

## Special Hiring Authorities – Help / Definitions

**1. Schedule A - Excepted Service--Appointment of Persons with Disabilities** – If you are an individual with:

- intellectual disabilities, a severe physical disability, or a psychological disability, you may be eligible for appointment to a temporary, time-limited, or permanent Federal job.

See [www.opm.gov/disability](http://www.opm.gov/disability) or [www.usajobs.gov/individualswithdisabilities.asp](http://www.usajobs.gov/individualswithdisabilities.asp) for more information.

**2. 30% or More Disabled Veteran** - If you are a veteran who:

- retired from active military service with a service-connected disability rating of 30% or more; **or**
- has a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more,

you may be eligible for appointment to a Federal job without competition.

See <http://fedshirevets.gov/job/shav/index.aspx> for more information.

**3. Veterans Employment Opportunities Act (VEOA)** – If you are a veteran who is

- a preference eligible (defined in title 5 U.S.C. 2108(3)), **or**
- a veteran who substantially completed 3 or more years of active service, **and**,
- your **latest** discharge was under honorable conditions (this means an honorable or general discharge),

you may be eligible to apply to announcements that are otherwise only open to "status" candidates or "current competitive service employees."

See <http://fedshirevets.gov/job/shav/index.aspx> for more information.

**4. Veterans Recruitment Appointment (VRA)** – If you are a veteran who:

- received a campaign badge for service during a war or in a campaign or expedition; **or**
- is a disabled veteran, **or**
- was awarded an Armed Forces Service Medal under Executive Order 12985, **or**
- recently separated (within the last 3 years), **and**
- separated under honorable conditions (honorable or general discharge),

you may be eligible for appointment to a Federal job, without competition, at any grade level up to and including a GS-11 or equivalent.

See [www.fedshirevets.gov/job/shav/index.aspx](http://www.fedshirevets.gov/job/shav/index.aspx) for more information.

**5. Employment of Disabled Veterans Who Completed a Training Course** – If you are you a disabled veteran who has:

- successfully completed an approved VA training program intended to prepare the individual for eventual appointment in the agency, **and**
- you received a Certificate of Training showing the occupational series and grade level of the position for which trained,

you may be eligible for appointment to a Federal job without competition.

See [www.fedshirevets.gov/job/shav/index.aspx](http://www.fedshirevets.gov/job/shav/index.aspx) for more information.

**6. Military Spouse: Noncompetitive Appointing Authority for Certain Military Spouses** – If you are a military spouse of an active duty member who has:

- received a Permanent Change of Station (PCS) move; **or**
- a 100% disability rating; **or**
- died while on active duty,

you may be eligible for appointment to a Federal job without competition.

See <http://fedshirevets.gov/job/shams/index.aspx> for more information.

**7. Certain Former Overseas Employees** – If you are a family member of a military member or a civilian employee who:

- accompanied the military member or civilian employee on an overseas tour of duty: **and**
- completed 52 weeks of overseas service under a local hire appointment with a U.S. Government agency; **and**
- returned to the U.S. within the last 3 years,

you may be eligible for appointment to a Federal job without competition within the United States (including Guam, Puerto Rico, and the Virgin Islands).

See <http://frwebgate.access.gpo.gov/cgi-bin/get-cfr.cgi?>

[TITLE=5&PART=315&SECTION=608&TYPE=TEXT](http://frwebgate.access.gpo.gov/cgi-bin/get-cfr.cgi?TITLE=5&PART=315&SECTION=608&TYPE=TEXT) for more information.