basic knowledge of emergency operations. Work with your supervisor and unit training coordinators to close competency gaps (see Note 4).	Application of practical concepts, and processes of the non-technical skills. OTHER: Basic knowledge of the Army Career Tracker (ACT) and Individual Development Plan (IDP). Basic knowledge of emergency operations. Work with unit training coordinators to close competency gaps. Shift Head/Journey Level: Applies basic skills in communication, writing, and controlling costs. Knowledge of the materiel acquisition ordering process. Adapts skills in different leadership situations such as conflict resolution skills. Applies knowledge of local bargaining agreements to ensure work center compliance.	Application of principles, practical concepts, and processes of non-technical skills. OTHER: Basic knowledge of the Army Career Tracker (ACT) and Individual Development Plan (IDP). Basic knowledge of project management, risk/reliability analysis, and emergency operations. Work with unit training coordinator to close competency gaps. Supervisor: Applies basic supervisory duties and skills in communication, writing, allocating resources IAW budget policy, and controlling costs. Knowledge of the materiel acquisition ordering process. Applies knowledge of Army Civilian career development and IDPs. Adapts skills in different leadership situations such as conflict resolution skills. Applies knowledge of local bargaining agreements to ensure work center compliance. Uses local and HQ Award program to recognize outstanding employees. Help employees find mentors.	NOTE 3: * Distributed Learning is computer-based training conducted online. Army Civilian Education System (CES) Foundation Course is mandatory for all employees hired after 30 Sept 2006. ** These courses consist of a DL phase and a resident phase. Grade restrictions apply to the resident phase. *** This course is DL and is mandatory for supervisors and optional for others. See your Unit Training Coordinator for current policies and questions about CES training.
Functional (Technical) Core Competencies	Ability and knowledge to perform IMTS Lock and Dam Operations & Maintenance procedures IAW Local and Higher HQ policies and Instructions. Application: Using the current IMTS Training Manuals, Assignment Guides and all applicable safety instructions, such as OSHA^ 10, EM 385-1-1, Notice to Navigation (NAVs), Assists with lock and dam operations to safely allow vessels to enter & leave the Locks. Uses communication equipment to control movement in and out of the lock. Assists with Lock Maintenance. Incorporates safety and & proper tool use into all actions.	Ability and knowledge to perform IMTS Lock and Dam Operations & Maintenance procedures IAW Local and Higher HQ policies and Instructions. Application: Using the current IMTS Training Manuals, Assignment Guides and all applicable safety instructions, such as OSHA^ 10, EM 385-1-1, Notice to Navigation (NAVs), Assists with lock and dam operations to safely allow vessels to enter & leave the Locks. Uses communication equipment to control movement in and out of the lock. Update event Logs and uses the Lock Performance Monitoring System (LMPS). Assists with Lock Maintenance. Incorporates safety and & proper tool use into all actions.	Ability and knowledge to perform IMTS Lock and Dam Operations & Maintenance procedures IAW Local and Higher HQ policies and Instructions. Application: Using the current IMTS Training Manuals, Assignment Guides and all applicable safety instructions, such as OSHA^ 10, EM 385-1-1, Notice to Navigation (NAVs), Operates Filling & Emptying valves and lock Gate(s) to safely allow vessels to enter & leave the Locks. Uses communication equipment to control movement in and out of the lock. Update event Logs and uses the Lock Performance Monitoring System (LMPS). Shift Head/Journey Level Application: Applies Lock Operating principles. Ensures Lock Maintenance is accomplished Safely IAW all safety policy & instructions. Incorporates safety & proper tool use into all actions. Corrects trains, develops others as needed to close competency gaps. Writes reports on accidents. Mentors and leads others to ensure Competency job standards are being met.	Ability and knowledge to perform IMTS Lock and Dam Operations & Maintenance procedures IAW Local and Higher HQ policies and Instructions. Application: Using the current IMTS Training Manuals, Assignment Guides and all applicable safety instructions, such as OSHA^ 10, EM 385-1-1, Notice to Navigation (NAVs), Operates Filling & Emptying valves and lock Gate(s) to safely allow vessels to enter & leave the Locks. Uses communication equipment to control movement in and out of the lock. Update event Logs and uses the Lock Performance Monitoring System (LMPS). Supervisor Application: Applies Lock Operating principles. Ensures Lock Maintenance is accomplished Safely IAW all safety policy & instructions. When cranes are used performs hazardous data analysis and risk assessments as needed. Incorporates safety & proper tool use into all actions. Corrects trains, develops others as needed to close competency gaps. Writes reports on accidents. Mentors and leads others to ensure Competency job standards are being met.	