

Making Accessibility Accessible at Strategic Systems Programs (SSP)



SSP is one of the most progressive management organizations in the Department of Navy. It is a unique and dynamic organization that is committed to obtaining and maintaining a diverse workforce of the highest caliber. Mr. George Moore, who was diagnosed with Multiple Sclerosis (MS) in 2006 while serving on active duty in the Navy, is a Program Analyst within the SSP Technical Branch. He has worked with the Navy Strategic Weapons Enterprise for more than 30 years; 26 of those years as an active duty enlisted missile technician and Limited Duty Officer (LOO).

After retiring from the military, George faced an eleven-month wait for his final VA rating, which would have held up any appointment to federal civilian service through the 30-percent Veteran Hiring Authority. He



George Moore - Program Analyst
SSP Technical Branch

stated he was lucky enough to have a Human Resources Office at SSP that informed him of another non-competitive hiring authority for individuals with disabilities called Schedule A.

After acquiring the appropriate documentation from his medical

provider, George had the opportunity to continue supporting the warfighter when he was hired at SSP in 2013. George says with a chuckle, "I was ecstatic to get back to doing what I loved. And my wife, well she was just happy to have some peace and quiet."

As the command's subject matter expert (SME) for self-assessments, strategic weapons inspections, and explosive ordnance disposal (EOD), George's job requires extensive travel to coordinate with Navy EOD units on render safe procedures and the adjudication of strategic weapons material. When hired aboard SSP, he only required the use of a cane; but has since needed the assistance of a wheelchair. Thanks to SSP's robust reasonable accommodation process, George is able to maintain his employment and meet the demands of the mission. In George's words, "SSP creates an environment that allows anyone to rise through the enterprise with opportunities for continued education and training including participation in the Senior Leadership Institute, and provides a sense of family that fosters mentorship.

"SSP has also taken the steps to accommodate my physical challenges by providing assistance while I'm on travel for the job, and a flexible telework schedule that supports my challenges with MS." Although his MS has progressed, SSP has helped him find ways to continue to be an asset to the organization and perform at a level of excellence in the job to which he is committed.

George's story is not unique. SSP's leadership is committed to removing barriers for all employees to ensure they have the ability to succeed.

QUALITY ASSURANCE

INFORMATION TECHNOLOGY

ENGINEERING

At Strategic Systems Programs we have been managing our Nation's most successful missile system for more than 60 years

Today, we are looking to the future. We're evolving and modernizing this critical security resource to meet the challenges of the next 60 years and we need your help to get us there.

SSP is committed to obtaining and maintaining a diverse workforce of the highest caliber. We're looking for individuals with technical excellence, superior communication skills, fresh ideas and innovative approaches. We offer an environment where you can achieve your potential in an atmosphere steeped in the tradition of success.

Can you move us forward into the 21st century? Consider making our future...part of your future plans. Join us. Become a civilian member of the U.S. Navy's most successful Program Management Team.

IMAGINE...COULD THIS BE YOU?

FINANCE/BUSINESS

PROGRAM/MANAGEMENT ANALYST

ADMINISTRATIVE