



US Navy Civil Engineer Corps Collegiate Corner



August 2023

Collegiates and New OCS Selectees,

With the summer months coming to an end we highly encourage you to continue to stay in shape, get into a routine and keep charging. Civil Engineer Corps always promote a lifestyle of work-life balance. Dedicate time to stay active! Remember to incorporate proper warm-up and cool-down exercises into your workout. Don't forget to allow for recovery days between your exercise routine to let your muscles repair and continue to develop strength and flexibility. The physical strength and endurance needed at OCS goes beyond the basic physical readiness test push-ups, plank and 1.5 mile run. Keep your whole body in shape.

The Accessions Team is here to keep you informed about the CEC and the Navy and is ready to answer any questions you may have. For past issues of our Collegiate Corners, please visit

<https://www.navfac.navy.mil/Careers/Students-Grads/CEC-Accessions-Program/Collegiate-Corner-Newsletters/>

We look forward to you joining the ranks!

- CEC Accessions Team

LEADERSHIP TRAIT **12 NAVFAC/Seabee Community Core Values**

The Navy's Core Values of Honor, Courage, and Commitment, along with the CNO's Core Attributes of Integrity, Accountability, Initiative, and Toughness, are central to developing trust and building warfighting lethality. In alignment with these values, a previous Chief of the CEC developed twelve additional attributes, which are critical to our team's character development and success in attaining trust and lethality.

Ethics

- Understand how our moral principles and virtues align between the personal good and the common or greater good. Conduct yourself according to our highest standards of moral excellence.
- Choose the "optimal" moral outcome over the "good enough" moral outcome, every time.
- Promote an environment of public trust that is free from conflicts of interest, fraud, abuse of authority, and misuse of public property.

Trustworthiness

- Do what you say you will do.
- Listen to what others have to say. Seek to learn their perspectives and insights.



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- Seek the truth. Communicate with complete integrity and transparency of intent.
- Demonstrate your own competence. Deliver results that are the absolute best you can manage.

Loyalty

- Bond yourself to the principles of our nation and Navy. Act for their betterment in accordance with our Core Values and Attributes. Value integrity over loyalty.
- Do not speak ill of others.
- Go the extra mile to support each other and generate teamwork.
- Generate trust and demonstrate compassion.

Responsibility

- Seek to understand yourself and others - goals, actions, behaviors, and their impacts.
- Perform self-reflection frequently. Ask the toughest questions while looking in the mirror, such as, "Am I a responsible person?"
- Own every problem, decision, and result. Blame no one else for failures. Make no excuses.
- Perform your work with vigor and thoroughness. Pull your weight. Meet commitments and deadlines.
- Practice self-care. Continuously seek improvement of mind, body, and spirit. Advocate that others do the same.

Justice

- Appreciate how often we miss the mark of fairness.
- Aim to do what is right, every single time. Wrong none, and omit no due benefits.
- Resolve that you will place the greater good of the Navy above any command or individual good.
- Set aside personal feelings and biases in your treatment of others. Act with fairness and consistency.
- When deciding what is just for one person, ask yourself whether you would act in the same way to another person in a similar situation.
- Administer justice and accountability with compassion.

Discipline

- Establish habits aligned to our calling, values, and standards. Remove unnecessary actions and vices.
- Pursue order. Allow each thing to have its place, and each activity to have its time.
- Delay immediate gratification until you have achieved success.

Prudence

- Plan in advance. Learn from the past. Live in the present. Anticipate the future and the predictable.
- Learn to identify and leverage the right people who regularly give you good advice.
- Consider the worst case scenario and mitigate risk to an acceptable level.



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Fortitude

- Take necessary risks in pursuit of the greater good.
- Recognize that you may not achieve your desired results. Act anyway.
- Hang in there. Be tenacious.
- Put your thoughts and desires forward, even when resisted.
- Stand up for what is right and those who are wronged.

Resilience

- Resolve to perform what you ought.
- Embrace mistakes and failures as opportunities to grow and learn.
- Learn the skill of recovery (bouncing back) in the wake of set-backs.
- Fight back, even when the initial battle is lost and the next may likely be lost.

Agility

- Establish information and personal connections which enable you to sense and anticipate change.
- Adjust the plan, when necessary, in light of new information.
- Realize that the more personal freedom you have, the more you can be centered and respond effectively.
- Work with a sense of urgency to increase speed of delivery.

Magnanimity

- Set goals and take actions of significant purpose and value over those which are easy or convenient.
- Aim for the best possible outcome. Challenge yourself
- Strive to be better than yesterday. Seek opportunities for growth in yourself and others.
- Empower subordinates with opportunities to direct themselves, take risks, and pursue mastery.

