

TO: Federal Employers

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

RE: Noncompetitive Eligibility

Returned Peace Corps Volunteers who have successfully completed their Peace Corps service are granted one year of noncompetitive eligibility (NCE) for federal appointments, under **Executive Order 11103**. NCE is a special federal hiring status that can be used by a federal hiring agency to hire qualified returned Volunteers quickly and easily. Each returned Volunteer's Description of Service certifies the start date and validity of their noncompetitive eligibility status under E.O. 11103. The Description of Service is signed by the returned Volunteer's country director from their country of service, validating and activating their NCE status.

Here is some information from the Peace Corps about noncompetitive eligibility:

- Noncompetitive eligibility allows you to hire a returned Peace Corps Volunteer as long as he or she meets the minimum qualifications for a position. The returned Volunteer 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 32-33 of Table 9-G in the Guide to Processing Personnel Actions.
- Returned Volunteers are given one year of noncompetitive eligibility. However, you may extend eligibility for up to three years after a returned Volunteer's close-of-service date. Reasons for NCE extensions to a returned Volunteer include military service, attendance as a full-time student at a recognized institution of higher learning, engagement in an activity that makes the returned Volunteer more qualified for the position, or for any reason the hiring agency decides warrants an extension.

If you have any questions regarding noncompetitive eligibility, please write or call:

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