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ADSO

22 July 1947

CCD

Recruitment of Technical Personnel

1. The attached papers have been coordinated with CAS, CFD, CSS, and Personnel Procurement Section, and have been returned to this Division for submission to ADSO.

2. The essence of this portion of the technical personnel recruitment program is a recommendation that a representative of the Communications Division again contact Mr. Waggoner of ARRL and request ARRL assistance in the following:

- a. Dissemination of Attachment "C" to active ARRL members.
- b. Dissemination of Attachment "C" to ARRL Affiliated Radio Clubs.
- c. Printing of Attachment "C" in the September issue of QST.

3. If this procedure is approved, it is further requested that authority be given for the reimbursement of ARRL for nominal mailing charges involved in 2a and b.

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[Redacted]
Lt. Colonel, GSC
Chief, Communications

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2 July 1947

MEMORANDUM

To : Chief, Procurement and Placement Section,
Personnel Division.

Through: Deputy Chief, Communications Division.

From : Acting Chief, Operations Section, Communications
Division.

Subject: Personnel Procurement Method through ARRL.

1. In August, 1946, a brief announcement stating the needs of "a government agency" for radio operators overseas appeared in the widely distributed radio amateur magazine, QST, through the courtesy and cooperation of the American Radio Relay League. (Attachment "A") Men interested in such a position were directed to write to "Overseas Operation," c/o ARRL, who in turn forwarded the applications to Washington. The Communications Division then contacted the applicants directly, and, out of the approximately one thousand applications received, recommended the employment of some thirty well-qualified operator-technicians who are now on duty in the various theaters.

2. A similar article appeared in the February, 1947, QST, referring to the first article but mentioning that "another government department is in need of a limited number of radio men, and old and new letters addressed to 'Overseas Operation' are being delivered to it." (Attachment "B") The method of handling this second group of applications differed somewhat, however, from that previously used. The applications were received by the ARRL, forwarded to Washington for evaluation, appropriate papers returned, through the Personnel Procurement Office, to the ARRL, who in turn sent them to the applicant. The applicant filled out the forms, if it had been decided in Washington to proceed with the application, returned the completed forms to the ARRL who sent them to Washington; from this point, the applicant was contacted directly by the Personnel Procurement Office.

However, the results from this second announcement were very disappointing. No more than fifty or sixty applications

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have been received to date. Of this number, about ten qualified applicants are currently being processed, although it is estimated that no more than half of those being processed will actually be employed, either for reasons of security, inconvertible temperament for highly specialized work, or, due to the lengthy processing period, subsequent unavailability on the part of the applicant.

3. The security of this type of procurement is excellent. The applicants do not know which government bureau is contacting them until a definite opinion of his ability and eligibility for the position has been established. This is because the applicant contacts only ARRL until this organization decides to take over the application for definite processing.

4. Several factors have probably contributed to the poor results mentioned in paragraph 2 above. They are:

(a). The fact that radio personnel in the United States are more settled now than they were a year ago, that many of them have satisfactory jobs by this time, that they have become socially readjusted after the long years away at war, and that, as a result, they are no longer as receptive to an overseas job offer.

(b). The fact that several commercial companies have been draining the pool of personnel willing to go overseas with, it is rumored, some very good offers. 25X1

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(c). That our February offer was for a minimum of two years overseas instead of eighteen months. Single men are not nearly as likely to desire that long a stay, especially in the Middle East. It must be remembered that a radio man will be 100% productive one week after arriving at his post, and any training required is received in Washington prior to his departure.

(d). That many men were probably in the middle of a school semester and did not wish to interrupt their schooling before its completion.

(e). That probably many eligible men did not see the advertisement which may not have been as conspicuous and attractive as the original advertisement.

This last reason is likely a strong factor and is the basis for a new approach as set forth in the next paragraph.

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5. The ARRL has in its files the names of a large number of men who are especially active in amateur radio. It is likely that a considerable number of these men would be eligible for overseas radio jobs with the Communications Division, and that many of them would be receptive to an offer of employment. Moreover, it is also likely that many of them did not see our notice in QST magazine.

It is, therefore, suggested that Mr. Waggoner of the ARRL be interviewed by a representative of the Communications Operations office, and that a list of such names be obtained from him; and, further, that an agreement be reached with him whereby this organization will send, through the ARRL, the attached form announcement (Attachment "C") to each man on the list. The form should also be distributed by ARRL to their Affiliated Radio Clubs. In this way, the men most likely to be eligible for the jobs will be directly confronted with the offer. Also, security will be maintained since they will still have contact only with the ARRL.

6. The effectiveness of an advertisement in QST should not be entirely discounted. A revised advertisement (Attachment "C") is considered worthwhile. The ARRL can be requested to give it careful placement in QST.

7. There is still a dire need for overseas radio personnel in the Communications Division, and it is felt that every effort should be made towards procurement of these men. None of our overseas organizational charts are completely filled, and the Middle East chart is very short of its required strength. As the Middle East posts are extremely difficult for American personnel, both physically and mentally, replacements will be necessary in the near future.

8. It is requested that every consideration be given the suggestions in paragraphs 5 and 6, and that the Communications Operations Section be instructed on the action it may take as soon as possible.

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[Redacted]
Acting Chief
Operations Section
Communications Division

Attachments:

- "A" Article appearing in August, 1946, QST.
- "B" Article appearing in February, 1947, QST.
- "C" Revised announcement.

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COPY

WANTED -- HAMS FOR OVERSEAS

A department of the United States Government has need for civilian radio operators, technicians, and operator-technicians for interesting overseas duty. Men with appropriate experience will be selected to operate and maintain radiotelegraph stations in various parts of the world, qualifying and operating under federal regulations, with attendant benefits.

