



**AFRL**  
AIR FORCE RESEARCH LABORATORY



# CAREERS

[www.AFResearchLab.com/careers](http://www.AFResearchLab.com/careers)



# INTRODUCTION

The Air Force Research Laboratory (AFRL) leads the discovery, development, and delivery of warfighting technologies for our air, space, and cyberspace forces. We're pushing the boundaries to bring the future faster through unparalleled research. As the Department of the Air Force's primary scientific research and development center, AFRL ensures the U.S. warfighters are equipped to keep the fight unfair – today and into the future. To be successful, we must have the right talent, for the right positions, at the right time. This requires a vast array of individuals from all disciplines - science and engineering, technologists, business professionals and many more – all in a non-uniformed capacity!

For more information, visit our Web site at  
[www.AFResearchLab.com/careers](http://www.AFResearchLab.com/careers)

## MISSION

LEADING the discovery, development, and integration of affordable warfighting technologies for our air, space, and cyberspace forces.

## VISION

We defend America by unleashing the power of innovative air and space technology.



# CAREER OPPORTUNITIES

AFRL provides a host of opportunities for prospective employees at any echelon of their career.

Visit us at [www.AFResearchLab.com/careers](http://www.AFResearchLab.com/careers) to not only learn more about our amazing organization, but to also apply for consideration. Join our team, crush barriers and push boundaries.

# STUDENT OPPORTUNITIES

- **Science and Technology Reinvention Laboratory (STRL) Direct Hire Authority SSEP/PAACTSEP**

AFRL's student internship program is aimed at providing scientific, technology, engineering, and mathematics (STEM) and business professional students the opportunity to gain valuable experience in a world-class environment. Candidates interested in applying for this program must be degree seeking. Opportunities may be full-time or part-time at any of the various AFRL locations.

- **Premier College Intern Program (PCIP)**

Full-time paid 10-12 week summer internships available to current college and university sophomores and juniors. Upon completion of degree program, participants qualify for a full-time position in the PALACE Acquire (PAQ) program.

- **PALACE Acquire (PAQ) Program**

Offers qualified bachelors and masters graduates a well-planned two or three-year development and training experience. Participants receive full salary, yearly promotions, benefits and repayment of some tuition costs. Upon completion of the program, participants qualify for conversion to a permanent full-time civilian employee position.

- **SMART Scholarship**

The Science, Mathematics, and Research for Transformation (SMART) Scholarship-for-Service Program offers scholarships to undergraduate, master's and doctoral students who have demonstrated the ability and special aptitude for excelling in STEM fields. SMART Scholars receive a stipend, full tuition and related education expenses, health insurance reimbursement allowance, book allowance, summer internship(s), and post-graduation career opportunities.

For more information and to apply, visit [www.smartscholarship.org](http://www.smartscholarship.org).

