



TO: Federal Employers

FROM: Peace Corps, Office of Third Goal & Returned Volunteer Services

RE: Noncompetitive Eligibility

Returned Peace Corps Volunteers (RPCVs) who have successfully completed their service are granted one year of Noncompetitive Eligibility (NCE) for federal appointments, under **Executive Order 11103**. To federal employers, this special employment eligibility is used to quickly and easily hire highly qualified RPCVs with specialized skills. Each RPCVs' Description of Service (DOS), in a section highlighting Executive Order 11103, certifies the start date and validity of their Noncompetitive Eligibility status. The DOS is signed by RPCVs' country director, from their country of service, validating and activating their NCE status.

In order to improve your understanding of Noncompetitive Eligibility, Peace Corps' Office of Third Goal & Returned Volunteer Services provides a quick informational reference of facts below:

- Noncompetitive Eligibility allows you to hire a returned Peace Corps Volunteer as long as they meet the minimum qualifications for a position. The RPCV need not be the most qualified candidate.
- Noncompetitive candidates need not be on a hiring register.
- Noncompetitive Eligibility can be used to fill both posted and non-posted vacancies, depending on the individual agency's or department's policies. In the case of announced vacancies, most personnel departments send the selecting official separate ranked lists of competitive and noncompetitive candidates.
- Noncompetitive Eligibility for competitive service positions is authorized under Title 5 of the Code of Federal Regulations (CFR), Part 315.605, and rules 32-35 of Table 9-G in the Guide to Processing Personnel Actions.
- Noncompetitive Eligibility may be extended up to three years after an RPCVs' Close-of-Service date. Reasons for NCE extensions to an RPCV include: military service; attendance as a full-time student at a recognized institution of higher learning; engagement in an activity that makes the RPCV more qualified for the position or for any reason the hiring agency thinks warrants an extension.

If you have any questions regarding Noncompetitive Eligibility, please write or call:

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