

Eligibilities

1. 30% or More Disabled Veterans (30% DV) - Eligibility Question: 30% or More Disabled Veterans

Are you a veteran who separated from active duty under honorable conditions and you:

Have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more **OR**

Retired from active military service with a service-connected disability rating of 30% or more. If eligible, submit a copy of your latest Certificate of Release or Discharge from Active Duty, DD-214 (copy indicating character of service) or other proof of your service which includes character of service.

Please also provide the disability letter from the Department of Veterans Affairs or Armed Service and the Application for 10-Point Veteran Preference, Standard Form 15.

For more information, review USAJOBS Veterans resources.

2. Agency Employee - Competitive (Agency Comp)

Eligibility Question: Agency Employee – Competitive

Are you a current, permanent Career or Career-Conditional employee of the agency hiring for this position in the competitive service AND have permanently held a grade below the target grade of this position? (SF-50 block 24 must be a "1" or "2")

3. Agency Employee - Local Area (Competitive) (Agency Comp Loca)

Eligibility Question: Agency Employee - Local Area (Competitive)

Are you a current, permanent Career or Career-Conditional employee of the agency hiring for this position in the competitive service **AND** you reside in the local commuting area of the position's duty station **AND** my highest permanent grade is LOWER than the highest grade of this position? (SF-50 block 24 must be a "1" or "2")

4. Agency Employee - Local Area (Non-Competitive) (Agency NCmp Loc)

Eligibility Question: Agency Employee - Local Area (Non-Competitive)

Are you a current, permanent Career or Career-Conditional employee of the agency hiring for this position in the competitive service **AND** you reside in the local commuting area of the position's duty station **AND** I have held a permanent grade the SAME or HIGHER than the highest grade of the position being filled **OR** I have held a permanent developmental position with promotion potential to the same grade of the position being filled? (SF-50 block 24 must be a "1" or "2")

5. Agency Employee - Local Area (VRA) (VRA Cur Agency)

Eligibility Question: Agency Employee - Local Area (VRA)

Are you a veteran who is currently an employee of the agency hiring for this position on a permanent Veterans Recruitment Appointment (VRA) **AND** you reside in the local commuting area of the position's duty station? (SF-50 block 24 must be a "1" or "2" AND block 34 must be a "2").

6. Agency Employee - Non-Competitive (Agency Non-Comp)

Eligibility Question: Agency Employee - Non-Competitive

Are you a current, permanent Career or Career-Conditional employee of the agency hiring for this position in the competitive service **AND** have permanently held a grade at or above the target grade of this position? (SF-50 block 24 must be a "1" or "2")

7. Agency Employee - VRA (VRA Cur Agency)

Eligibility Question: Agency Employee – VRA

Are you a veteran who is currently an employee of the agency hiring for this position on a permanent Veterans Recruitment Appointment (VRA)? (SF-50 block 24 must be a “1” or “2” AND block 34 must be a “2”).

8. Appointment of Certain Military Spouses (5 CFR 315.612) (Cert Mil Spouse)

Eligibility Question: Appointment of Certain Military Spouses (5 CFR 315.612)

Are you the spouse of a current member of the Armed Forces? If yes, confirm that you are married to the military member. – **OR** -

Are you the spouse of a member of the Armed Forces who retired with a disability rating at the time of retirement of 100 percent or the spouse of a member of the Armed Forces who retired or separated from the Armed Forces and has a disability rating of 100 percent from the Department of Veterans Affairs? -**OR**-

Are you the un-remarried widow or widower of a member of the Armed Forces killed while in active duty status?

For more information, review [USAJOBS Veterans resources](#).

9. Certain Former Overseas Employees (CFOE)

Eligibility Question: Certain Former Overseas Employees

Were you employed overseas as an Appropriated Fund employee **AND** did you complete 52 weeks of creditable overseas service in an appropriated fund position(s) as a family member during the time you accompanied a sponsor officially assigned to an overseas area receive a fully successful or better (or equivalent) performance rating **AND** return to the United States to resume residence less than 3 years ago?