Decisiveness

- Select a course and act, despite fear, uncertainty and incomplete information.
- Realize that there are two opposite extremes or vices to decisiveness: inexcusable hesitancy and reckless decision-making.
- Remain accountable for the results of decisions.



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CAREER FOCUS CEC CAREER STAGES

Tactical / Developmental – Ensigns, Lieutenants Junior Grade and Lieutenants (O1-O3)

During this stage of your career, you will develop an understanding of how the Navy and Department of Defense (DoD) are organized and how CEC officers are aligned to support them at the tactical level. You will serve as a front line leader and supervisor and begin to hone leadership and management skills through interaction and responsibility with and for military, civilian and contractor employees. Officers also develop foundational engineer-related experience and business acumen that spans operational and ashore assignments. Critical to this stage of a CEC career is to maximize professional development through sequential assignments to each of the billet types to obtain public works, construction/facilities contract management, and expeditionary competencies. Specialization in one type of duty is not desired nor normally permitted. Officers also begin to establish mentor-protégé relationships and develop their professional reputation and network.

Operational – Lieutenant Commanders and Commanders (O4-O5)

In this stage, officers employ their postgraduate education and junior officer experience to refine their engineering, leadership and management acumen and become facilities management and engineering experts. These officers begin to occupy key leadership positions such as FEAD Directors (overall responsible for construction contract execution and management for the installation/area you are assigned to), NMCB Executive and Operations Officers, Public Works Officers and Commanding Officers. They are expected to incorporate creativity as they leverage their expertise to generate efficiencies across the Navy and DoD. Officers enhance their experience base with both Fleet policy and shore experience in key staff billets at CNIC, OPNAV and various major commands. Top performers further solidify their professional reputation and nurture mentor-protégé relationships and professional networks.

Strategic / Policy / Command – Commanders and Captains (O5-O6)

Senior officers develop strategy and policy and lead large organizations. They are relied on by Navy senior leadership to understand relationships across DoD, Department of Navy (DON), and federal agencies to fulfill the Navy's mission and to drive efficiencies. The Navy's senior leadership further expects these officers to leverage their professional connections and reputations to overcome obstacles and find mutually beneficial solutions in an environment of acute resource competition. These officers benefit from career networking and long term mentor-protégé relationships to build successful teams.

Executive – Flag Officers and Senior Captains (O6-Above)

These are the most seasoned and respected officers in the Civil Engineer Corps. These officers work directly with Navy and DoD senior leaders to develop and execute the DoD's strategy. These officers understand the importance of horizontal integration of capabilities at strategic, operational, and tactical levels and are able to negotiate and implement related workforce and systems solutions across services and agencies. They are broad minded, innovative officers who understand when change is necessary to remain relevant.



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ACCESSIONS OFFICER FOCUS

Lieutenant Timothy Zoellick

We'd like to take this opportunity to welcome Lieutenant Tim Zoellick to the team as the new West Coast Accessions Officer.

Lieutenant Zoellick is a native of Mokena, IL. He graduated from San Diego State University with a Bachelor of Science degree in Environmental Engineering in May 2017. He received his commission via Officer Candidate School in Newport, RI in November 2017.

LT Zoellick attended the Civil Engineer Corps Officers School from January to May 2018 and after reported to his first duty station at Public Works Department Kingsville serving as a Construction Manager. He then transferred to Naval Mobile Construction Battalion (NMCB) ELEVEN in June 2020 where he served as the Communications Officer, Bravo Company Assistant Company Commander (B6A), Delta Company Assistant Company Commander (D6A) and Echo Company Commander (E6). He recently graduated from post-graduate school at the University of Colorado, in Boulder, CO with a Master degree in Global Environmental Engineering.



Welcome to the team LT Zoellick.



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HEALTH CHALLENGE

Navy Physical Readiness Test (PRT)

Max Push-Ups in 2 Minutes | Max Timed Plank | 1.5 Mile Run

https://www.mynavyhr.navy.mil/Portals/55/Support/Culture%20Resilience/Physical/Guide_5-Physical_Readiness_Test_PRT_JAN_2023.pdf?ver=OlmOLoZTfCA641JUkAnIaw%3d%3d

TIP FOR SUCCESS:

Train above and beyond the maximums outlined in the guide, so when under physical and mental stress the physical exertion becomes second nature, and you can focus your mind on the mental challenges put ahead of you. Perform this health challenge in the same order as the formal PRT to make sure you can meet the requirements.

CEC COLLEGIATE/OCS NEW MEMBERS



Congratulations to the newest members of the CEC Collegiate and OCS community selected on the July board!

Arizona Lenski
Ethan Dean
Brenton Butler
Jack Williams

Matthew Doyle
Jack Borke
Olivia Szumski

Quentin Beers
Jack Egger
Angelo Sta Ana



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ACCESSIONS TEAM CONTACT INFORMATION

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