



STATUS CANDIDATES and OTHER CANDIDATE DEFINITIONS for PERMANENT POSITIONS

It is important you read the “Who May Apply” section of each vacancy announcement you are interested in applying, to ensure you meet the eligibility requirements based on the area of consideration. Vacancy announcements may be limited to accepting applications from a limited pool of eligible candidates.

Category	Definition
Current, Permanent Federal Civilian Employee	<p>You may be eligible as a current permanent federal civilian employee if you are:</p> <ul style="list-style-type: none">• A current, permanent competitive service civilian employee of any Federal agency. If you are currently serving on a career-conditional appointment, you are eligible to apply if you have served at least 90 days on your current appointment; or,• A current, permanent Veteran Canteen Service employee who has served at least 90 continuous days; or,• An employee serving on a Title 38 [38 U.S.C. 7401(1)] or Hybrid Title 38 [38 U.S.C. 7401 (3)] appointment who is eligible for conversion to competitive service positions under VA interchange agreements; with at least one year of continuous service. See VA Handbook 5005, Part III, Appendix C in your local VA Human Resources Office for additional information.
Reinstatement Eligible	<p>You may be eligible as a reinstatement candidate if you are:</p> <ul style="list-style-type: none">• A former Federal employee in the competitive service who previously attained career status (identified as Tenure 1 in block 24 of your last SF-50, Notification of Personnel Action); or,• A former employee with veterans’ preference who previously attained career-conditional status (identified as Tenure 2 in block 24 of your last SF-50, Notification of Personnel Action); or,• A former Federal career-conditional employee in the competitive service (identified as Tenure 2 in block 24 of your last SF-50, Notification of Personnel Action) without veterans’ preference who separated from Government service within the past three years.



Category	Definition
<p>Veterans’ Employment Opportunities Act (VEOA) of 1998 as amended</p>	<p>You may be eligible as a VEOA candidate if you are:</p> <ul style="list-style-type: none"> • A preference eligible or veteran who separated from the Armed Forces under honorable conditions after substantially completing an initial 3-year term of active service. In the Department of Veterans Affairs, this means otherwise eligible Veterans who completed a minimum of 155 weeks/2 years and 51 weeks of military service meet the substantially 3-year criteria for a VEOA appointment. <ul style="list-style-type: none"> o Feds Hire Vets: VEOA <p>Note 1: As a VEOA eligible you are not subject to geographic area of consideration limitations.</p> <p>Note 2: This authority does not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>
<p>Veterans Recruitment Appointment (VRA)</p>	<p>You may be eligible as a VRA candidate if you are:</p> <ul style="list-style-type: none"> • A disabled veteran; or, • A veteran who served on active duty in the Armed forces during a war or in a campaign or expedition for which you received an authorized campaign or expedition badge or medal; or, • A veteran who, while serving on active duty in the Armed Forces, participated in a United States military operation for which you were awarded an Armed Forces Service Medal (AFSM); or, • A veteran who has been separated from active service within the last three years; or, • Current Federal employees serving on a VRA appointment. <ul style="list-style-type: none"> o Feds Hire Vets: VRA <p>Note 1: The highest grade level you may be appointed under this authority is GS-11 or equivalent.</p> <p>Note 2: This authority does not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>
<p>30% or More Disabled Veteran</p>	<p>You may be eligible as a 30% or more disabled veteran if you are:</p> <ul style="list-style-type: none"> • Retired from active military service with a disability rating of 30% or more; or rated by the Department of Veterans Affairs (VA) since 1991 or later to include disability determinations from a branch of the Armed Forces at any time, as having a compensable service-connected disability of 30% or more. <ul style="list-style-type: none"> o Feds Hire Vets: 30% or more Disabled Veteran <p>Note: This authority does not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>