10. Cyber Interchange (for GS Cyber Workforce COMPETITIVE announcements) (DoD Cyber Except)

Eligibility Question: Cyber Interchange (for GS Cyber Workforce COMPETITIVE announcements)

Are you a current employee **who has served continuously for at least one year** under an appointment without time limit in a DoD Cyber Workforce excepted service position **OR** have you been involuntarily separated from a DoD Cyber Workforce position without personal cause within the preceding year?

11. DoD Employee - Competitive (DoD-Comp)

Eligibility Question: DoD Employee – Competitive

Are you a current, permanent Career or Career-Conditional DoD employee in the competitive service **AND** your highest permanent grade is LOWER than the highest grade of this position? (SF-50 block 24 must be a "1" or "2")

12. DoD Employee - Local Area (Competitive) (DoD-Local-Comp)

Eligibility Question: DoD Employee - Local Area (Competitive)

Are you a current, permanent Career or Career-Conditional DoD employee in the competitive service **AND** you reside in the local commuting area of the position's duty station? (SF-50 block 24 must be a "1" or "2")

13. DoD Employee - Local Area (Non-Competitive) (DoD-Local-Noncom)

Eligibility Question: DoD Employee - Local Area (Non-Competitive)

Are you a current, permanent Career or Career-Conditional DoD employee in the competitive service AND you reside in the local commuting area of the position's duty station AND your highest permanent grade is the SAME or HIGHER than the highest grade of the position being filled OR you have held a permanent developmental position with promotion potential to the same grade of the position being filled? (SF-50 block 24 must be a "1" or "2")

14. DoD Employee - Local Area (VRA) (DoD-Local-VRA)

Eligibility Question: DoD Employee - Local Area (VRA)

Are you a veteran who is currently a Department of Defense (DoD) employee on a permanent Veterans Recruitment Appointment (VRA) AND you reside in the local commuting area of the position's duty station? (SF-50 block 24 must be a "1" or "2" AND block 34 must be a "2")

15. DoD Employee - Non-Competitive (DoD-NonComp)

Eligibility Question: DoD Employee - Non-Competitive

Are you a current, permanent Career or Career-Conditional DoD employee in the competitive service **AND** your highest permanent grade is the SAME or HIGHER than the highest grade of the position being filled **OR** I have held a permanent developmental position with promotion potential to the same grade of the position being filled? (SF-50 block 24 must be a "1" or "2")

16. DoD Employee - VRA (DoD-VRA Comp)

Eligibility Question: DoD Employee – VRA

Are you a veteran who is currently a Department of Defense (DoD) employee on a

permanent Veterans Recruitment Appointment (VRA)? (SF-50 block 24 must be a "1" or "2" AND block 34 must be a "2")

17. Excepted Service - MP (Excepted Service)

Eligibility Question: Excepted Service – MP

Are you a current or former, permanent Federal employee in the Excepted Service? If you indicate that you are eligible by selecting "yes" for this question, you **MUST** submit documentation that verifies your eligibility along with your application/resume package (SF-50 block 24 must be a "1" or "2" AND block 34 must be a "2")

18. Family Member Preference for Overseas Employment (Fam Member Pref)

Eligibility Question: Family Member Preference for Overseas Employment

Are you the spouse or unmarried child (including stepchildren, adopted children, and foster children) not more than 23 years of age residing with a US citizen civilian employee (sponsor), who accompanied my civilian sponsor on a permanent change of station (PCS) move. NOTE: If you indicate "yes" for this question, you must submit a copy of PCS Orders, area clearance, or command sponsorship letter along with your application/resume package. Additionally, verification of Status of Forces Agreement (SOFA) status will be required for positions located in Japan and Korea.

