



DoD Cyber Excepted Service (CES) Personnel System



Applying for Competitive Service Positions

Overview

January 2019

The DoD Cyber Excepted Service (CES) is a personnel system in the excepted service under Section 1599f of Title 10, U.S.C. The CES is not part of the Federal competitive service nor does it convey competitive service career status.

Applying for Competitive Service (GS) Positions With Career Status

CES employees with previously acquired competitive service career status who are interested in applying for competitive service (GS) positions must pay special attention to application procedures for those positions requiring competitive service career status. Applicants with competitive service career status should indicate that they are current Federal government employees with reinstatement eligibility and, if applicable, veterans' preference status. This statement should be corroborated with supporting documents such as the employee's SF-50(s) showing competitive service career status. The pay plan and grade previously held should be clearly reflected as reinstatement eligibility is only applicable for positions at or below the highest grade held in a competitive service career status position. CES employees with competitive service career status from previous employment in the competitive service may apply for positions advertised for "all sources" as well as those limited only to "status candidates."

Applying for Competitive Service Positions (GS) Without Career Status at CES Designated Organizations

Current Cyber Excepted Service employees that do not have competitive status may be considered for a position in the competitive service in accordance with the Department of Defense Interagency Transfer Authority for Cyber Workforce Positions. This Cyber Interagency Transfer Authority (CITA) permits movement of CES employees appointed under section 1599f of title 10, U.S. C. and excepted service employees appointed under Schedule A, section 213.3106(b)(11) of Title 5, CFR, into cyber workforce positions in the competitive service and movement of competitive service employees into DoD Cyber Workforce positions within the Military Departments and Defense Agencies.

Competitive Service Career Status Definition:

Basic eligibility for noncompetitive assignment to a competitive position. A person on a career or career-conditional appointment acquires competitive status upon satisfactory completion of a probationary period. It may also be granted by statute, Executive order, or the civil service rules without competitive examination. A person with competitive status may be promoted, transferred, reassigned, reinstated, or demoted without taking an open competitive examination, subject to the conditions prescribed by the Civil Service rules and regulations. (5 CFR 212.301)

Key Facts:

- Employees may have earned competitive status as a result of having completed three years of substantially continuous service in the competitive service
- This status remains with them throughout their Federal government career
- Competitive service career status enables an employee to be eligible for reinstatement in the competitive service at or below the highest grade held in the competitive service without having to compete with the public
- Reinstatement-eligible employees may also competitively apply as a status candidate for higher grades for which they are qualified

Applying for Competitive Service Positions (GS) Without Career Status at Non-CES Designated Organizations

Movement from the excepted service to the competitive service may be limited if an applicant does not possess competitive service career status. However, it is possible for employees at any stage of their career to apply for certain competitive service positions. When applying for positions in the competitive service, current excepted service employees should indicate that they are current Federal government employees but without reinstatement eligibility. CES employees may apply for positions in the competitive service that are advertised as "all sources" or other areas of consideration that do not require competitive service career status.

Veterans Preference

Candidates with Veterans' Preference, despite not having competitive service career status, will be considered under special hiring programs for competitive service positions.