Category	Definition
Persons with Disabilities	<p>You may be eligible as a Person with Disability if you are:</p> <ul style="list-style-type: none"> • A person with a severe physical disability, a psychiatric disability or an intellectual disability which has been certified by a licensed medical professional, a licensed vocational rehabilitation specialist, or any Federal, state, or local agency that issues or provides disability benefits; or, • Current Federal employees serving on a Schedule A appointment. <ul style="list-style-type: none"> o OPM: Schedule A Hiring Authority <p>Note: This authority does not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>
Military Spouse under Executive Order 13473	<p>You may be eligible under Executive Order 13473 if you are:</p> <ul style="list-style-type: none"> • A spouse of a member of the armed forces serving on active duty who has orders specifying a permanent change of station (not for training); or, • A spouse of a 100 percent disabled service member injured while on active duty; or, • The un-remarried widow or widower of a service member who was killed while performing active duty. <ul style="list-style-type: none"> o Authority: 5 CFR 315.612 <p>Note 1: Eligibility for this noncompetitive appointment is limited to a maximum of two years from the date of the applicable documentation for the permanent change of station; or, anytime from the date of the documentation verifying the member is 100 percent disabled, or was killed in active duty.</p> <p>Note 2: Spouses eligible based on a permanent change of duty station are limited to the geographic area as specified in the permanent change of station orders. This includes the surrounding area which people reasonably can be expected to travel daily to and from work.</p> <p>Note 3: This Executive Order does not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>
Executive Order 12721 Eligible	<p>You may be eligible under Executive Order 12721 if you:</p> <ul style="list-style-type: none"> • Worked overseas as an appropriated Fund Federal employee while a family member of a civilian, non-appropriated fund, or uniformed service member serving overseas, for an accumulated total of 52 weeks and received a fully successful (pass) or better performance appraisal. This appointment eligibility is effective for a period of three years following the date of return from overseas to the United States to reassume residence. <ul style="list-style-type: none"> o Authority: 5 CFR 315.608 <p>Note: This Executive Order does not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>



Category	Definition
Postal Service/Peace Corps and other Unique Authorities	<p>You may be eligible to apply based on service in one of the categories listed below:</p> <ul style="list-style-type: none"> • Postal Career Service/Postal Rate Commission – Eligible when serving under an appointment without time limitation, successfully completed a probationary period and has no break in service. <ul style="list-style-type: none"> o Authority: 39 U.S.C. 1006/3604(e) • VISTA/ACTION Volunteer – Eligible within 1 year of having completed 12 months of community volunteer service under the Peace Corps Act or as a VISTA volunteer under the Economic Opportunity Act of 1964 or the Domestic Volunteer Service Act of 1973. <ul style="list-style-type: none"> o Authority: 5 CFR 315.605. • Peace Corps – Eligible within 3 years after serving at not less than 36 months without a break in service of 3 days or more of continuous service under the Peace Corps. <ul style="list-style-type: none"> o Authority: 5 CFR 315.607 • Foreign Service Officers and Employees – Present or former career officer or employee of the Foreign Service appointed under authority of the Foreign Service Act of 1946, as amended. <ul style="list-style-type: none"> o Authority: 5 CFR 315.606 • Panama Canal Commission – Eligible after at least 1 year of continuous employment under non-temporary appointment in the Panama Canal Commission located in the United States. <ul style="list-style-type: none"> o Authority: 5 CFR 315.609 • General Accounting Office – Eligible upon completion of 1 year of continuous service on a non-temporary appointment that began on or after 1 Oct 80. <ul style="list-style-type: none"> o Authority: 31 U.S.C. 732(g) • Administrative Office of the U.S. Courts – Current/former employees are eligible with completion of at least 1 year of continuous service under non-temporary appointment. Employees appointed to high level positions under 28 U.S.C. 603 or a position of confidential or policy-making nature is not eligible under this authority. <ul style="list-style-type: none"> o Authorities: 28 U.S.C. 602, and Public Law 101-474 <p>Note: These authorities do not apply to vacancies in the excepted service, i.e., those governed under Title 38 regulations.</p>

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Interchange Agreement	<p>You may be eligible under an Interchange Agreement if you are:</p> <ul style="list-style-type: none">• An employee covered by an interchange agreement.<ul style="list-style-type: none">o OPM: Interchange Agreements with Other Merit Systems <p>Note: VA has an interchange agreement for excepted service positions covering employees who occupy medical or medical-related positions appointed under Title 38 [38 U.S.C. 7401(1)] or Title 38 [38 U.S.C. 7401(3)].</p>