



Pueblo Chemical Agent-Destruction Pilot Plant

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**A Partnership for Safe Chemical Weapons Destruction**



www.peoacwa.army.mil



# Pueblo Chemical Agent-Destruction Pilot Plant Employment

## Frequently Asked Questions

The Pueblo Chemical Agent-Destruction Pilot Plant, or PCAPP, will safely and efficiently destroy a stockpile of chemical weapons currently stored at the U.S. Army Pueblo Chemical Depot. Although the construction phase is complete, employment opportunities will continue to be available throughout the destruction process.

### What is PCAPP's jobs website?

The main page is: <https://pueblo.bechtel.com/default.aspx>.

The PCAPP employment page, where hiring information is located: <https://pueblo.bechtel.com/pages/employment.aspx>.

From this webpage you can search open positions from the four companies at PCAPP: Bechtel National Inc., URS, Battelle Memorial Institute and GP Strategies.

### How can I find out about current job postings and apply for a job?

Bechtel National, Inc., URS, Battelle Memorial Institute and GP Strategies require that you set up an online account on the company corporate websites to submit your application and resume electronically. Please visit the PCAPP employment page (above), select the company of your choice, search their available positions, create your account and apply. Job openings are also announced in *The Pueblo Chieftain*.

### Do I need an electronic copy of my resume or will a hard copy suffice?

The companies at PCAPP are unable to accept hard copy resumes. Additionally, PCAPP companies use electronic submissions to maintain proper recording of submitted resumes. After creating your online account on the employer's website, you will upload your electronic resume. Depending on the company, you might also have the opportunity to upload a cover letter.

### What can I expect after I apply?

The company might post the status of your application on the same website you uploaded your resume, perhaps under a status tab. If companies offer this feature, please check your online account regularly for updates on the screening and selection process. To aid the process, make sure you fill out all minimum requirements such as basic qualifications when applying. This will make it easier for Human Resources to find your application and match it to an open position. Keep in mind that for many positions, the screening and selection process may take several weeks.

### What special skills or qualifications are required for positions at PCAPP?

It depends on the position, but most will require at least a high school diploma, or equivalent, and some prior industry-related experience. Special qualifications required will be listed in the job description, so therefore state in your resume which of these qualifications you meet. The more accurate your resume is, the greater your chance of passing the initial screening process.

For nearly all positions, basic computer skills are required; please be sure to include this on your resume if it is a skill you possess.



*A Pueblo plant employee answers questions at a job symposium.*

U.S. Citizenship is required for all Surety positions, Chemical Personnel Reliability Program (CPRP) and the Unescorted Access Program (UAP). All non-Surety positions will require the right to work and remain in the U.S. without sponsorship.

**Which jobs require Chemical Personnel Reliability Program (CPRP)?**

Positions which involve storing or safeguarding chemical weapons, such as, but not limited to, researchers, monitoring technicians, statisticians, and project controls engineers fall under the CPRP. In addition to the standard pre-employment background check and drug screening, CPRP positions also require credit checks, physicals, additional background checks and drug screenings.

**Do employers look at my social media sites when running a background check?**

Currently, Bechtel National, Inc., Battelle and URS at PCAPP do not check social media sites. However, the government may run a social media check for employees entering into the CPRP or UAP. Regardless of the position for which you are applying, it is a good habit in today's workforce to keep your social media sites clean and considerate.

**Will the companies at PCAPP retain their employees once the PCAPP project is finished?**

While the companies at PCAPP aim to retain employees after project completion, retention is not automatically guaranteed, and it is the employee's responsibility to apply for a new position within the company. New positions can be found in the U.S. and around the world, and are posted on the company websites when available.

**What are the policies on drugs and alcohol?**

Because the plant resides on a Federal military installation, PCAPP adheres to Federal – not state -- laws and guidelines regarding the use and possession of illegal substances. As a result, PCAPP has a zero tolerance for drugs or alcohol while at the site. All companies at PCAPP are required to test future and current employees for drugs and alcohol.

According to PCAPP procedure, violation of these policies "may result in disciplinary action up to and including termination for misconduct." Marijuana use, possession or distribution is not allowed. While at PCAPP, vehicles and personal property are subject to search. Personnel are prohibited from using, possessing, distributing, dispensing, manufacturing, being under the influence of, or otherwise being involved with illegal drugs and from abusive use of chemicals or controlled substances while on project or client property, or performing company business. Personnel are prohibited from possessing, consuming, or being under the influence of alcohol while on project property, or performing project business.

**Will the companies at PCAPP hire anyone with a criminal background?**

It depends on the decision of the certifying officer, who will review each applicant and his/her criminal background. The certifying officer decides if an applicant with a criminal background shall be hired. However, a felony conviction will preclude enrollment into the CPRP and will have a low probability of qualifying for the UAP.

**What are the hours and shift work?**

Hours depend on the position, and the job description should state if the role is on a shift schedule. Many non-manual employees work a 6:30 a.m. to 5 p.m. Monday-Thursday schedule. Depending upon the position, shift schedules vary, but most shift employees will be on a DuPont schedule consisting of 12-hour shifts that rotate day and night shifts.

**For more information contact:**

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