The work, involving considerable travel, has particular appeal to radio amateurs, often calling for the special sort of ingenuity with which hams are endowed. The pay is good, ranging from \$2600 for apprentice operator-technicians to \$4149 for assistant chief operator-technicians, plus generous subsistence allowances of from \$1000 to \$2000, depending upon location. There is opportunity for further promotion within the organization, to such grades as chief operator-technician at considerably higher salaries. All transportation is furnished. It is expected that living quarters and transportation for families will be available at a few locations. Men employed for this work will be sent, whenever possible, to a country of their choice. The normal period of overseas service is eighteen months.

Requirements range upward from the minimum (apprentice operator-technician): code speed of 18 five-letter groups per minute, one year's experience in professional or amateur radio, ability to handle simple maintenance.

At the top of the list is chief operator-technician, for which applicant must hold, or have held, a radiotelegraph 1st or 2nd class or radiotelephone 1st class license, and he must hold, or have held, an amateur radio ticket, must be thoroughly familiar with maintenance of communications-type receivers and able to design and construct CW transmitters of medium power. He also must be familiar with common models of commercial and military equipment and be well versed in radio propagation, including ability to make practical use of Bureau of Standards publications on that subject. Code speed requirement is 25 code groups per minute (typewriter). He must be able to supervise a large radio station (up to 30 positions).

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Wanted -- Hams for overseas. (cont'd.)

Ratings in between apprentice and chief operator-technician require a proportionate amount of experience and operating ability. Any ham who is interested should be able to qualify quite easily for one of these ratings, particularly if he has had recent military communications experience.

Incidentally, many hams now employed in foreign lands by this department find ample opportunity and leisure to do a bit of ham operating "on the side," signing calls the ardent DXer dreams of.

If you are genuinely interested in applying for one of these openings, please write "Overseas Operation," c/o ARRL Headquarters, stating fully what radio experience you have had, how long licensed and what grades, code speed (groups, using pencil and/or typewriter), age, marital status, etc. The government department requesting our help in obtaining personnel is not able to engage in lengthy correspondence with applicants so please describe your qualifications fully.

Article appearing in February, 1947, "ST"

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OVERSEAS OPPORTUNITIES

The appeal for "Hams for Overseas" in August CST received an excellent response and the Government department concerned reports its satisfaction with the excellent quality of the men who applied and it regrets that it could not employ more of them. All routine positions have now been filled.

Another Government department, however, is in need of a limited number of radio men, and old and new letters addressed to "Overseas Operations" are being delivered to it. Therefore it is unnecessary to write again if you have already applied through "Overseas Operations." But new applications are welcomed from single men who are interested in a base pay of between \$3000 and \$3400 (plus a quarters-and-subsistence allowance while outside the U.S.A.), who like to travel, and who are proficient both as operators and technicians. There is usually opportunity for a bit of ham operation "on the side" signing truly DX calls. No jobs are available in the United States except for top-notch engineers.

Inquiries can be sent to "Overseas Operations," c/o ARRL Headquarters. Please state fully radio operating and technical experience, licenses held, code speed, etc. Full statements will decrease the delay in processing applications. The minimum time between application and employment is estimated by this Government department as three months.

MAY 1950 - POSITION OF SENIOR OPERATORS

A department of the United States Government has need for civilian radio operators and operator-technicians for interesting overseas duty. Men with qualifying experience will be selected to operate and maintain radiotelegraph stations in various parts of the world, qualifying and operating under federal regulations.

The work has particular appeal to radio amateurs, often calling for the special sort of ingenuity with which hams are endowed. The pay is good, ranging from \$2644.60 for Communications Technicians to \$4149.60 for Senior Supervisors. In those places where the living costs exceed the current cost of living in the United States, an allowance is paid, designed to meet this differential. There is opportunity for further promotion within the organization to grades paying considerably higher salaries. Transportation, in accordance with U. S. Government Travel Regulations, is furnished to and from the overseas duty station. It is expected that living quarters and transportation for families will be available at a few locations. Men employed for this work will be sent, whenever possible, to a country of their choice. The minimum period of overseas service is twenty-four months.

Requirements range upward from the minimum for Communications Technicians, a code speed of 18 five-letter random groups per minute, one year's experience in professional, military, or amateur radio, and ability to handle simple maintenance.

At the top of the list is Senior Supervisor, for which applicant must hold, have held, or be able to qualify for, a radiotelegraph 1st or 2nd class or radiotelephone 1st class license; and

he must hold, have held, or be able to qualify for, an amateur radio ticket; must be thoroughly familiar with maintenance of communications-type receivers and able to design and construct CW transmitters of medium power. He also must be familiar with common models of commercial and military equipment and be well versed in radio propagation, including ability to make practical use of Bureau of Standards publications on that subject. Code speed requirement is 25 five-letter random code groups per minute (typewriter). He must be able to supervise a large radio station (up to 50 positions).

Ratings in between Communications Technician and Senior Supervisor require a proportionate amount of experience and operating ability. Any trained radioman should be able to qualify quite easily for one of these ratings, particularly if he has had recent military communications experience.

Incidentally, many radiomen now employed in foreign lands by this department find ample opportunity and leisure to do a bit of ham operating "on the side," signing calls the ardent DX-er dreams of.

Qualified operator-technicians who are interested in these positions should write letters setting forth qualifications, particularly with respect to the following:

- (1) Radio operating and technical experience, including military.
- (2) Present code speed.
- (3) Present license(s) and length of time held.

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- (4) Part of the world desired.
- (5) Part of the world NOT desired.
- (6) Age and marital status, including number of children, if any.
- (7) Specialized training (e.g.) teletype maintenance, etc.

Letters should be addressed to:

Box 73
Administrative Headquarters
The American Radio Relay League
West Hartford 7, Connecticut