19. Fed Wide (current) - Competitive (Fed Wide - Comp)

Eligibility Question: Fed Wide (current) – Competitive

Are you a current, permanent Career or Career-Conditional Federal employee in the competitive service **AND** your highest permanent grade is **LOWER** than the highest grade of this position? (SF-50 block 24 must be a "1" or "2")

20. Fed Wide (current) - Non-competitive (Fed Wide-Noncomp)

Eligibility Question: Fed Wide (current) - Non-competitive

Are you a current, permanent Career or Career-Conditional Federal employee in the competitive service **AND** you have held a permanent grade the **SAME** or **HIGHER** than the highest grade of the position being filled, **OR** I have held a permanent developmental position with promotion potential to the same grade of the position being filled? (SF-50 block 24 must be a "1" or "2")

21. Fed Wide - Local Area (Competitive) (FedWide Loc Comp)

Eligibility Question: Fed Wide - Local Area (Competitive)

Are you a current, permanent Career or Career-Conditional Federal employee in the competitive service **AND** you reside in the local commuting area of the position's duty station? (SF-50 block 24 must be a "1" or "2")

22. Fed Wide - Local Area (Non-Competitive) (Fed Wide Loc Non)

Eligibility Question: Fed Wide - Local Area (Non-Competitive)

Are you a current, permanent Career or Career-Conditional Federal employee in the competitive service **AND** you reside in the local commuting area of the position's duty station **AND** your highest permanent grade is the **SAME** or **HIGHER** than the highest grade of the position being filled **OR** you have held a permanent developmental position with promotion potential to the same grade of the position being filled? (SF-50 block 24 must be a "1" or "2")

23. Federal Employee (current or former) - Competitive (Fed - Comp)

Eligibility Question: Federal Employee (current or former) – Competitive

Are you a current or former, permanent Career or Career-Conditional Federal employee in the competitive service **AND** your highest permanent grade is LOWER than the highest grade of this position? (SF-50 block 24 must be a "1" or "2")

24. Federal Employee - VRA (Fed Emp VRA)

Eligibility Question: Federal Employee – VRA

Are you a veteran who is currently a Federal employee on a permanent Veterans Recruitment Appointment (VRA)? (SF-50 block 24 must be a "1" or "2" AND block 34 must be a "2").

25. Foreign Service Employees (ForSer)

Eligibility Question: Foreign Service Employees

Have you completed three years of substantially continuous service immediately before separation from an unlimited, career-type Foreign Service appointment that meets a requirement for career tenure?

-OR-

Have you had service that began with a non-temporary Foreign Service appointment counting towards the 3-year service requirement for career tenure and have been separated within the past 30 days from the career-type appointment in the Foreign Service?

26. Interagency Career Transition Assistance Plan (ICTAP)

Eligibility Question: Interagency Career Transition Assistance Plan

Are you a current or former federal employee displaced from a position in a federal agency other than the agency hiring for this position?

If yes, confirm:

- You are located in the same local commuting area of the vacancy,
- Your grade is equivalent to or higher than the grade level of the vacancy, and
- Your last performance rating of record is at least fully successful or the equivalent.

You will be required to submit supporting documentation to validate your claim of ICTAP eligibility such as a Reduction in Force (RIF) separation notice or a Proposed Removal/Separation notice and a copy of your latest Notification of Personnel Action, Standard Form 50. For more information, review the [USAJOBS Resource Center](#).

27. Interchange Agreement (Interchange)

Eligibility Question: Interchange Agreement

Are you currently employed on a permanent appointment with a Federal agency that has an interchange agreement with the Office of Personnel Management (OPM) such as the DoD Cyber Workforce or a DoD Nonappropriated Fund Instrumentality to include Army and Air Force Exchange Services? I have been continually employed for 1 year or more and have not had a break in service, or I have been involuntarily separated from such appointment without personal cause within the preceding year and have met the 1 year service requirement. NOTE: If you indicate that you are eligible for any of the eligibilities listed above, you MUST submit documentation along with your application/resume package verifying eligibility. For details about all interchange agreements with OPM please visit: <https://www.opm.gov/policy-data-oversight/hiring-information/competitive-hiring/#url=InterchangeAgreementsWithOtherMeritSystems>.

