
Special Appointing Authorities for Veterans

Veterans' Recruitment Appointment (VRA)

The VRA is a special authority by which agencies can, if they wish, appoint eligible veterans without competition to positions at any grade level through General Schedule (GS) 11 or equivalent. (The promotion potential of the position is not a factor.) VRA appointees are hired under excepted appointments to positions that are otherwise in the competitive service. There is no limitation to the number of VRA appointments an individual may receive, provided the individual is otherwise eligible.

Eligibility Requirements

The following individuals are eligible for a VRA appointment:

- Disabled veterans;
- Veterans who served on active duty in the Armed Forces during a war declared by Congress, or in a campaign or expedition for which a campaign badge has been authorized.
- Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded; and
- Veterans separated from active duty within the past 3 years.

There is no minimum service requirement, but the individual must have served on *active duty*, not active duty for training.

Training Requirement

If you are selected for a VRA and have less than 15 years of education, you must agree to participate in a training or educational program.

Grade Level of Jobs that can be filled

Agencies can use the VRA authority to fill white collar positions up through **GS-11** and equivalent jobs under other pay systems.

Conditions of Employment

VRAs are in the excepted service. After 2 years of substantially continuous service under a VRA appointment, provided your performance has been satisfactory, your appointment must be converted to the competitive service, i.e., a permanent appointment.



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Federal Employment Information Fact Sheets

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How to Apply

You should contact the Federal agency personnel office where you are interested in working to find out about VRA opportunities. Agencies recruit candidates and make VRAs directly.

For a list of local agency personnel offices, consult your telephone directory under "U.S. Government" for the nearest location and telephone number.

30% or more Disabled Veteran Authority

Agencies can non-competitively appoint veterans who were retired from active military service with a disability rating of 30% or more; or veterans who have been rated by the Department of Veterans Affairs as having a compensable service-connected disability of 30% or more.

This authority can be used to fill temporary, term or permanent positions in the competitive service. However, before using this authority to fill permanent positions, agencies must first give eligible veterans a time limited appointment of at least 60 days. Agencies can non-competitively convert the veteran to a permanent appointment at any time during the time-limited appointment. There is no grade level restriction.

WHO IS ELIGIBLE?

To be eligible, you must be a disabled veteran who has a compensable service-connected disability of 30% or more. The disability must be officially documented by the Department of Defense or the Department of Veterans Affairs.

GRADE LEVEL OF JOBS THAT CAN BE FILLED

This authority covers all grade levels and occupations.

CONDITIONS OF QUALIFICATIONS

You must meet all qualification requirements for any position to which you are appointed. This could include the requirement to achieve a passing score on a written test.



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