



CES Recruitment and Staffing

Appointments

- Permanent, Indefinite, Temporary, Term, Direct Hire, "On the spot" appointments

Flexible Recruitment Sourcing

- Source candidates by any legal merit-based means
- USA Jobs is not required, but remains an option

Veterans Preference

- CES does not apply 5 or 10-point veterans' preference
- Only external preference-eligible candidates with a Military Service-connected disability of 30 percent or more will be specifically identified and documented
- CES provides for Veterans preference among otherwise equally-qualified candidates.
- Components must receive USD(P&R) approval to pass over an equally qualified preference-eligible candidate

Qualifications

- No time-in-grade or equivalency requirements
- Quality of specialized experience and/or competencies is assessed.

Probationary Periods

- New Hires: Must complete a 3-year probationary period
- Current Employees: Complete 2-years in accordance with original conditions of employment
- New Supervisors/Managers: Must complete 1-year probationary period

Movements

- Facilitates non-competitive and competitive lateral movements (qualifying equivalent work levels, work categories, grades) across the DoD Cyber Community