



Agenda



Video – Highlight Your Ability, Not Your Experience

[:https://www.ted.com/talks/regina_hartley_why_the_best_hire_might_not_have_the_perfect_resume?language=en](https://www.ted.com/talks/regina_hartley_why_the_best_hire_might_not_have_the_perfect_resume?language=en)

TOPIC: Overseas Employment 101

Ms. Megan Allen, 86 FSS/FSCA-S

Question & Answer Session

Final Thoughts

“Virtus Perdurat – Enduring Courage!”



Civilian Personnel Section



Overseas Employment - 101

Megan C. Allen
86 FSS/FSCA
Chief, US Staffing
April 29, 2021

Ramstein.staffing@us.af.mil

“Virtus Perdurat – Enduring Courage!”



Overview



- 86 FSS/FSC Scope of Responsibility
- Governing Regulations
- Position Management
- Recruitment/Placement
 - Qualifications/Suitability
 - Military Spouse Preference/Family Member Preference (Sch A)
 - Rating & Ranking
 - Pre-Employment Requirements
- Rotation/Overseas Limitations
 - Computing Time
 - Losing Family Member Status
 - Extensions
 - Return Rights
 - PPP – Non-Displaced Overseas Employees
- Questions

“Virtus Perdurat – Enduring Courage!”



Scope of Responsibility 86 FSS/FSC



- US & Non-US Personnel – APF, NAF, & LN
- Serviced Organizations:
 - Wings: 86th Air Wing, 435 AGOW, & 521 AMOW
 - Headquarters: USAFE/AFAFRICA & 3 AF
 - Tenant Organizations
- Geographically Separated Units (GSUs): Remoted positions located in/around Europe, Middle East, Africa, Asia.
- Courtesy Serviced: (AF Audit, OSI, DOS, GSA, etc.)

“Virtus Perdurat – Enduring Courage!”



Governing Regulations: US Staffing



- AFMAN 36-204, Overseas Employment
- AFMAN 36-203, Staffing Civilian Positions
- AFMAN 36-606, Civilian Career Field Management and Force Development
- DoDI 1400.25, Volume 315, 1230, 1232, etc.
- 5 Code of Federal Regulations
- Joint Travel Regulations
- DCIPS Regulations (if applicable)
- Acquisitions Demonstration Regulations (if applicable)

“Virtus Perdurat – Enduring Courage!”



Position Management



- Locally Funded/Managed Positions –
 - 36-203 and 36-204 required for use
- Centrally Funded/Managed Positions –
 - 36-606 used in conjunction with 36-203 and 36-204
- To determine if position is centrally managed reference myPers “Career Program Centrally Managed Positions” article, open the “Combined Centrally Managed Guide and Career Field Identifier Matrix” (designations are subject to change).
(https://mypers.af.mil/app/answers/detail/a_id/24963/p/2/c/1075)

“Virtus Perdurat – Enduring Courage!”



Position Management



Unique requirements of Centrally Managed Positions

- Positions are managed by the Career Field Teams and by occupational series and grades
- PCS and Incentives funding
- Overseas Tour Extensions (OTE) beyond 5 years
- PCS Time on Station Waivers (Residency or Dwell waivers)
- Vacancy Announcements and Assessments
- Area of Consideration automatically AF Wide
- Approval of reassignments, position upgrades, & restructuring

“Virtus Perdurat – Enduring Courage!”



Overseas Recruitment & Placement



Purpose: The Overseas recruitment, employment, & rotation program is designed to provide expanded career opportunities, broaden experience, provide special skills where needed, and to return employee from the overseas area after an agreed upon period of service either through:

- Return Rights;
- Mobility Agreements; or
- Priority Placement Program

The Air Force uses selection techniques to ensure that only ***eligible, qualified, and suitable*** individuals are hired for overseas employment.

“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement Eligibility (i.e. Appointing Authorities)



Agencies can use a variety of appointing authorities to hire applicants, to include:

- Current Federal Employees
- Veteran's Appointment Authorities (30% DAV, VRA, VEOA)
- DHA/EHA
- People with Disabilities
- Student Hires
- MSP/FMP (unique to OCONUS)
- Interchange Agreements
- Delegated Examining (positions open to public)

"Virtus Perdurat – Enduring Courage!"



Recruitment/Placement Qualifications



- Qualification requirements established by the OPM for white collar occupations, GS 1-15, or equivalent.
- Intended to identify applicants that are likely to perform successfully in the job, and screen out those who won't.
- OPM defines minimum qualifications standards
- Agencies responsible for applying standards (i.e. rating and ranking)
- Qualifications can be gained by:
 - Experience
 - Education and Training
 - Combination of both



“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement Suitability



Can the employee perform the essential functions of the position in the particular overseas environment?

Pre-Employment Requirements

- Overseas Employment Agreements
- Medical Standards
- Physical Requirements
- Special Needs of Family Members
- Drug Testing
- Security Clearance
- SOFA eligibility
- Official Passports



“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement Spousal Preference



Military spouses and Family Members with Veteran's preference entitled to hiring preference that are among the "best qualified" on a competitive referral, will be selected before any other competitive candidates (i.e. blocker), unless an exception is granted.

