

CHIEF COUNSEL'S CIVILIAN HONORS ATTORNEY PROGRAM

United States Army Corps of Engineers



Enjoy federal employee benefits, robust training opportunities, meaningful mentorship, and work-life balance.

Work with teams solving the nation's toughest challenges.



BENEFITS



OPPORTUNITY



TEAMWORK

Practice in diverse, exciting, and impactful areas of law.

APPLICATION DEADLINE: OCTOBER 15

To apply: E-mail a resume, transcript, writing sample, and geographic preferences (see page 17) to

CECC-HON@usace-army.mil



**US Army Corps
of Engineers**





THE USACE MISSION

The U.S. Army Corps of Engineers (USACE) is the world's premier public engineering organization, responsible for building critical infrastructure and well-known monuments such as the Panama Canal, the Pentagon, NASA's Space Center, and the Washington Monument. Our mission is to deliver vital engineering solutions, in collaboration with our partners, to secure our nation, energize our economy, and reduce disaster risk, including:

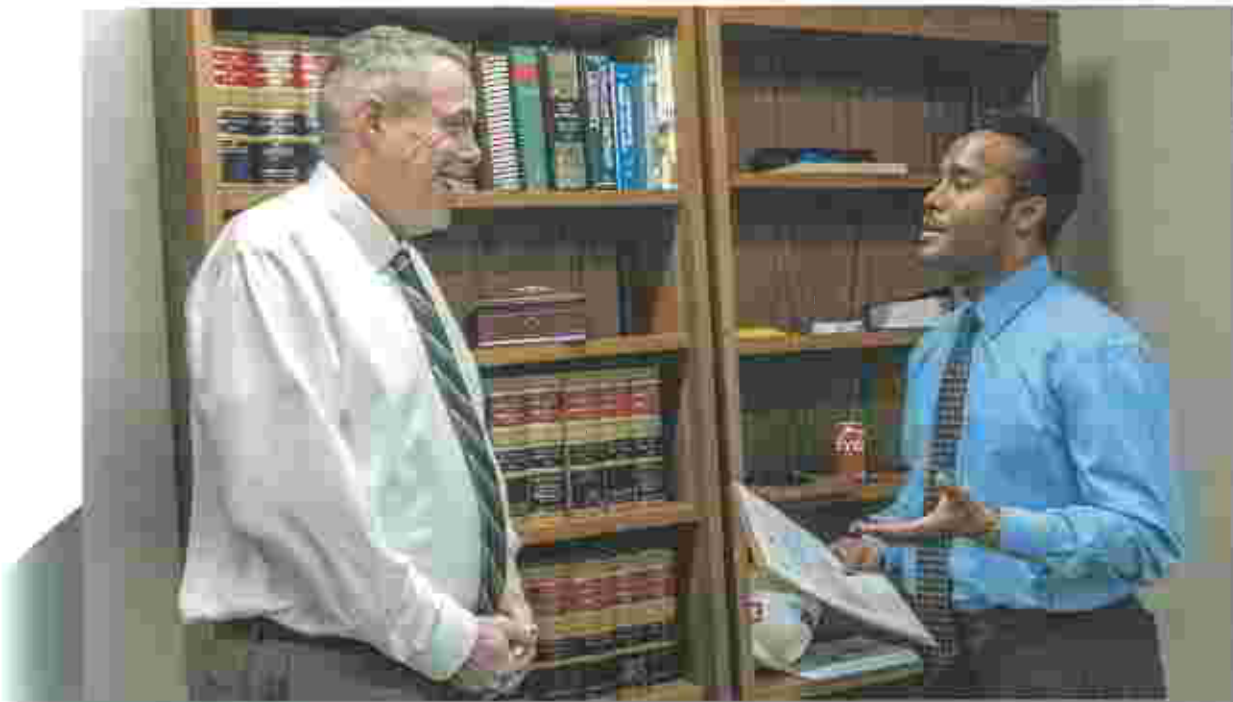
- Planning, designing, building, and operating water resources and civil works projects impacting navigation, flood control, water supply, recreation, hydroelectricity, environmental restoration, and other civil infrastructure projects.
- Responding to emergencies and natural disasters, such as hurricanes and earthquakes.
- Administering the Army's permitting responsibilities under the Clean Water Act and the Rivers and Harbors Act to protect and conserve the nation's water resources.
- Designing and managing the construction of military facilities for the Army and Air Force, as well as infrastructure critical to national security both domestically and overseas—including providing technical and construction support to more than 100 countries.
- Acquiring, managing, and disposing of over 24 million acres of property alongside providing real estate services for the Army, Air Force, the Department of Defense, and other federal agencies.
- Operating 24% of the U.S. hydropower capacity or 3% of the total U.S. electric capacity.