**For more information and to apply, visit our website at:**





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# CHART YOUR COURSE



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|   | Aerospace Engineering | Bioscience | Bioengineering | Chemical Engineering | Chemistry | Computer Engineering | Computer Science | Electronics/ Electrical Engineering | General Engineering | General Physical Science | Industrial Engineering | Materials Engineering | Mathematics | Mechanical Engineering | Medical Specialties | Operations Research | Physics | Psychology |
|---|-----------------------|------------|----------------|----------------------|-----------|----------------------|------------------|-------------------------------------|---------------------|--------------------------|------------------------|-----------------------|-------------|------------------------|---------------------|---------------------|---------|------------|
| 711th Human Performance Wing  |                       | ◆          | ◆              | ◆                    | ◆         | ◆                    | ◆                | ◆                                   | ◆                   | ◆                        | ◆                      | ◆                     | ◆           | ◆                      | ◆                   | ◆                   | ◆       | ◆          |
| Air Force Office of Scientific Research   | ◆                     | ◆          |                |                      | ◆         |                      | ◆                |                                     | ◆                   | ◆                        |                        | ◆                     | ◆           |                        |                     | ◆                   | ◆       | ◆          |
| Aerospace Systems  | ◆                     | ◆          |                | ◆                    | ◆         | ◆                    | ◆                | ◆                                   | ◆                   | ◆                        | ◆                      | ◆                     | ◆           | ◆                      |                     | ◆                   | ◆       | ◆          |
| AFWERX  |                       |            |                |                      |           |                      |                  |                                     | ◆                   |                          |                        |                       |             |                        | ◆                   |                     |         |            |
| Directed Energy    | ◆                     |            |                | ◆                    | ◆         |                      | ◆                | ◆                                   | ◆                   | ◆                        |                        |                       | ◆           | ◆                      |                     | ◆                   | ◆       |            |
| Headquarters       | ◆                     | ◆          |                |                      | ◆         | ◆                    | ◆                |                                     | ◆                   |                          |                        |                       |             |                        |                     | ◆                   |         | ◆          |
| Information   |                       | ◆          |                |                      |           | ◆                    | ◆                | ◆                                   | ◆                   | ◆                        | ◆                      |                       | ◆           | ◆                      |                     | ◆                   | ◆       |            |
| Integrated Capabilities Directorate   | ◆                     |            |                |                      |           |                      |                  | ◆                                   | ◆                   | ◆                        |                        |                       |             |                        |                     | ◆                   | ◆       |            |
| Materials and Manufacturing   |                       | ◆          | ◆              |                      | ◆         | ◆                    | ◆                | ◆                                   | ◆                   | ◆                        | ◆                      | ◆                     | ◆           | ◆                      |                     | ◆                   | ◆       | ◆          |
| Munitions   | ◆                     | ◆          |                | ◆                    | ◆         |                      | ◆                | ◆                                   | ◆                   | ◆                        | ◆                      | ◆                     |             | ◆                      |                     | ◆                   | ◆       |            |
| Sensors   |                       |            |                |                      | ◆         | ◆                    | ◆                | ◆                                   | ◆                   | ◆                        | ◆                      | ◆                     | ◆           | ◆                      |                     | ◆                   | ◆       |            |
| Space Vehicles   | ◆                     |            |                |                      | ◆         | ◆                    | ◆                | ◆                                   | ◆                   | ◆                        |                        |                       |             | ◆                      | ◆                   | ◆                   | ◆       | ◆          |

◆ Opportunities

◆ Greatest Number of Opportunities

Other career majors are used throughout AFRL



# EMPLOYMENT BENEFITS

## Salary, Promotions, and Training

- **Compensation:** AFRL offers a progressive, contribution-based compensation program that rewards employees for increased contributions.
- **Professional Development:** Tuition assistance, employee development, continuing education, and professional conference attendance opportunities are available.

## Recruitment and Relocation Incentives

Lump-sum bonuses may be paid to newly appointed employees to recruit and aid in relocation.

*(Service agreement with repayment plan is required.)*

## Student Loan Repayment Program

Individuals may qualify for student loan repayment.

*(Service agreement with repayment plan is required.)*

## Time Off

Earn time off beginning with your first paycheck, as follows:

- Paid Vacation: 13 days/year during first 3 years of service;  
20 days/year from 4-14 years of service;  
26 days/year after 15 years of service
- 3 Hours of Paid Time off each week for physical fitness  
*(certain restrictions apply)*
- 11 Paid holidays
- 13 Days Paid Sick Leave: No limit to accumulation
- Family-Friendly Leave and Family Medical Leave Act Benefits
- Paid Parental Leave

## Work-Life Balance

- Flexible and Alternate Work Schedules

## Awards and Recognition

AFRL employees receive recognition in many ways:

- Time-off
- Honorary
- Monetary
- Non-Monetary

## Fun Programs and Convenient Services at Your Installation\*

- Aero Clubs
- Bowling
- Child Care\*\*
- Credit Union
- Family Support Center
- Fitness Centers
- Swimming Pools
- Recreation Tickets/Tours
- Libraries
- Health & Wellness Center
- Golf Courses
- On-Site Restaurants
- Outdoor Recreation
- Parks/Campgrounds
- Skills Development

*\*Amenities vary among locations. \*\*Participation limited to availability.*

## Health, Life, and Long-Term Care Insurance

- Choice of Health Plans
- Group Life Insurance
- Long-Term Care Insurance
- Flexible Spending Accounts

## Retirement Plan

New employees have a three-tier retirement plan consisting of Basic Benefit Plan, Thrift Savings Plan (TSP), and Social Security, as follows:

- Basic Benefit Plan: Similar to pension plan. Full retirement benefits at age 55-57 with 30 years of service.
- TSP: Similar to 401(k) with no waiting period for new employees. Agency automatically contributes (1%) to TSP. Employee can make optional contributions per calendar year. Agency will match up to 5%. Employee contributions and earnings sheltered from federal taxes until withdrawal.
- Social Security: All new employees are covered under Social Security.

