

Resource Assistants Program

Noncompetitive Hiring Authority Information

Congratulations! After completing the program requirements, you are now eligible for the RAP noncompetitive hiring authority, a unique career benefit to apply for Forest Service positions that fit your professional background and interests. Follow the steps below to put your experience and skills to work with a rewarding career at the U.S. Forest Service.

RAP Noncompetitive Hiring Authority

The RAP noncompetitive hiring authority is valid for up to 2 years, beginning on the date indicated on the certificate of eligibility. Although called the RAP noncompetitive hiring authority, RAs are not guaranteed automatic placement into Federal positions. RAs are required to apply to vacancy announcements on USAJOBS and undergo a competitive examination and review process to be considered for employment.

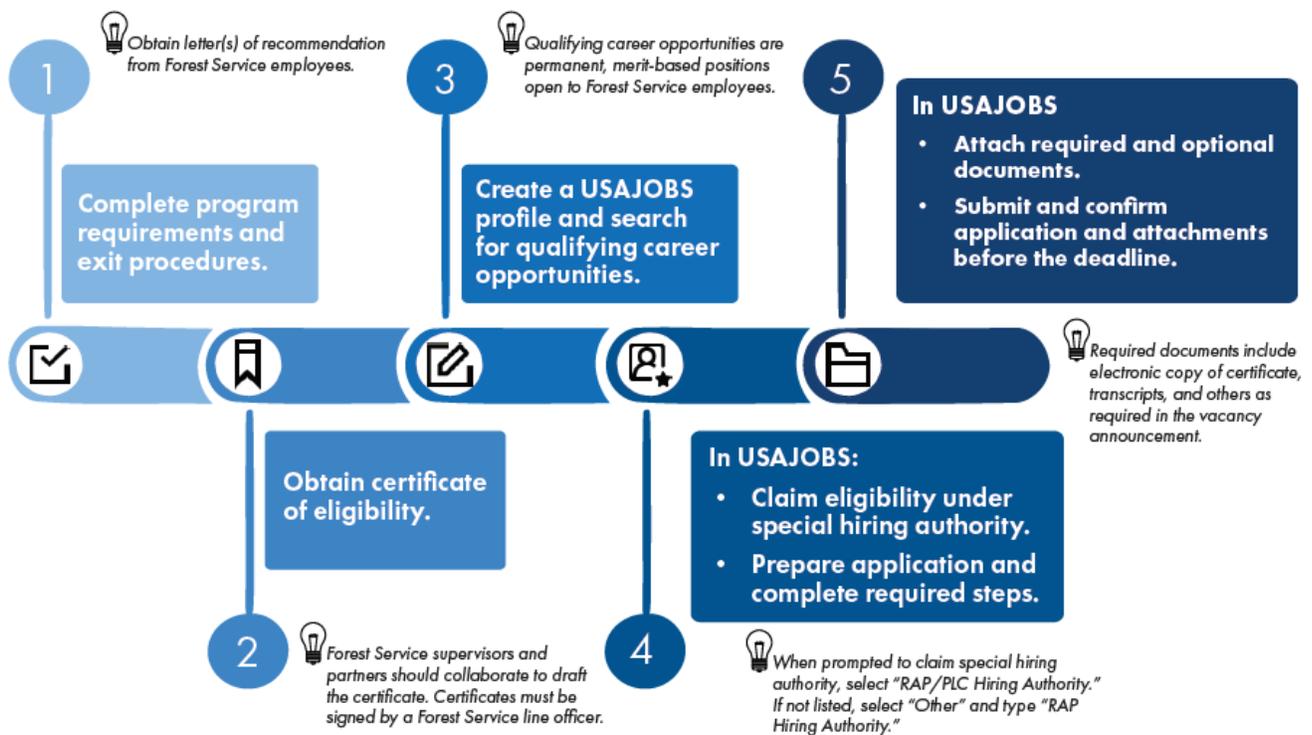


Figure 1: Process model for utilizing RAP noncompetitive hiring authority

See reverse for more information on applying and employment benefits.





To Apply:

Search for positions on USAJOBS: <https://www.usajobs.gov>, or on the Forest Service Jobs and Outreach page: <http://www.fs.fed.us/fsjobs/openings.shtm>

Search for qualifying, permanent positions:

1. Select "Federal employee" to search positions open to current Federal employees and those eligible under special hiring authorities.
 - a. When prompted, do **not** identify yourself as a Federal employee. You should, however, claim your RAP noncompetitive hiring authority with the appropriate documentation, as noted in Figure 1.
2. In the Area of Consideration, look for positions open to RAs and/or open to all special hiring authorities.

Forest Service Benefits:

Flexibility	<ul style="list-style-type: none"> • Employees can work on multiple forests and gain experience in many different fields, all from within their Forest Service position
Benefits	<ul style="list-style-type: none"> • The federal government offers highly-competitive health, vision, and dental plans • Transportation subsidies available for commuters
Professional growth	<ul style="list-style-type: none"> • Possibility of upward mobility and merit-based promotion • Specialized training opportunities for federal employees
Job satisfaction	<ul style="list-style-type: none"> • Join a highly-qualified workforce dedicated to conserving the nation's most precious natural resources • Work in an agency ranked in the top 10 for best places to work in the federal government in 2017

More information on Forest Service careers, benefits, and opportunities available at <https://www.fs.fed.us/working-with-us/jobs/why-work-with-us>

