

Resource Assistants Program Noncompetitive Hiring Authority

The United States Forest Service Resource Assistants Program (RAP) is a rigorous and immersive, paid internship for individuals interested in Forest Service careers. Resource assistants (RAs) work under the supervision of Forest Service staff to complete mission-critical work that demonstrates leadership, critical thinking, and strategic communication.

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. Qualified individuals must apply on USAJOBS.gov to internal merit vacancy announcements for consideration to permanent positions.

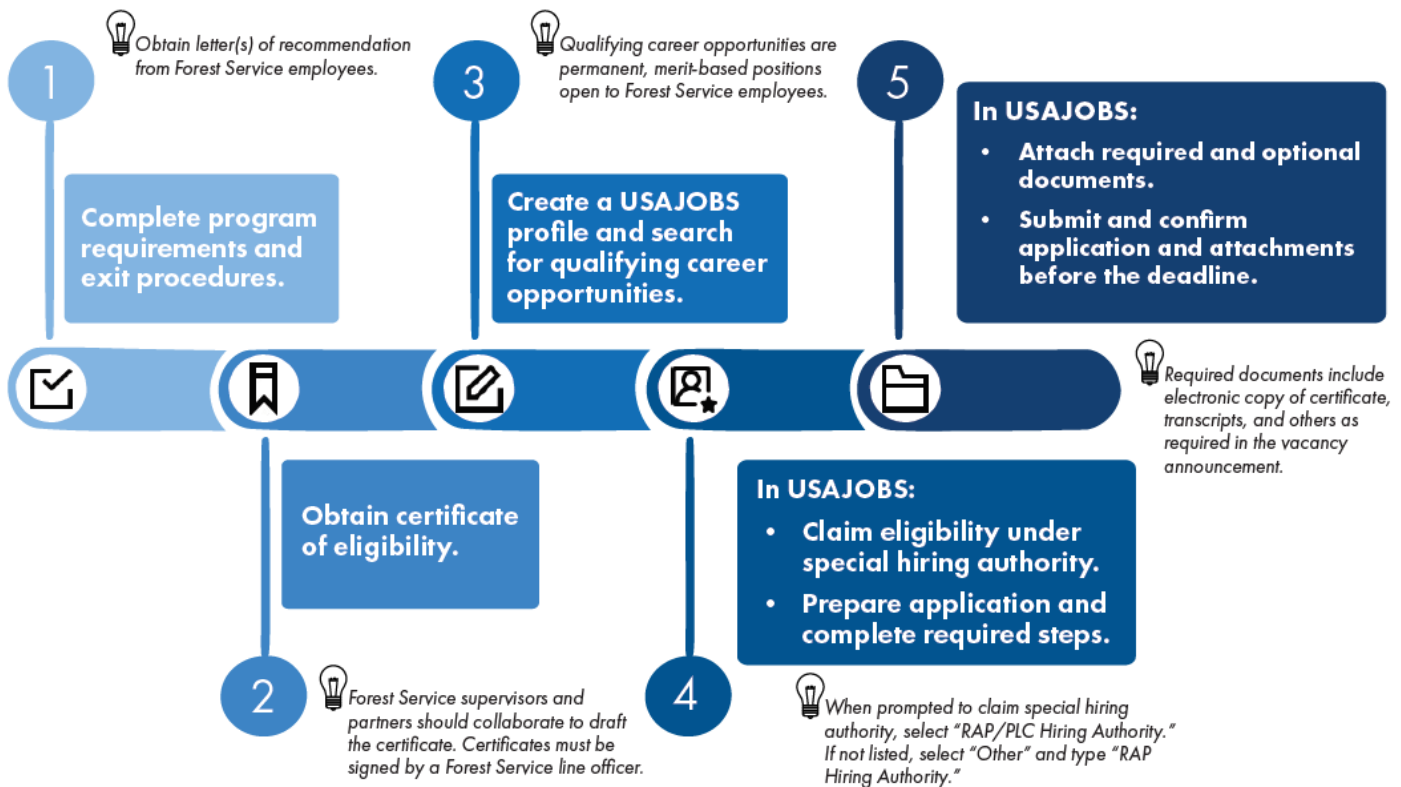


Figure 1: Process model for utilizing RAP noncompetitive hiring authority

April 2018





Eligibility Requirements:

- U.S. citizen or permanent resident
- 17+ years of age
- 960 hours minimum of full or part-time work as an RA
- Post-secondary degree (associate degree or higher) from an accredited institution of higher education
- Office of Personnel Management (OPM) qualification standards and any other qualification requirement(s) stated in the vacancy announcement (including any selective placement factors, positive education requirements, physical requirements, etc.)

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.
 - 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.
3. When applying, include the following documents:
 - RAP certificate of eligibility, signed by a Forest Service line officer
 - Transcript(s) from all accredited institutions of higher education
 - Resume
 - Any other documents required by vacancy announcement

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