USACE Attorneys at the 2022 New Attorney Training at Headquarters in Washington, D.C.

A TRADITION OF LEGAL EXCELLENCE

Every day USACE supports and enhances communities in every corner of the nation. USACE attorneys perform fast-paced dynamic legal work as members of a team of talented professionals solving the nation's challenges. USACE attorneys commonly develop expertise in multiple subject matter areas, including environmental law, contract law, litigation, fiscal and administrative law, real estate law, ethics law, FOIA law, and employment law. Attorneys experience robust training, a culture of mentorship, and a support network of 470 attorneys spread out in 50 cities across the globe. USACE attorneys take on challenging assignments that enable them to grow professionally while maintaining a healthy work-life balance through flexible work schedules.



St. Paul District attorneys (L-R) John Carrell and Alex Webb. Photo by Emily Chavolla.

“If you are seeking a challenging, unique and rewarding career in the federal government that will expose you to diverse areas of law and sophisticated clientele, there is no better place to be an attorney than with the Corps of Engineers.”

Alex Webb, Honors Class of 2014, Assistant District Counsel, St. Paul District

LEGAL SERVICES

USACE provides attorneys with the opportunity to either specialize in a particular area of law or gain experience in numerous practice groups, depending on the interests of the attorney and the needs of each individual office.

“It is extremely rare for new attorneys to have the ability to develop skills in more than one practice area the way they can when working for the Corps. The variety of experience in different practice areas helped me grow as an attorney, as each one exposed me to a different field of law and a different set of skills.”

Tracey Z. Taylor, Honors Class of 2017, Deputy Center Counsel, Humphreys Engineer Center Support Activity.

Jacksonville Assistant District Counsel Amber Jackson, Honors Class of 2019, receives 2022 Golden Gavel Award.



“Being able to work for a federal agency that makes such a positive impact to the nation is rewarding and knowing I am able to contribute to that is extremely satisfying.”

Seth Johnson, Honors Class of 2010, Assistant Center Counsel, U.S. Army Engineering and Support Center, Huntsville

ENVIRONMENTAL LAW

USACE's environmental mission includes environmental cleanup, environmental quality and sustainability efforts, and coordination with state and federal regulators. Environmental law attorneys provide guidance for civil works projects (e.g., Comprehensive Everglades Restoration Plan, flood risk reduction, shoreline restoration, etc.), the Environmental Restoration Program (clean up and restoration of formerly used defense sites), the Water Resources Program, and the regulatory program (Clean Water Act and Rivers and Harbors Act permitting and compliance). Environmental law attorneys also work closely with the Department of Justice on matters before the federal courts.

Jacksonville District Counsel Alex Holliday, Honors Class of 2018, examines soils in conjunction with wetland delineation of a regulatory project.

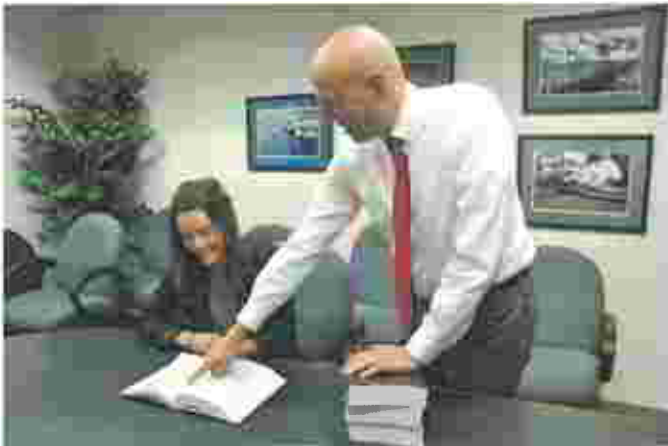


“As a USACE environmental law attorney, I feel like I am able to make a positive impact for the country, whether it is supporting our regulatory team to protect aquatic resources or our Formerly Used Defense Site (FUDS) team working to clean up former defense sites as part of our Environmental Restoration Program.”

