



dedicated
curious
inspired

above all
energized



who we are

If you are curious and inspired, interested in bringing your energy to a committed team in a dynamic science, engineering, technical, or administrative career, consider the Nuclear Regulatory Commission (NRC). We are professionals dedicated to protecting people and the environment by safeguarding the use of nuclear materials in medicine, industry, and research.

NRC is an independent agency established to protect public health and safety as nuclear energy fuels electrical power, and a variety of industrial, medical, and research applications.

We come from diverse educational and experiential backgrounds—the military, industry, and academia. Our internships and opportunities for recent graduates offer thoughtful professional development that combines thinking and communicating, vital to our organizational values and our open, collaborative culture.

We are proud to be ranked as a BEST Place to Work in the Federal Government. We've earned our top ratings by creating a work environment rich in opportunity, diversity, leadership training, teamwork, and work-life balance.

where we work

Our headquarters is in Rockville, Maryland with regional offices in King of Prussia, PA; Lisle, IL; Atlanta, GA; and Arlington, TX. Our Technical Training Center is in Chattanooga, TN and provides training for our staff in various technical disciplines associated with the regulation of nuclear materials and facilities. The NRC also has on-site inspectors at each nuclear facility that it regulates.



what we do

NRC's mission is to license and regulate the Nation's civilian use of radioactive materials to provide reasonable assurance of adequate protection of public health and safety, to promote the common defense and security, and to protect the environment. To accomplish its overall mission, we work every day to ensure the safe and secure use of radioactive materials.

In addition to regulating commercial nuclear power plants, we perform scientific, technical, and administrative work. This involves a wide-range of activities: research and test reactors; nuclear fuel cycle facilities; medical, academic, and industrial uses of radioactive materials; the decommissioning of these facilities and sites; and the transport, storage, and disposal of radioactive materials and wastes.

We issue licenses for civilian uses of radioactive materials, oversee the licensees, and certify standard nuclear reactor designs and spent fuel storage casks and transportation packages. NRC also licenses the import and export of radioactive materials; participates in international nuclear activities, including multilateral and bilateral safety and security activities; and works closely with its international counterparts to enhance nuclear safety and security worldwide.



what you can do working for us

We are always looking for outstanding individuals at all levels – current students, recent grads, mid-career professionals, and senior leaders.

Our core positions:

Engineers: nuclear, mechanical, chemical, structural, electrical, environmental, materials, and human factors

Scientists: chemists, nuclear physicists, health physicists, geologists, hydrologists, and seismologists

Administrative: human resources and contracting support

Accounting, Finance, and Budget

Attorneys

Security Specialists

Investigators

Information Technology

Cyber Security Specialists

opportunities for students and recent graduates

Still in school? NRC has paid student opportunities that provide hands-on, real-world work experience. Occurring between May and August, the **Temporary Summer Student Program (TSSP)** offers internships to support your future career goals while you earn a paycheck. Our summer opportunities are open to students pursuing a variety of degrees, including but not limited to engineers, scientists, IT, accounting, and business majors who maintain a minimum 2.85 GPA. When available and open, **TSSP** applications are posted on www.USAJobs.gov. Following their summer program experience, students may have the opportunity to continue employment through the **Co-Op Education Program**. Student Co-Ops are employed on either an alternate work schedule (i.e., work a semester/quarter and attend school the following period) or a parallel work schedule (i.e., attend school while working part-time).

Financial assistance sound appealing? Our **Scholarship and Fellowship** programs award grants directly to accredited U.S. institutions of higher education, trade schools, and community colleges, not individual scholarships or fellowships. Learn more at <https://www.nrc.gov/about-nrc/grants.html>. Applying through their own schools, students gain support for their nuclear science and engineering education to benefit the nuclear sector as a whole. As part of the program, recipients must work six months in nuclear-related employment for each full or partial year of academic support. Funding recipients can fulfill this requirement within a variety of public and private sector nuclear-related positions. Should funding recipients seek employment with the NRC to fulfill their commitment, they may qualify to be hired without competition.



Getting ready to graduate? If you have a scientific, engineering, technical, or administrative backgrounds and degrees, check out our current opportunities on www.USAJobs.gov. We also have special hiring programs like the **Nuclear Regulator Apprenticeship Network (NRAN)**—a paid, full-time 2-year program for outstanding engineers and scientists who wish to start an advancement-oriented career with us. It is designed to develop well-rounded regulators by focusing on skill development in multiple areas across the agency through the support of mentors and NRC leaders. Participants gain real-world experience by completing 3-4 separate apprenticeships with technical experts to build a fundamental skill set to support future career growth. Our first NRAN cohort started in Summer of 2020, and we are considering future cohorts starting in 2022.