28. Military Spouse Preference for Overseas Employment (Mil Spouse Pref)

Eligibility Question: Military Spouse Preference for Overseas Employment

Do you reside in the local commuting area of the position's duty station, and are you the spouse of an active duty military member (sponsor) of the US Armed Forces who accompanied your military sponsor on a permanent change of station (PCS) move.

NOTE: If you indicate "yes" for this question, you must submit a copy of PCS Orders, area clearance, or command sponsorship letter along with your application/resume package. Additionally, verification of Status of Forces Agreement (SOFA) status will be required for positions located in Japan and Korea.

29. National Service (Peace Corps and VISTA) (NSVISTA)

Eligibility Question: National Service (Peace Corps and VISTA)

Are you a former Peace Corps volunteer or VISTA member who has completed your service within the past twelve months? **-OR-**

Are you a former Peace Corps volunteer or VISTA member who has completed your service within the past 36 months and is requesting an extension of your non-competitive eligibility due to your military service, status as a full-time student or other experience related to this position? **-OR-**

Are you a current or former Peace Corps employee who has completed at least 36 months of continuous service and has been separated from the Peace Corps for less than three years? If yes, submit a copy of your description of service or other proof of non-competitive eligibility. If you are a former Peace Corps volunteer or VISTA member who is requesting an extension of your non-competitive eligibility, please also provide the necessary documentation to support your request.

30. Other Appointment Eligibilities (Other)

Eligibility Question: Other Appointment Eligibilities

Are you currently eligible for an appointment using an eligibility not otherwise listed (e.g. Postal Career Service employee, Government Accountability Office employee,

Fulbright Scholar, etc.)? NOTE: If you indicate that you are eligible by selecting "yes" for this question, you MUST submit documentation that verifies your eligibility along with your application/resume package.

31. Pathways Internship (PW Intern)

Eligibility Question: Pathways Internship

Are you currently a student that has been accepted for enrollment or are enrolled at least half-time in an accredited high school, college, professional, technical, vocational, or trade school pursuing a qualifying degree or certificate? You must remain enrolled and will be required to provide proof of current student status to be eligible for this program.

For more information, review [USAJOBS Student and Recent Graduate resources](#).

32. Pathways Recent Grads (PW RG)

Eligibility Question: Pathways Recent Grads

Are you a recent graduate who has completed, within the previous two years, a qualifying associate's, bachelor's, master's, professional, doctorate, vocational or technical degree or certificate or you will obtain a qualifying Associates, Bachelor's Master's, Professional, Doctorate, Vocational or Technical Degree or Certificate from a qualifying educational institution prior to the date listed in the "Who May be Considered" section of the vacancy announcement.? (Veterans unable to apply within two years of receiving their degree due to military service obligation have up to six years after degree completion to apply).

If eligible, submit a copy of your transcripts to support your recent graduate eligibility. If you are a veteran, please submit a copy of your latest Certificate of Release or Discharge from Active Duty, DD-214 (copy indicating character of service) or other proof of your service which includes character of service.

For more information, review [USAJOBS Student and Recent Graduate resources](#).

33. People with Disabilities, Schedule A (Disabled/Sch A)

Eligibility Question: People with Disabilities, Schedule A

Do you have an intellectual disability, severe physical disability or psychiatric disability that qualifies you for Schedule A Disability appointments? If eligible, provide proof by submitting a letter stating that you have an intellectual disability, severe physical disability or psychiatric disability. You can get this letter from your doctor, a licensed medical professional, a licensed vocational rehabilitation specialist, or any Federal, state, or local agency that issues or provides disability benefits.