Bethany Blakeman, Honors Class of 2021, Assistant District Counsel, Baltimore District

CONTRACT LAW

Contract attorneys advise the contracting team on acquisition strategy, solicitation, award, administration, and termination of all types of contracts—including military construction, civil works construction (infrastructure projects such as dams and levees), hazardous waste site remediation, and service and supply contracts. Contract attorneys also litigate contract claims before the Armed Services Board of Contract Appeals and represent the agency in bid protests before the Government Accountability Office.



Savannah District attorneys Madeline Crocker, Honors Class of 2018, and John Ballard. Photo by Jonathan Bell.



Kaumalapau Breakwater project, Lana'i, Hawaii

“As a government contracts attorney, I have found that the best place to practice in the federal government is with the Corps. I have yet to find another agency where you are able to work on contracts from cradle to grave and meaningfully partake in the associated litigation as the agency’s assigned counsel.”

Aimee Rippeon, Honors Class of 2016, Assistant District Counsel, Middle East District

ADMINISTRATIVE LAW

Administrative law attorneys provide advice on the proper application of billions of dollars of military construction and civil works authorities. USACE attorneys also work closely with Commanders regarding the proper expenditure of appropriated funds. Administrative law attorneys are regularly asked to counsel USACE team members on matters including: interpretation of general laws, specific civil works and military project authorities, proper uses of emergency authorities for natural disasters, national emergency response authorities, and military contingency operations.



Assistant District Counsel
Matt Harris on a site visit.

“Whether it is working with contracting officers and technical personnel to develop a solicitation for emergency dredging of a navigation channel on short notice, addressing tough legal questions related to the Corps’ authority to carry out a project, or advising on a time-sensitive regulatory permit, it is very satisfying to be part of a team reaching a solution that allows the Corps to carry out its many missions”

Matt Harris, Honors Class of 2017, Assistant District Counsel, New England District

LABOR AND EMPLOYMENT LAW

Labor and employment attorneys advise management on day-to-day employment matters, and litigate before the Merit Systems Protection Board, Equal Employment Opportunity Commission, and the Federal Labor Relations Authority. Labor and employment attorneys may also advise on federal court cases in cooperation with the Department of Justice. Labor and employment attorneys often advise the highest-ranking Command officials regarding a wide variety of issues, including allegations of discrimination, sexual harassment, adverse personnel actions, and labor negotiations.



Seattle District Honors Attorneys (L to R): Mary Hayes (2022), Janis Millete (2009), and Shelby Culver (2019).

“We make an impact by supporting the Federal workforce through our labor and employment practice. We keep the Government running by ensuring employees are trained, efficient, and that their rights as Federal employees are protected.”

Shantel Middleton, Honors Class of 2019, Assistant District Counsel, Wilmington District

REAL ESTATE LAW

Real estate attorneys provide advice relating to management of Army military and civil works real property including negotiating leases and management of property by the Army. USACE attorneys also advise on property acquisitions in conjunction with flood risk management projects, shore protection projects, and harbor and navigation projects. Real estate attorneys provide assistance with Fifth Amendment takings analyses, direct acquisitions, business and residential relocations, and condemnations. Real estate attorneys work directly with the Department of Justice in applying title standards for federal property and assist with litigation of matters including inverse condemnation and landowner lawsuits.

Northwestern Division attorney Amanda Kranz (right) on a site visit to the SM-1A Nuclear Power Plant Decommissioning project in Fort Greely, Alaska.



“The Bob Stump Act land disposal program is one of the most rewarding things I’ve been a part of. This program allowed formerly used Army National Guard property to be given to local communities in rural Alaska for their use. This was an environmental win because new materials weren’t extracted and then shipped to rural Alaska. This was a community win because communities didn’t have to raise funds to build a new building. This was a win for the Army National Guard because they were no longer spending funds on maintaining buildings that they didn’t need so they could refocus their budgets towards pressing missions.”

Amanda Kranz, Honors Class of 2019, Assistant Division Counsel, Northwestern Division.

