Air Force Civil Engineers (CE) are responsible for the planning, operation, maintenance, construction management, environmental, and engineering of the Air Force’s largest weapon system — its installations.

CE civilians are critical members of our team, providing the diverse expertise and leadership needed to secure our nation’s defense.

COMBAT POWER STARTS HERE.

The PAQ Program:

Ready for a challenge? The Palace Acquire (PAQ) Program is a 2 year rotational program for recent graduates that will expose you to every aspect of Air Force Civil Engineering.

 Qualifications & Requirements

• US Citizen • Within 2 years of graduation • 2.95 GPA or higher

• Degree in:
  o Engineering  o Biological & Physical Sciences  
  o Architecture  o Natural Resource Management  
  o Community Planning  o Environmental Management  
  o Chemistry

PROGRAM HIGHLIGHTS

(see back for more benefits)

▼

Permanent full-time positions following completion of 2-year program

Promotions and yearly salary increases granted based on performance

Sign on bonus & tuition assistance for Master’s and advanced academic degrees for qualifying applicants

HOW TO APPLY

▼

Email afpc.ce.cft@us.af.mil

Subject line: “PAQ, (your last name)”

Attach your resume in PDF format

Attach a copy of your official or “unofficial” transcript

FOR MORE INFORMATION:

Visit AF Civilian Service
http://www.afciviliancareers.com/students.php

HAVE QUESTIONS?

Contact the Civil Engineer Career Field Team
(210) 565-2666
afpc.ce.cft@us.af.mil
ADDITIONAL PAQ PROGRAM BENEFITS

- **Over 40 locations** around the United States
- **Up to 10 paid holidays, two weeks of vacation, plus sick leave** in Year 1
- **Air Force-funded relocation** to permanent position as needed
- **Student Loan Payment** Program
- **Potential tuition assistance** for Master’s or advanced academic degrees
- **Formal training plan** designed for your personal and professional growth, including: leadership & on-the-job training

FREQUENTLY ASKED QUESTIONS

Do civilians wear uniforms?
No – while military personnel at your base will wear uniforms, you will follow the dress code of your office (usually business casual).

Do civilians deploy?
There are no mandatory deployments for civilians. There are, however, voluntary deployments and many opportunities to work abroad.

Do civilians commit to stay a certain number of years?
PAQ is a 2-year program, and, depending on the financial and training incentives received, PAQs may be required to pay it back if the program is not completed.

Is everyone a traditional civil engineer?
No – just like on the military side, civilians have many roles including: electrical / mechanical / civil / environmental engineers, architects, community planners, chemists, biological & physical scientists, natural resource & environmental managers.

“Very few companies offer the opportunity to work on such a diverse set of projects and positions across the globe.”

“Do civilians deploy?”

Mike Tillema
PAQ Graduate ‘18

“I joined the PAQ program because of the challenging work presented and as a means to serve my country in a small way.”

“Very few companies offer the opportunity to work on such a diverse set of projects and positions across the globe.”

“Do civilians commit to stay a certain number of years?”

Jenni Dorsey-Spitz
PAQ Graduate ‘14

“Do civilians wear uniforms?”

“The PAQ Program facilitated so many connections and relationships within various sections that have significantly helped me grow within the Air Force.”

“Do civilians deploy?”

Kellea Salcido
PAQ Graduate ‘18

CE BY THE NUMBERS

51,000
Air Force Civil Engineers

128,000
Dorm Rooms & Houses

9,100,000
Acres of Land

155,000,000
Sq. Yds. of Pavement

583,000,000
Sq. Ft. of Buildings

$8,000,000,000
Annual Budget

*all numbers approximate