For more information, review [USAJOBS Individuals with Disabilities resources](#).

34. Post-Sec DHA Recent Grad 3 Months (Post Sec DHA RG3)

Eligibility Question: Post-Sec DHA Recent Grad 3 Months

To qualify as a Post-Secondary Recent Graduate under this Direct Hire Authority, you must meet one of the requirement listed below.

Have you been awarded a degree by an institution of higher education (a public or other non-profit institution) within the previous two years OR expect to be awarded a degree by an institution of higher education (a public or other non-profit institution) within the next 3 months OR completed a period of obligated service in a uniformed service of more than four years and was awarded a degree by an institution of higher education (a public or other non-profit institution) with the previous four years?

35. Post-Sec DHA Recent Grad 9 months (Post Sec DHA RG9)

Eligibility Question: Post-Sec DHA Recent Grad 9 months

To qualify as a Post-Secondary Recent Graduate under this Direct Hire Authority, you must meet one of the requirement listed below.

Have you been awarded a degree by an institution of higher education (a public or other non-profit institution) within the previous two years OR expect to be awarded a degree by an institution of higher education (a public or other non-profit institution) within the next 9 months OR completed a period of obligated service in a uniformed service of more than four years and was awarded a degree by an institution of higher education (a public or other non-profit institution) with the previous four years?

36. Post-Sec DHA Recent Grad Timeframe (Post Sec DHA RG)

Eligibility Question: Post-Sec DHA Recent Grad Timeframe

To qualify as a Post-Secondary Recent Graduate under this Direct Hire Authority, you must meet one of the requirement listed below. Have you been awarded a degree by an institution of higher education (a public or other non-profit institution) within the previous two years **OR** expect to be awarded a degree by an institution of higher education (a public or other non-profit institution) within the time frame outlined within the vacancy announcement **OR** completed a period of obligated service in a uniformed service of more than four years and was awarded a degree by an institution of higher education (a public or other non-profit institution) with the previous four years?

37. PPP DoD Mil Reserve (MR) & Nat'l Guard (NG) Pref Eligible Tech Receiving Disability Retirement (PPP Disability)

Eligibility Question: PPP DoD Mil Reserve (MR) & Nat'l Guard (NG) Pref Eligible Tech Receiving Disability Retirement

I am an MR or NG Technician who will be or has been involuntarily medically retired due to a service-connected medical disability that disqualifies me from military membership or from holding my required military grade, and have applied for or am receiving a disability retirement annuity. I am exercising my preference eligibility to

DoD positions within my local commuting area. I understand that the position for which I am applying must be at the same grade or equivalent level, tenure, and work schedule as the position held currently or upon separation.

NOTE 1: If you indicate "yes" to this question, you must submit a copy of the Military Reserve and National Guard Technician Disability PPP Self-Certification Checklist and copies of the appropriate documentation, such as the notification letter you received that states you are no longer eligible for Reserve membership due to a service-connected disability.

NOTE 2: By using this eligibility, you certify that you have not obtained permanent Federal employment, nor have you accepted or declined a PPP job offer.

38. Priority Placement Program DoD Military Reserve (MR) and National Guard (NG) Technicians (PPP MR & NG Tech)

Eligibility Question: Priority Placement Program DoD Military Reserve (MR) and National Guard (NG) Technicians

I am an MR or NG Reserve Technician who will lose or has lost my military membership through no fault of my own after completing at least 15 years of technician service and a minimum of 20 years of service creditable for non-regular retirement. I am exercising my preference eligibility to DoD positions within my local commuting area in accordance with Section 3329(b) of Title 5, U.S.C. This preference eligibility is valid for 1 year after separation.

NOTE 1: If you indicate "yes" to this question, you must submit a copy of the Military Reserve and National Guard Technician PPP Self-Certification Checklist and copies of the appropriate documentation, such as the notification letter you received showing you are no longer eligible for military or NG membership (through no fault of your own) and that you have completed at least 15 years of technician service and a minimum of 20 years of service creditable for non-regular retirement.