LITIGATION

Attorneys have opportunities to engage in a variety of litigation, ranging from contract litigation at the Armed Services Board of Contract Appeals to labor and employment matters at the Equal Employment Opportunity Commission, Merit Systems Protection Board, and the Federal Labor Relations Authority. Attorneys may also work with the Department of Justice in litigation before the federal courts. Additionally, attorneys have opportunities to engage in litigation on matters affecting critical national issues such as the enforcement of the Clean Water Act, the Endangered Species Act, and Fifth Amendment Takings.



Omaha Assistant District Counsel Eliezer Silberberg (R) discussing case precedent with Mika Mahyenga (L), Clarissa Bermodes (M), and Matthew Bradley (R). Photo by Zane Ecklund.

“The Corps is also the place to be if you are interested in contract litigation, we have the greatest number of appeals at the Armed Services Board of Contract Appeals by far—and so there are a lot of opportunities to handle your own cases and gain experience.”

Anna Kurtz, Assistant Chief Trial Attorney, Headquarters

WORKING FOR USACE

Work That Matters

“Unlike working in the private sector, you don’t have to wait years to perform interesting and substantive legal work. Within my first six months of employment, I worked as the primary attorney at a critical arbitration, and I had deposed witnesses in other contractual disputes. The Corps provides the opportunity to work immediately on substantive legal issues and the mentorship to successfully perform.”

Siobhan Fabio, Honors Class of 2015, Assistant Counsel for Legislative, Fiscal and General Law, Headquarters



2019 USACE Procurement Law Workshop at the Seattle District Headquarters

“I’ve never been denied a training opportunity. I’ve been trusted with high-profile matters since I was hired, which has been a great learning tool as well. The best resource at the Corps for new attorneys is other attorneys. I’ve had to get up to speed on so many different issues, but I always had the resources to do so.”

Lacy Jaudon, Honors Class of 2019, Assistant Center Counsel, Humphreys Engineer Support Activity

WORKING FOR USACE

Work-Life Balance

11

Employees receive 11 paid federal holidays.

13

New employees accrue 13 days of annual leave each year. After three years of service annual leave increases to 4 weeks and after 15 years employees earn over 5 weeks of annual leave.

13

USACE employees earn 13 days of sick leave every year with the ability to carry unused sick leave over to following years.

12

Federal employees who qualify may receive up to 12 weeks of paid parental leave in connection with a qualifying birth or the placement of a child with an employee for adoption or foster care.



USACE supports leave requests, flexible schedules, telework, and employee fitness, health, and well-being. Many offices have modern fitness centers on site.

“The Corps’ legal practice can be fast paced, and challenging, but the work culture of the Corps respects that attorneys also have a personal life outside of work.”

Phillip Paradise, Honors Class of 2011, Deputy District Counsel, Savannah District

WORKING FOR USACE

Other Benefits of the Honors Program

FEDERAL BENEFITS

USACE attorneys have access to a variety of available federal benefits.



FEDERAL EMPLOYMENT RETIREMENT SYSTEM

FERS consists of Social Security, a basic federal annuity, and the Thrift Savings Plan. The Government matches eligible employee contributions dollar-for-dollar up to the first 3% of pay contributed each pay period and 50 cents on the dollar for the next 2-percent of pay contributed.

COMPENSATION

Honors selectees are eligible to be hired as law clerks into the General Schedule at GS-11, step 1 upon graduation from law school, and as attorneys at GS-11, step 1 upon being admitted to the bar.

