

# PALACE ACQUIRE PROGRAM



## LEADERS WANTED.

U.S. AIR FORCE  
ENGINEERING & INFRASTRUCTURE DEVELOPMENT

### COMBAT POWER STARTS HERE.

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.

### 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:
  - Engineering
  - Architecture
  - Community Planning
  - Chemistry
  - Biological & Physical Sciences
  - Natural Resource Management
  - Environmental Management

#### 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

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#### HOW TO APPLY



Email [afpc.ce.cft@us.af.mil](mailto: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](mailto:afpc.ce.cft@us.af.mil)

# ADDITIONAL PAQ PROGRAM BENEFITS

- **Over 40 locations** around the United States
- **Air Force-funded relocation** to permanent position as needed
- Potential **tuition assistance** for Master's or advanced academic degrees
- Up to **10 paid holidays, two weeks of vacation, plus sick leave** in Year 1
- **Student Loan Payment** Program
- **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.

## 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*



Jenni Dorsey-Spitz  
PAQ Graduate '14

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



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."



Kellea Salcido  
PAQ Graduate '18

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