# AFRL LOCATIONS

## 1 | EDWARDS AFB, CA

**Aerospace Systems Directorate**

Research Areas: Rocket Propulsion

## 2 | NELLIS AFB, NV

**Integrated Capabilities Directorate**

Research Areas: General Engineering, Operations Research

## 3 | KIRTLAND AFB, NM

### • Directed Energy Directorate

Research Areas: High Power Electromagnetics; Laser Systems; Weapons Modeling, Simulation and Analysis

### • Space Vehicles Directorate

Research Areas: Advanced Space Resilience Technologies; Space Awareness and Command and Control; Space Communication and Navigation Technologies; Space Environment

## 4 | MAUI, HI

**Directed Energy Directorate**

Research Areas: Directed Energy and Electro Optics for Space Superiority

## 5 | FT SAM HOUSTON, TX

**711th Human Performance Wing**

Research Areas: Bioeffects

## 6 | EGLIN AFB, FL

### • Munitions Directorate

Research Areas: Fuze Technology; Modeling and Simulation Evaluation Sciences; Munitions Airframe, Guidance, Navigation and Control; Ordnance Sciences; Terminal Seeker Sciences

### • Integrated Capabilities

Research Areas: General Engineering, Operations Research

## 7 | ARNOLD AFB, TN

**Aerospace Systems Directorate**

Research Areas: High Speed Systems

## 8 | ARLINGTON, VA

**AFOSR**

Research Areas: Engineering and Information Systems; Physical and Biological Sciences

## 9 | WRIGHT-PATTERSON AFB, OH

### • 711th Human Performance Wing

Research Areas: Decision Making; Human Centered ISR; Training; Aerospace and Operational Medicine

### • Aerospace Systems Directorate

Research Areas: Aerospace Vehicles; Control, Power and Thermal Management; High Speed Systems; Turbine Engines

### • AFWERX

Research Areas: SBIR/STTR Portfolio, Emerging Commercial Technologies, Airmen and Guardian Innovation

### • Materials and Manufacturing Directorate

Research Areas: Functional Materials; Manufacturing Technology; Structural Materials; Support of Operations

### • Integrated Capabilities Directorate

Research Areas: General Engineering, Operations Research

### • Sensors Directorate

Research Areas: Electro-Optical Sensing; Enabling Sensor Devices and Components; Spectrum Warfare; Multi-Domain Sensing Autonomy; Radio Frequency Sensing; Trusted and Resilient Mission Systems

## 10 | HANSCOM AFB, MA

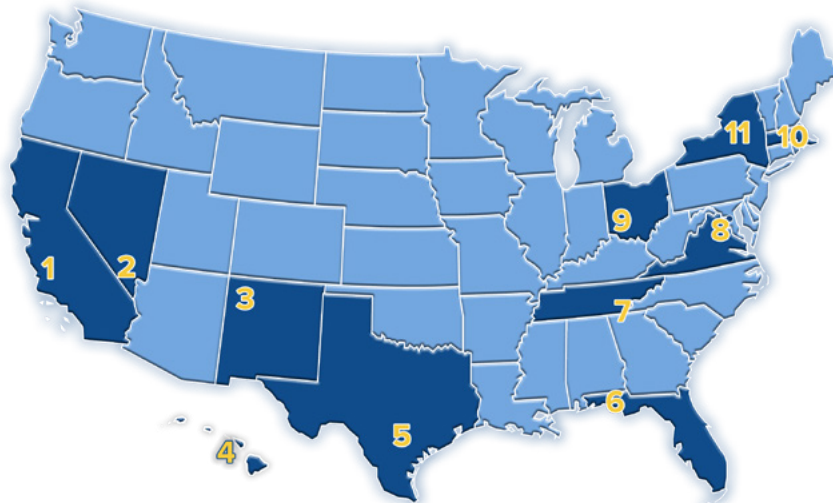
**Integrated Capabilities Directorate**

Research Areas: General Engineering, Operations Research

## 11 | ROME, NY

**Information Directorate**

Research Areas: Autonomy, Command and Control and Decision Support; Connectivity and Dissemination; Cyber Science and Technology; Processing and Exploitation



## AFRL INTERNATIONAL LOCATIONS

London, United Kingdom; Melbourne, Australia; Santiago, Chile; Sao Paulo, Brazil; Tokyo, Japan



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