

# The Federal Government consists of two main types of services to hire employees:

## Competitive Service

To get a job in the Competitive Service, you must go through the Office of Personnel Management (OPM)'s standard application and hiring process, in which an agency evaluates you against all other applicants based on OPM's specific hiring guidelines. This is also called "Open Competition."

These guidelines are intended to emphasize fairness and transparency in the hiring process.

### Day 1

Congratulations! You've been hired into the Competitive Service.

Your first year is your **Probationary Period**, during which your employer will determine if you are the right person for the job.

For the first 3 years, you are considered a **CAREER-CONDITIONAL EMPLOYEE**.

**CHANGING JOBS**  
You are eligible for jobs under the **Federal Employees** filter. For these jobs, you are exempt from competing with the general public or people with Veterans' Preference. Instead, you compete with other competitive service employees.

You may decide to leave the government, if you return, you'll still be able to apply to jobs under the **Federal Employees** filter. But time is limited.

After 3 years away, you may only apply to jobs that are **Open to the Public**.

After three continuous years of service, you are officially considered a **CAREER EMPLOYEE** and you acquire **Tenure**.

**CHANGING JOBS**  
Among other benefits, **Tenure** allows you to return from any length of time away from government and still be eligible for jobs under the **Federal Employees** filter.

## Excepted Service

Excepted Service employees are hired non-competitively, which means agencies use a streamlined hiring process more like the private sector than the regular competitive process. Agencies use this process:

- To attract highly specialized professionals
- To hire individuals with specific backgrounds
- For hard-to-recruit occupations
- For positions that deal with confidential information.

### Day 1

Congratulations! You've been hired into the Excepted Service.

You may be hired for a **TEMPORARY APPOINTMENT**, the length of which is not to exceed **1 year**, but could be shorter.

**CHANGING JOBS**  
As an employee in either Service, you may always look for another Federal position by searching for jobs under the **Open to the Public** filter.

You may be hired for a **TERM APPOINTMENT**, the length of which exceeds **1 year**, but not more than **4 years**.

Students, interns, recent graduates, and Presidential Management Fellows (PMFs) may also be hired temporarily in the Excepted Service.

**CHANGING JOBS**  
You may look for another Federal position in either Service by searching for jobs that are **Open to the Public**. To enter the Competitive Service, you would be subject to Open Competition, but your experience as a federal employee may give you an advantage. Or, you may be eligible to use the **Interchange Agreement**, which allows you to transfer from Excepted to Competitive Service.

Some Excepted Service positions have terms of **indefinite length**, which may exceed 4 years.

# Federal Employment Excepted Service

**Léo Pomar**



**Federal Employment Excepted Service:**

Discover tales of courage and bravery in is empowering ebook, **Federal Employment Excepted Service** . In a downloadable PDF format ( PDF Size: \*), this collection inspires and motivates. Download now to witness the indomitable spirit of those who dared to be brave.

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