

**CES HR Elements Course**  
**Lesson 4 Exercise: Placement Scenarios**  
**Participant Work Sheet**

**Scenario 1**

*An accounting technician in the Tech/Admin support work category, full performance work level, is moving to a staff officer position in the professional work category, at the full performance work level.*

*Is this competitive and why or why not?*

**Scenario 2**

*Elizabeth, a civilian cyber threat analyst and a reservist, has been called to active duty for a period of 18 months. Marvin, her supervisor, doesn't have anyone who can be detailed to support this position. He is considering how to get the work done while Elizabeth is gone and thinks the best course of action is to fill the position for the period of Elizabeth's absence.*

*Based on what we've just discussed about appointments, what are the supervisor's options? And would these options be competitive or non-competitive?*

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**Scenario 3**

*A student program employee graduates from college and moves to a permanent professional work category position, the entry/developmental work level, at grade 7. Is this action competitive and why or why not?*

**Scenario 4**

*Lateral transfer from DoD CIO to US Cyber Command. Competitive? Why or why not?*

**Scenario 5**

*Term employee (announcement said selection for the position could make the individual eligible for non-competitive permanent appointment) moves from professional work category, full performance work level at the GG-11 to a permanent position in the same work category and work level, but at GG-12.*

*Is this competitive? Why or why not?*

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**Scenario 6**

*GG-13 at the full performance work level in the professional work category goes to a GG-13 position at the senior work level in the professional work category. Is this competitive? Why or why not?*

**Scenario 7**

*A GG-13 cybersecurity analyst position in the professional work category and full performance work level has increased dramatically in scope. Now, the work is aligned to GG-14. Is moving the employee to this new position competitive and why or why not?*