Interested in being a Government Attorney? The Honor Law Graduate Program (HLGP) consists of rotational assignments through different Office of General Counsel divisions in order for participants to gain broad exposure to the diverse legal practice at NRC. The HLGP allows participants to gain immediate experience and is the primary mechanism for hiring entry-level attorneys at NRC. When available and open, **HLGP** applications are posted on www.USAJobs.gov.



special hiring authorities

In addition to hiring through USAJobs, NRC can use special hiring authorities in specific circumstances.

Direct Hiring Authority (DHA) can be used to recruit for certain hard-to-fill scientific, engineering, and technical positions to expedite hiring. Current NRC DHA employment announcements are posted on USAJOBS.gov.

Schedule A Appointing Authority for People With Disabilities offers opportunities for individuals with intellectual, severe physical or psychiatric disabilities. To be eligible for a Schedule A appointment, you must provide a “proof of a disability” letter. You can get this letter from your doctor, a licensed medical professional, a licensed vocational rehabilitation specialist, or any federal, state, or local agency that issues or provides disability benefits. NRC’s job announcements indicate when applications are being accepted under this authority.



Veterans Hiring Authorities – There are several opportunities for hiring veterans. More information about all of these can be found on [Feds Hire Vets -- Special Hiring Authorities for Veterans](#) page.

Veterans Employment Opportunity Act (VEOA) allows veterans to apply for opportunities that are announced under NRC's merit promotion procedures. To be eligible for a VEOA appointment, your latest discharge must be issued under honorable conditions (honorable or general discharge), AND you must be either a preference eligible or a veteran who substantially completed 3 or more years of active service.

Veterans' Recruitment Appointment (VRA) enables NRC to appoint eligible veterans without competition. If you: 1) are in receipt of a campaign badge for service during a war or in a campaign or expedition, OR 2) are a disabled veteran, OR 3) are in receipt of an Armed Forces Service Medal for participation in a military operation, OR 4) are a recently separated veteran (within the last 3 years), AND separated under honorable conditions (honorable or general discharge), you are VRA eligible. You can be appointed under this authority on a temporary, term, or permanent basis at any grade level up to and including GG-11.

The **30% or More Disabled Veteran Authority** allows NRC to appoint eligible veterans on a temporary or term-limited basis and to convert them to a permanent appointment without competition. You are eligible if you: 1) retired from active military service with a service-connected disability rating of 30% or more, OR 2) you have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more.

Military Spouse Preference allows spouses to be considered non-competitively for NRC employment opportunities. You are eligible under this authority if your active-duty military spouse: 1) received a mandatory Permanent Change of Station (PCS) move within the last two years; 2) has a 100% service-related disability rating; or 3) died while on active duty. Each of these categories has different eligibility criteria that must be met.

salary advancement

Salary advancement includes both annual step increases, as well as the opportunity to rapidly advance from entry-level to mid-level positions as you gain valuable experience. We give our employees challenging work assignments from their first day and provide an opportunity to advance at a rate that is highly competitive. Check out our current Pay & Benefits information to determine what your starting pay could be as well as salary advancement over time. <https://www.nrc.gov/about-nrc/employment/workingatnrc.html>

attractive compensation and benefits

- Flexible schedules and telework
- Transit and Childcare subsidies
- Health insurance
- Paid Vacation, Sick leave, and Holidays
- Federal Employees Group Life Insurance
- Disability Benefits
- Family Friendly work environment
- Family and medical leave
- Numerous Training Opportunities
- Tuition Reimbursement
- Performance-based awards
- Employee Assistance Programs



thrift savings plan

The tax-deferred retirement savings and investment plan that the Government offers is very similar to what is offered by many private companies under 401 (k) plans. Savings in the TSP can grow to substantial levels by retirement age.



protecting people & the environment

why we love what we do

NRC has created a culture of respect, collaboration, empowerment, and support. We are proud to be consistently ranked as one of the best places to work in the federal government.

That's because the people who work at NRC are deeply committed to the mission and to each other. Join us and bring your talent and enthusiasm to a winning team.

Success comes through the dedication of talented and ambitious professionals who are engaged and focused squarely on the future.



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Visit our website or email us to learn more about our programs and career opportunities.

www.nrc.gov/about-nrc/employment
OHRComments.Resources@nrc.gov

An equal opportunity employer

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 [linkedin.com/company/u-s--nuclear-regulatory-commission](https://www.linkedin.com/company/u-s--nuclear-regulatory-commission)