



United States Department of Agriculture



Veterans Hiring Information

A career with the Forest Service is a job working for nature, managing and caring for more than 193 million acres of our nation's most magnificent lands. The opportunities are as endless as the views. Working for the Forest Service means protecting the fresh water millions of Americans drink, managing the country's renewable resources, and sustaining the beauty of America's landscapes. Work for the Forest Service and leave your legacy on nature for future generations!

Veterans

Individuals who served on active duty in the U.S. Armed Forces, and were separated under honorable conditions, may be eligible for special hiring authorities. Visit www.fedshirevets.gov to find out more about veteran hiring.

Veteran Hiring Authorities

Special hiring authorities for veterans are appointing authorities that agencies can use entirely at their discretion to place veterans in jobs. Veterans are not entitled to appointment under any of these authorities. Veterans must provide acceptable documentation of their preference and/or appointment eligibility for veteran hiring authorities. Vacancy announcements will clearly state who may apply. The copy of the DD214, "Certificate of Release or Discharge from Active Duty," submitted with an application must show a veteran's character of service. Service must be under honorable conditions (honorable or general) for eligibility under veteran special hiring authorities. If claiming 10-point preference, veterans will also need to submit a Standard Form (SF-15), "Application for 10-point Veterans' Preference."

Veterans Employment Opportunity Act of 1998 (VEOA)

Veterans Employment Opportunity Act of 1998, as amended (VEOA), is a competitive service appointing authority that can only be used when filling permanent, competitive service positions. It cannot be used to fill temporary, term, or excepted service positions.

Eligibility Requirements:

- Preference eligibles include a veteran who substantially completed 3 or more years of active service (meaning active duty in a uniformed service and includes full-time training duty, annual training duty, full-time National Guard duty, and attendance, while in the active service, at a school designated as a service school by law or by the Secretary concerned);
- OR those family members entitled to derived preference.

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Veterans may apply to positions announced under merit promotion when an agency is hiring outside of its workforce. As a VEOA eligible, veterans are not subject to geographic area of consideration limitations. They must rate and rank among the best qualified in order to be considered for appointment. Under VEOA veterans may be appointed to any occupational series they are qualified for and at any grade level.

Veterans' Recruitment Appointment (VRA)

Veterans' Recruitment Appointment (VRA) is an excepted authority that allows agencies to appoint eligible veterans without competition.

Eligibility Requirements:

- Are in receipt of a campaign badge for service during a war or in a campaign or expedition;
- OR are a disabled veteran;
- OR are in receipt of an Armed Forces Service Medal for participation in a military operation;
- OR are a recently separated veteran (within the last 3 years).

Veterans may be appointed to any occupational series they are qualified for up to the GS-11 level (or equivalent). This authority can be used to make permanent, temporary (not to exceed 1 year) or term (more than 1 year, but not more than 4) appointments to positions in the competitive service. For permanent positions: after successfully completing 2 years, veterans will be converted to the competitive service.

30% or More Disabled Veteran

30% or More Disabled Veteran allows any veteran with a 30% or more service-connected disability to be non-competitively appointed.

Eligibility Requirements:

- Retired from active military service with a service-connected disability rating of 30% or more;
- OR have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more.

Veterans may be appointed to a position in any occupational series and grade that they qualify for. This authority can be used to make permanent, temporary (not to exceed 1 year) or term (more than 1 year, but not more than 4) appointments in the competitive service. The initial appointment must be for at least 60 days. For permanent positions, veterans may be converted to a career/career-conditional appointment at any time during the initial temporary or term appointment.

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