NOTE 2: By using this eligibility, you certify that you have not obtained permanent Federal employment, nor have you accepted or declined a PPP job offer.

39. Priority Placement Program DoD Retained Grade Preference Eligible (PPP Retained Gr)

Eligibility Question: Priority Placement Program DoD Retained Grade Preference Eligible

I am currently on retained grade based on receiving a written RIF notification letter of a change to lower grade, or a notification letter of a classification downgrade dated within the last 2 years. I am exercising my preference eligibility to DoD positions within my local commuting area.

NOTE 1: If you indicate "yes" for this statement, you must submit a copy of the Retained Grade PPP Self-Certification Checklist and copies of the appropriate documentation, such as a RIF change-to-lower-grade notice, and an SF-50 reflecting your RIF change to lower grade.

NOTE 2: By using this eligibility, you certify that you have not accepted permanent Federal employment at your retained grade, nor have you accepted or declined a PPP job offer.

40. Priority Placement Program, DoD Military Spouse Preference (MSP) (PPP Mil Spouse)

Eligibility Question: Priority Placement Program, DoD Military Spouse Preference (MSP)

I am a military spouse who is currently married to my active duty sponsor. I am exercising my preference eligibility for positions within the local commuting area of my sponsor's current duty station. I certify that I have not accepted nor declined a permanent, continuing Federal appropriated or non-appropriated fund position in the local commuting area of our current duty location.

NOTE 1: Military spouses are eligible for one permanent noncompetitive appointment using their preference eligibility for the duration of the active duty

sponsor's assignment to a permanent duty station, as long as the military spouse has not declined or accepted a permanent Federal or non-appropriated fund position in the commuting area of the sponsor's current duty location. If you certify that you have not used your preference at your sponsor's current duty location and it is discovered to be untrue, you may be subject to loss of MSP and possible disciplinary action.

NOTE 2: You must include a copy of the Military Spouse PPP Self-Certification Checklist along with the documents identified on the checklist to verify your eligibility for MSP.

41. TAD-B Vacancies - Federal Employee (current or former) - Non-Competitive (Fed-Non Comp)

Eligibility Question: TAD-B Vacancies - Federal Employee (current or former) - Non-Competitive

Are you a current or former, permanent Career or Career-Conditional Federal employee in the competitive service **AND** you have held a permanent grade the SAME or HIGHER than the highest grade of the position being filled, **OR** I have held a permanent developmental position with promotion potential to the same grade of the position being filled? (SF-50 block 24 must be a "1" or "2")

42. Veterans Employment Opportunities Act (VEOA)

Eligibility Question: Veterans Employment Opportunities Act

Are you a veteran whose latest discharge was under honorable conditions and you:

- served three or more years of continuous active duty service in the military (NOTE: if released shortly before completing a 3-year tour, you are considered to meet the eligibility) **OR**
- are entitled to veterans' preference?

If eligible, submit a copy of your latest Certificate of Release or Discharge from Active Duty, DD-214 (copy indicating character of service) or other proof of your

service which includes character of service.

For more information, review [USAJOBS Veterans resources](#).

43. Veterans Recruitment Authority (VRA)

Eligibility Question: Veterans Recruitment Authority

Are you a veteran who separated from active duty under honorable conditions and you:

- recently separated (within the past 3 years); **OR**
- are a disabled veteran; **OR**
- served on active duty during a war, campaign or expedition; **OR**
- received an Armed Forces Service Medal

If eligible, submit a copy of your latest Certificate of Release or Discharge from Active Duty, DD-214 (copy indicating character of service) or other proof of your service which includes character of service. If claiming disability preference, provide the disability letter from the Department of Veterans Affairs or Armed Service and the Application for 10-Point Veteran Preference, Standard Form 15.

For more information, review [USAJOBS Veterans resources](#).