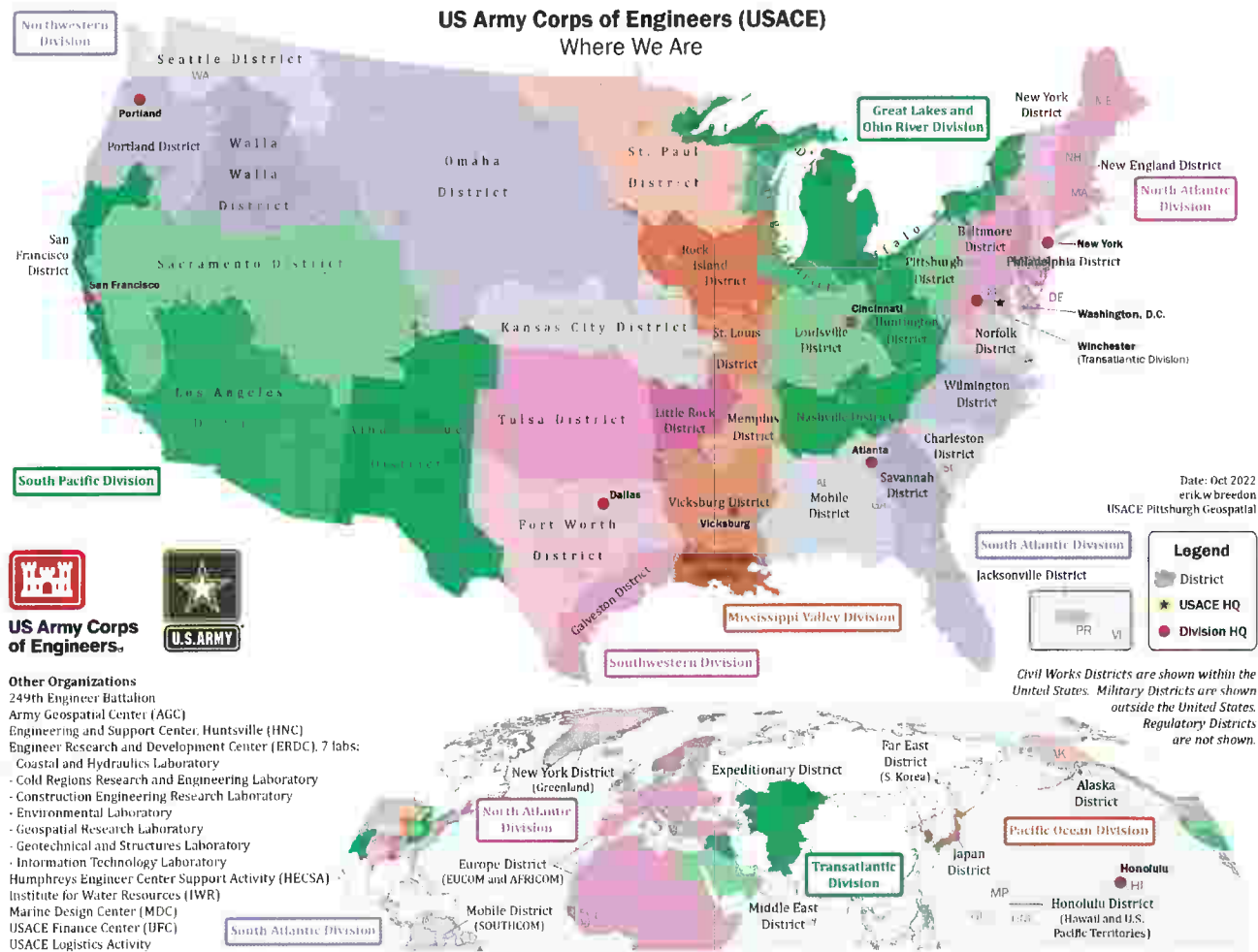
REIMBURSEMENT

USACE may be able to reimburse Civilian Honors Program attorneys for expenses such as moving costs and annual bar dues.



WORKING FOR USACE

Locations



Approximately 70 attorneys work in Washington, D.C. The approximately 400 remaining attorneys are spread out between 9 regional divisions, 6 specialized centers and laboratory facilities, and 45 subordinate districts around the world. Each location has an Office of Counsel staffed with a number of attorneys proportionate to its size. See the USACE location list for more information.

WORKING FOR USACE

Eligibility, Selection Criteria, & Bar Requirements

Each year Chief Counsel, the highest ranked attorney within USACE, selects a limited number of individuals to participate in the Civilian Honors Program (CHP). Those highly qualified candidates are placed in full-time legal positions throughout 50+ offices world-wide, as positions become available.

The U.S. Army Corps of Engineers is an equal opportunity employer. USACE is firmly committed to recruiting, developing, and retaining a diverse and inclusive workforce where all employees are valued for their talents as team members.



**US Army Corps
of Engineers®**

ELIGIBILITY

Applicants must be either:

- 1) Third-year law students or Master of Laws candidates who will graduate no later than June of their academic year of application or
- 2) Law school graduates currently participating in a judicial clerkship. Only U.S. citizens are eligible to apply.