NOTE 4: A competency is a observable measurable pattern of knowledge, skills, and abilities employees need to successfully perform their work. A competency gap is an assessment between what the employee currently knows about completing a task and what the employee needs to know to meet the required performance standard. A competency gap closure strategy is a plan to eliminate and reduce the employee competency gaps by developing an Individual Development Plan (IDP). The Army Career Tracker (ACT) ; https://actnow.army.mil is where Careerists can identify their Supervisor and create their IDP. ACT allows Careerists to view their career retaliated data in one place. The ACT help Dest number is (757) 276-5951. They will help you build your IDP. In addition Careerists need to have a GoArmyEd (GAE) account. Go to GAE at https://www.goarmyed.com and then create an account as a student. Your supervisor must also create a supervisor account in GAE in order to process training applications SF 182s (training request). If you are a supervisor, please create both your student and supervisor accounts. The GAE help desk number is (800) 817-9990.
Occupational (Functional) Development Technical Training Resources	Vendors such as ANSI, NCCA, CIA, CICB, ATS, NCCCO, CIC. Command specific programs. USACE Prospect Course O&M Safety and Crane Safety course 32.	Vendors such as ANSI, NCCA, CIA, CICB, ATS, NCCCO, CIC. Command specific programs. USACE Prospect Course O&M Safety and Crane Safety course 32.	Vendors such as ANSI, NCCA, CIA, CICB, ATS, NCCCO, CIC. Command specific programs. USACE Prospect Course O&M Safety and Crane Safety course 32.	Vendors such as ANSI, NCCA, CIA, CICB, ATS, NCCCO, CIC. Command specific programs. USACE Prospect Course O&M Safety and Crane Safety course 32.	NOTE 5: The occupational series 5426 is utilized only in the Army Corps of Engineers
Professional/Leader Development	Army CES Foundation Course DL*	Army CES Foundation Course DL*	Army CES Foundation Course DL* Army CES Basic	Army CES Foundation Course DL* Army CES Basic Course** Army CES Supervisory Development Course*** Command specific leadership development programs	NOTE 6: The Careerists are encouraged to keep their Civilian Personnel files up to date. Also check the Employee Information Benefits System (EBIS) at the Army Benefits Center; https://www.abc.army.mil/ or call 1-877-276-9287. Carerist are encouraged to check their Army Electronic Official Personnel Folder (eOPF) at http://cpol.army.mil/ . My Biz https://compo.dcpds.cpmis.osd.mil/ . My Biz allows you access to view your appointment, position, personal information, salary, benefits, Awards and Bounuses, and performance.
Academic Training	Command specific training	Command specific training	Command specific training	Command specific training	
Certifications	Inland Marine Transportation System (IMTS) Certification Command specific certification.	Inland Marine Transportation System (IMTS) Certification Command specific certification.	Inland Marine Transportation System (IMTS) Certification Command specific certification.	Inland Marine Transportation System (IMTS) Certification Command specific certification.	
Mandatory Annual Training	http://www.civiliantraining.army.mil/Pages/MandatoryTraining.aspx	http://www.civiliantraining.army.mil/Pages/MandatoryTraining.aspx	http://www.civiliantraining.army.mil/Pages/MandatoryTraining.aspx	http://www.civiliantraining.army.mil/Pages/MandatoryTraining.aspx	
Resource Learning Links					
	Army Career Tracker (ACT) https://actnow.army.mil/ Army-e-Learning - Skillport		^ OSHA= Occupational Safety and Health Administration	<div>Army</div>	

Civilian Career Information	http://ulc.usace.army.mil/		<div><div>Occupational Series 5426 Lock & Dam Operator Career Map</div><div>Please Note: Career Map POC is the CP 18 Proponency Office. Email questions to CP18ProponencyTeam@usace.army.mil.</div></div>	Approved By Director CP18, 6 Sep 2016
	https://www.equipmentoperator.com/mobile_crane_training.php			
	http://www.cicb.com/crane-equipment-operator-training/nccco-mobile-crane-operator			
	http://www.dmv.org/cdl-education.php			
	Army Benefits Center - Civilian Army Civilian Personnel On-line Portal https://www.dls.army.mil/elearning_Fact_Sheet.pdf			

^ Risk Assessment Matrix

		Impact				
		Trivial	Minor	Moderate	Major	Extreme
Probability	Rare	Low	Low	Low	Medium	Medium
	Unlikely	Low	Low	Medium	Medium	Medium
	Moderate	Low	Medium	Medium	Medium	High
	Likely	Medium	Medium	Medium	High	High
	Very likely	Medium	Medium	High	High	High