

Applying for Competitive Service Positions Fact Sheet

Overview

As an Excepted Service personnel system under title 10 United States Code section 1601 et seq., DCIPS is not a part of the Competitive Service and does not convey Competitive Service Status. The Competitive Service refers to those title 5 organizations that use the Office of Personnel Management (OPM) Competitive hiring processes to evaluate and rank candidates. Excepted Service refers to organizations that have their own hiring system to establish the evaluation criteria they use in filling their vacancies. Excepted Service organizations are excluded from Competitive Service procedures. DCIPS does not have an interchange agreement with OPM. This fact sheet provides applicants information for the hiring process, which is owned by the gaining organization.

Personal Competitive Status

Employees who served in the Competitive Service before entering a DCIPS position may have earned Competitive Status that is personal to them, and remains with them throughout their Federal government career. Personal Competitive Status enables an employee to be eligible for reinstatement into the Competitive Service at or below the highest grade held in Competitive Status without having to compete with the public. Reinstatement-eligible employees may also competitively apply as a status candidate for higher grades for which they are qualified. Competitive Status is a person's basic eligibility for assignment to a position in the Competitive Service without having to compete with members of the general public in an open competitive examination. It is earned through satisfactory completion of a three-year probationary period in a Competitive Service position. There is no time limit on reinstatement eligibility for those who either have veterans' preference, or acquired career tenure by completing 3 years of substantially continuous creditable service.

Applying for Competitive Service Positions *with* Personal Competitive Status

DCIPS employees with personal Competitive Status who are interested in applying for Competitive Service positions must pay special attention to application procedures for Competitive Status positions. They should take every opportunity to make it clear that they have personal Competitive Status. Automated systems can sometimes complicate such applications because certain responses render an employee ineligible for consideration. When applying for positions in the Competitive Service, applicants with Competitive Status should indicate that they are current Federal government employees with reinstatement eligibility and veterans' preference status, if applicable. This statement can and should be corroborated with supporting documents such as an SF-50(s) showing Competitive Status and indicating status throughout the applicant's resume when referring to work performed in positions in the Competitive Status. Clearly note the pay plan and grade, because reinstatement eligibility is applicable for positions at or below the highest grade served in a Competitive status positions. DCIPS employees with Competitive Status from previous employment may apply for positions advertised for "all sources" and "status candidates."

Takeaway: Make it very clear that you have personal Competitive Status.

Applying for Competitive Service Positions *without* Personal Competitive Status

Movement between the Excepted Service and Competitive Service may be limited if an applicant does not possess Competitive Status. However, it is possible for employees at any stage of their career to apply for certain Competitive Service positions. When applying for positions in the Competitive Service, current Excepted Service employees should indicate that they are current Federal government employees without reinstatement eligibility. DCIPS employees may apply for positions in the Competitive Service that are advertised as “all sources” or other areas of consideration that do not require competitive status.

Veteran’s Preference

Candidates with Veteran’s Preference may be considered under special hiring programs and processes for Competitive Service positions. DCIPS employees with Veteran’s Preference interested in applying for Competitive Service positions should pay careful attention to application procedures to be considered for positions for which they are eligible to apply because of their Veteran’s Preference.

Competitive Service Probationary Periods and DCIPS Trial Periods

Probationary periods and trial periods do not transfer between Competitive Service and DCIPS Excepted Service. Each service recognizes only its own probationary or trial period – for Excepted Service DCIPS this is a two-year trial period. All employees who are new to DCIPS, unless excepted under DoDI 1400.25 Volume 2005 policy, begin a new trial period upon becoming DCIPS Excepted Service employees, the same would apply to new employees in the Competitive Service.

More Information

For more information about the Competitive Service and Competitive Status, please visit http://www.opm.gov/hr_practitioners/lawsregulations/appointingauthorities/index.asp

For more information about reinstatement eligibility when applying for positions through USAjobs.gov, please visit <https://help.usajobs.gov/index.php/Reinstatement>