SELECTION CRITERIA

Consideration is given to a candidate's superior academic performance; background relevant to USACE's missions; participation in a law journal, moot court and mock trial experience; military service; commitment to public service; and work experience—including judicial clerkships.

BAR REQUIREMENTS Bar admission is required within the first 14 months of employment. Admission to the Bar of the highest court of any jurisdiction in the United States will satisfy this requirement.

WORKING FOR USACE

How to Apply

TO APPLY

- (1) Participate in on-campus or job fair screening interview with USACE recruiters, or
- (2) Submit a resume, transcript, writing sample, and list of geographic location preferences to:
CECC-HON@usace.army.mil

All application materials must be received by **October 15** of the academic year the applicant graduates or of the final year of the applicant's judicial clerkship.

Applicants should submit a single application in PDF format in the following order: (1) cover letter; (2) resume, not to exceed two pages, single spaced; (3) official or unofficial law school transcript; (4) legal writing sample, no more than 10 pages double spaced; and (5) geographic preferences form. The submitted PDF should be a single file titled in the following order with underscores between each part: (1) applicant last name, (2) applicant first name, (3) application year, and (4) CHP Application (for example: Doe_Jane_20XX_CHP Application).

USACE receives applications through on-campus and job fair recruiting and through direct submission of application materials. Candidates who are selected through this screening process are then interviewed by Chief Counsel. Candidates approved by Chief Counsel are pre-qualified and eligible to interview with the head of legal in USACE locations. Offers of employment are made after a candidate is interviewed and selected by the head of the legal office where the opening is located.



Scan here for more information about the
U.S. Army Corps of Engineers
Chief Counsel's Civilian Honor Program.



CHIEF COUNSEL'S CIVILIAN HONOR PROGRAM



Geographic Reference Information

The U.S. Army Corps of Engineers (USACE) Chief Counsel's Civilian Honors Program recruits qualified candidates for attorney positions that may be available in any of the USACE offices in the United States and worldwide. We generally cannot identify specific vacancies at the time of initial application. Applicants may indicate their geographic preferences in their applications or by separate email to CECC-HON@usace.army.mil. Applicants who do not indicate an interest in a particular location may not be considered for positions that may be available at that location. A list of USACE office locations follows below. Information regarding individual offices is available at <http://www.usace.army.mil>.

Direct any questions to: CECC-HON@usace.army.mil

USACE LEGAL OFFICE LOCATIONS (ARRANGED ALPHABETICALLY BY STATE OR COUNTRY)

Huntsville, AL	Engineering and Support Center
Mobile, AL	District
Anchorage, AK	District
Little Rock, AR	District
Los Angeles, CA	District
Sacramento, CA	District
San Francisco, CA	District
San Francisco, CA	South Pacific Division
Washington, DC	Headquarters
Jacksonville, FL	District
Atlanta, GA	South Atlantic Division
Savannah, GA	District
Honolulu, HI	District
Honolulu, HI	Pacific Ocean Division
Chicago, IL	District
Rock Island, IL	District
Louisville, KY	District
New Orleans, LA	District
Baltimore, MD	District
Concord, MA	District
Detroit, MI	District
St. Paul, MN	District
Vicksburg, MS	District
Vicksburg, MS	Mississippi Valley Division
Vicksburg, MS	Engineering and Research Development Center
Kansas City, MO	District
St. Louis, MO	District
Omaha, NE	District
Albuquerque, NM	District

Brooklyn, NY	North Atlantic Division
Buffalo, NY	District
New York, NY	District
Wilmington, NC	District
Cincinnati, OH	Great Lakes and Ohio River Division
Tulsa, OK	District
Portland, OR	District
Portland, OR	Northwestern Division
Philadelphia, PA	District
Pittsburgh, PA	District
San Juan, PR	District
Charleston, SC	District
Memphis, TN	District
Millington, TN	Finance Center
Nashville, TN	District
Dallas, TX	Southwestern Division
Fort Worth, TX	District
Galveston, TX	District
Alexandria, VA	Humphreys Engineer Center Support Activity
Norfolk, VA	District
Winchester, VA	District
Winchester, VA	Trans Atlantic Division
Seattle, WA	District
Walla Walla, WA	District
Huntington, WV	District
Wiesbaden, Germany	District
Camp Zama, Japan	District
Seoul, Korea	District