

POLICY UPDATE: Applying the U.S. Veterans' Hiring Preference Abroad

1. As of April 1, 2014, any U.S. veteran who accepts a locally recruited position abroad may not invoke this preference again with the same agency at the same post.

(EXCEPTION: Any preference-eligible veteran employed before April 1, 2014 may invoke the Veterans' Hiring Preference once more with the same agency.)

2. This is a global policy and shall be adopted by all U.S. missions. 3 FAM 7000 is being updated to reflect this policy change; this ALDAC is controlling until the FAM change is published.

3. When employing local hires abroad, the Department of State seeks to comply with the OPM Veterans' Preference policy as closely as possible. This new application of the Veterans' Preference policy will bring our overseas missions into greater alignment with domestic application of the preference.

4. Some Frequently Asked Questions:

a. Why are missions changing the way Veterans' Hiring Preference is applied abroad?

HR/OE is updating guidance on the U.S. Veterans' Hiring Preference to ensure consistency in the missions' application of the preference and to bring our policy into greater alignment with OPM guidelines. This policy: (a) ensures all veterans are treated fairly and uniformly at all posts, (b) brings greater parity to the treatment of preference eligible veterans hired abroad and domestically (c) ensures U.S. Eligible Family Members (U.S. EFMs) are not adversely affected by a policy or lack of one that gives veterans more access to job opportunities abroad than they might have elsewhere in the federal government.

b. Given the new policy that I may only invoke my Veterans' Preference once per agency per post, must I invoke my Veterans' Preference the first time I apply for a position at a post?

No. You may choose when and with which application to invoke your Veterans' Preference.

c. If I invoke my Veterans' Preference and I am not selected, does this count against the times I may invoke my Veterans' Preference?

No, it does not.

d. Does this policy mean if I have already invoked my Veterans' Preference at my current post, I cannot use it again?

Any employee selected for a position before April 1, 2014, whose veteran status as a preference-eligible was used as a determining factor, may invoke the Veterans' Hiring Preference once more with the same agency.

e. How will I know if my Veterans' Preference was a determining factor in selecting me for my position?

Consult with your HR office to find out whether your veteran status was used as a determining factor in your selection for your current position.

f. What happens if I have a break in service at my post? May I invoke the Veterans' Hiring Preference again with the same agency?

Yes, you may invoke the Veterans' Hiring Preference again if your break in service is more than 90 calendar days.

g. How many times may I invoke the Veterans' Hiring Preference with other agencies?

During your employment at a post, you may invoke the Veterans' Hiring Preference once per agency, unless you have a break in service of more than 90 calendar days.