

**AFSC 32E4, Staff**  
**AFSC 32E3\*, Qualified**  
**AFSC 32E1\*, Entry**

**CIVIL ENGINEER**  
**(Changed 30 Apr 23)**

**1. Specialty Summary.** Develops and implements civil engineer (CE) force employment and provides staff supervision and technical advice. Performs and manages CE functions and activities to build, operate, maintain, protect, and recover facilities and infrastructure supporting the United States and allies. Activities include programming, budgeting, project management, drafting, surveying, planning, feasibility studies, construction management, utilities operations, energy and environmental programs, land management, real property accounting, fire protection, explosive ordnance disposal (EOD), emergency management (EM), family housing and dorm management, and mobilization programs at base level. Serves on response teams and related installation support services. Conducts integrated base response and recovery activities. Advises commanders and government officials on effective use of CE resources. Related DoD Occupational Group: 240100.

**2. Duties and Responsibilities:**

- 2.1. Supports combat operations and activities. Maintains trained and equipped forces capable of responding to worldwide contingencies and military operations other than war. Evaluates capabilities and develops contingency methodologies to accomplish mission objectives. Maintains emergency response force to cope with enemy attacks, major accidents, and natural disasters. Plans, develops, and executes procedures to mitigate the effects, render safe, and dispose of conventional, nuclear, chemical biological ordnance and improvised explosive devices. Provides advice to commander on control and integration of emergency response force. Develops, monitors, and briefs survivability actions and methods to recover capabilities after attack. Organizes, trains, and equips contingency forces for conventional and nuclear, biological, and chemical attack operations, and other emergency situations. Acts as weapons recovery cell director as a member of the response task force for nuclear accidents.
- 2.2. Determines requirements, establishes plans, provides designs, and directs operations, maintenance, repair, alteration, addition, and construction of facilities and utility systems. Determines personnel and material resource requirements. Plans and establishes land use and provides environmental stewardship. Directs CE forces in support of customers' requirements, and coordinates activities with subordinate and lateral units and functions. Determines proper use of facilities and effective employment of utility systems. Acts as technical representative and engineering consultant for operations and maintenance activities. Coordinates activities with local, state, federal, and host country agencies.
- 2.3. Develops CE plans and policies. Evaluates impact of legislative action, executive orders, directives, and management decisions. Consults with manpower, organization, and personnel staffs to ensure appropriate use of CE personnel. Coordinates with staff agencies on fiscal and legal matters. Directs training, business practices, and professional development activities. Serves as CE advisor to commanders. Implements standardization and evaluation, and monitors compliance of programs and policies. Directs and conducts engineering research and feasibility studies and surveys.

**3. Specialty Qualifications:**

3.1. Knowledge. Knowledge is mandatory of: contingency engineering, contingency base operations, EOD, and survivability skills, including force bed-down, expedient damage repair, and recovery after attack; methods, sources, and techniques of engineering design, construction, maintenance, operation, and repair of facilities and utility systems; resource acquisition and management; asset management; military facilities programming and planning; environmental stewardship; housing management; management of real property; fire prevention, protection, and aircraft crash rescue procedures; engineering research and development; and formulation, coordination, and administration of plans and programs.

3.2. Education. The following education is required for entry into AFSCs 32E1X as indicated:

3.2.1. For entry education requirements see [Appendix A, 32E CIP Education Matrix](#).

3.3. Training. The following training is mandatory for award of the AFSC indicated:

3.3.1. 32E3A/B/C/E/F/G/H/I/J. Completion of Air Force Institute of Technology (AFIT) course WMGT 101, [Air Force Civil Engineer Basic Course](#).

**NOTE:** For Air Reserve Component officers, AFIT courses WMGT 102, [Introduction to the Base Civil Engineer Organization for Reserve Forces Course](#), and WMGT 484, [Reserve Forces Air Base Combat Engineering Course](#), may be substituted for AFIT course WMGT 101.

3.3.2. 32E3H. Completion of the initial skills training course for EOD. (Navy School EOD [NAVSCOLEOD]).

3.4. Experience. The following experience is mandatory for award of the AFSC indicated:

3.4.1. 32E3A/B/C/E/F/G/H/I/J. A minimum of 12 months of experience in the specialty shreddout.

- 3.5. Other. The following are mandatory requirements of AFSCs 32E3H as indicated:
- 3.5.1. For entry into this specialty (prior to being given a class slot at NAVSCOLEOD):
  - 3.5.1.1. Passing color vision, as defined by correctly identifying at least 10 of 14 Ishihara Plates.
  - 3.5.1.2. Minimum height of 5'0". Maximum height 6'6".
  - 3.5.1.3. No record of Claustrophobia (fear of confined spaces).

- 3.5.1.4. Must not have a sustained or untreatable emotional instability that is incompatible with 32E3H AFSC.
- 3.5.1.5. Candidate must have a valid, passing Air Force Physical Fitness score dated no more than 6 months prior to NAVSCOLEOD class start date.

3.5.2. Certification and recommendation by the nearest EOD-Qualified Officer to the home-station unit commander (or equivalent) for consideration and adjudication of 32E Development Team and/or Career Field Manager to become an EOD candidate.

3.5.3. Specialty requires an adjudicated Tier 3 (T3) clearance, with an initiated Tier 5 (T5) prior to attending NAVSCOLEOD. The T5 security clearance shall not be initiated until the T3 clearance is adjudicated. The T5 clearance is required due to training, assignments involving nuclear weapons, and United States Secret Service / Department of State Support

**NOTE:** Award of the 32E1H level without a completed T5 Investigation is authorized provided an interim Top Secret security clearance has been granted according to DoDM 5200.02\_AFMAN 16-1405, *Air Force Personnel Security Program*.

#### 4. Specialty Shredouts:

<i>Prefix</i>	<i>Portion of AFS to Which Related</i>
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A	Architect/Architectural Engineer
B	Readiness Engineer
C	Civil Engineer
E	Electrical Engineer
F	Mechanical Engineer
G	General Engineer
H	Explosive Ordnance Disposal Engineer
I	Industrial Engineer
J	Environmental Engineer