

Recruiting and Retaining Military Spouses

HIRING AUTHORITIES

Noncompetitive Appointment Hiring Authority of Certain Military Spouses:

- Allows agencies to appoint certain military spouses without traditional competitive procedures.
- Applies to:
 - Spouses of service members of the armed forces on active duty.
 - Spouses of service members who incurred a 100% disability because of the service members active duty service.
 - Spouses of service members killed while on active duty.
- This authority does not confer hiring preference; however, the Department can select any qualified spouse.
- Does not apply to Non-Appropriated Fund (NAF) positions.
- After December 31, 2028, military spouses must relocate with their uniformed service member to the new permanent duty station identified on the Permanent Change of Station (PCS) orders dated January 1, 2029, or later to be eligible.
- Reference: <https://help.usajobs.gov/working-in-government/unique-hiring-paths/military-spouses>

Noncompetitive Appointment Hiring Authority of Certain Former Overseas Employees:

- Allows agencies to appoint individuals to a competitive service position within the US (includes Guam, Puerto Rico, and Virgin Islands) who has completed 52 weeks of creditable overseas service as defined in [5 CFR § 315.608](#).
- Family members of Federal civilians, Federal NAF employees, or a member of the uniformed service who are officially assigned to an overseas area who meet the creditable overseas service requirement may be appointed under this authority.
- Family members are defined in [5 CFR § 315.608](#).
- An individual is eligible for an appointment for 3 years following the date of returning from overseas to the US to resume residence.
- Applies to Appropriated Fund (APF) and NAF positions
- Reference: [5 CFR § 315.608](#)

Pilot Program on Direct Hire Authority for Spouses of Members of the Uniformed Services at Locations Outside the United States (expires December 31, 2026):

- Allows agencies to appoint spouses of members of the Uniformed Services using a direct hire authority (DHA).
- Appointments must be made on a time limited basis. Initial appoints will not exceed 2 years with the ability to extend for 2 additional terms (not to exceed 2 years each) for a total of 6 years.
- No new appointments may be made under this authority after December 31, 2026.
- These DHA appointments will not provide eligibility to noncompetitively convert to a career or career conditional appointment.
- Military spouse preference is not applicable.
- Appointment Eligibility:
 - Spouse authorized to accompany the uniformed service member to the duty location on PCS orders at Government expense to locations outside the US;
 - The position offered must be within the local commuting area of the Uniformed Service member's assigned duty location; and
 - The spouse must reside with the member of the uniformed services in the same local commuting area of the member's duty assignment.
- Reference: <https://www.dcpas.osd.mil/sites/default/files/DHA%20for%20MILSPOUSE%20OCONUS.pdf>

MILITARY SPOUSE PREFERENCE (MSP)

- Allows for priority consideration for competitive and excepted service positions at Department of Defense activities in the US and its territories and possessions.
- Applies when positions are filled using competitive procedures and spouse is determined to be amongst the best qualified.
- Applies to spouses of active duty military members of the US Armed Forces (including the Coast Guard) who relocate to accompany their sponsor on a PCS move.
- Position must be within the commuting area of the sponsor's duty station; can only be used once per PCS.
- Applies to APF and NAF positions
- Reference:
<https://www.dodciviliancareers.com/civiliancareers/militaryspouses>

DEPARTMENT REMINDERS: E.O. 14100

- Ensure all job opportunity announcements outside of the agency's internal workforce and listed on USAJOBS are open to Military Spouse Noncompetitive Appointment Authority established by [5 U.S.C. § 3330\(d\)](#).
- Encourage hiring managers to increase the use of hiring flexibilities and the Military Spouse Noncompetitive Appointment Authority established by [5 U.S.C. § 3330\(d\)](#) and set specific hiring goals to fill vacancies from this talent source.
- Ensure employment information and resources provided to HR professionals and hiring managers are consistent and up to date across and within agencies to build capacity to use applicable hiring authorities.

HOW SPOUSES MAY APPLY FOR JOBS

Using USAJobs, military spouses may be eligible to apply using an applicable hiring authority for a job in the Federal Government. For more info on eligibility, job openings, required documents, and how to apply on USAJOBS, [Learn more here!](#)

CAREER EXPLORATION

If spouses and eligible military connected family members are unsure of the career they would like to pursue, they may use the interactive Job Exploration Tool to review different career paths and current job openings based upon their education, degrees, certification, and interests just by answering a few questions.

[Journey starts here!](#)

RESOURCES

- [Guide to Recruiting and Hiring Military Spouses: Toolkit for Hiring Managers and Supervisors](#)
- [DoD Civilian Careers Military Spouses](#)
- [DoD Spouse Education and Career Opportunities \(SECO\)](#)
- [Military Spouse Employment Partnership \(MSEP\)](#)
- [Portability of Benefits Reference Guide](#)