- Family Member's w/ Veteran's Preference (no exceptions authorized)
- Military Spouse (exceptions authorized)



"Virtus Perdurat – Enduring Courage!"



Military Spouse and Family Member Preference



ORDER	ORDER OF REFERRAL	REGULATION & REMARKS	ACTION
1A. Competitive Certificate --THEN--	All Family Members with Vet's Preference (includes military and civilian spouses)	Defined by 5 USC 2108 Cannot be bypassed	Must be referred and selected;
1B. Competitive Certificate --OR--	Military Spouses	Reference DoDI 1400.25, Vol 315 Can be bypassed with approved exception	May be referred with 1A and may be selected if best qualified and if all 1A candidates are cleared from referral certificate (i.e. declinations, used preference, etc.)
1C. (Non-Comp Cert)	Internal AF non-competitive recruitment sources (i.e. Reassignment, Change to Lower Grade and re-promotion)	Approved Bypass not required in order to select 1C.	May be referred and may be selected, regardless of 1A and/or 1B candidates

“Virtus Perdurat – Enduring Courage!”



Military Spouse and Family Member Preference



ORDER	ORDER OF REFERRAL	REGULATION & REMARKS	ACTION
2A. Competitive Certificate -- AND --	Family Member Preference w/out Vet's Preference (DoD Civilian spouse or child, dependents of Active Duty military, and military spouse who used MSP preference)	DoDI 1400.25, Vol 1232 Bypasses not required for FMPs w/out Vet's Preference	Will be referred if no candidates in 1A or 1B remain.
2B. BOTH -- THEN --	Any remaining non-competitive sources listed in 1C above (Non-AF Reassignment, Change to Lower Grade and re-promotion, equivalent) and all other competitive sources (i.e. promotions, reinstatement/transfers to higher grade, VEOA)	Reference DoDI 1400.25, Vol 315 Can be bypassed with approved exception	Will be referred if no candidates in 1A or 1B remain.
3.	All Others		Will be referred if no candidates remain, and may be selected.

“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement

Spousal Preference – Schedule A Appointments



Employees hired in the OCONUS without career/career-conditional status are appointed to a Schedule A appointment specifically for overseas MSPs/FMPs.

- Removes certain competitive restrictions in filling positions locally in foreign areas
- Provides job opportunities to family members of military and civilians, unmarried children with logistical support under 23.
- Not restricted to just those on PCS orders, but those authorized logistical support

(Does not apply to family members of: Red Cross, USO, DOD Contractors, AAFES, military banks, or universities)

“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement

Spousal Preference – Schedule A Appointments



Schedule A Limitations:

A spouse or child must remain a family member and reside with the sponsor within the vicinity or commuting area of the employing activity to be eligible for appointment and continuous employment.

Employment is terminated within 2 months of loss family member status.

“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement Rating & Ranking



Rating and Ranking:

Per a recent change in AFPC procedures, selecting officials may now receive two referral certificates containing: 1. Competitive and 2. Non-competitive candidates. Rating and ranking procedures only apply to competitive eligibilities.

Selecting officials will see both an increase in timeliness of referral certificates and better quality candidates.

Applicants may see a decrease in their applications referred to selecting officials due to the requirement "best qualified"; instead of minimally qualified.



"Virtus Perdurat – Enduring Courage!"



Recruitment/Placement Rating & Ranking



1. Competitive Certificates:

Competitive applicants will be rated against information provided in their resume/transcripts, to determine if they meet the minimum OPM qualification standards. Once rated, they will be ranked and referred if found to be 'BQ'. If less than 5 candidates are rated as BQ, all candidates from the next lower qualifying group(s) can be referred. Three qualifying groups are:

- Best Qualified (BQ) – overall rating assessment score 90 and above
- Fully Qualified (FQ) – overall rating assessment score 80-89
- Basically Qualified (BasQ) – overall rating assessment score 70-79

“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement Rating & Ranking



1. Competitive Certificate (cont.):

Foreign OCONUS: Eligible FMPs w/ VP and MSP candidates ranked among the “BQ” will be referred. These preference candidates **block** the selection of all other competitive candidates (i.e. blockers).

Other competitive sources include: Promotions; reinstatement to a higher grade than previously held; transfers to a higher grade than previously held; VEOA; NAF interchange; ICTAP; Land Management Employees; National Service (Peace Corps and VISTA); AF DCIPS Interchange and Non-AF DCIPS Interchange; etc.

“Virtus Perdurat – Enduring Courage!”



Recruitment/Placement Rating & Ranking



2. Non-Competitive Certificate:

All non-competitive eligible candidates who meet basic qualification requirements will be referred.

Examples of non-competitive sources include: AF employees eligible re-promotion, reassignment and change to lower grade candidates; Individuals with Disabilities; reinstatement or DOD transfer to the same or lower grade; 30% disabled veteran appointments; VRA appointments.

“Virtus Perdurat – Enduring Courage!”



Rotation/Overseas Limitations



- Overseas Employment is limited in foreign areas to a period of 5 years, exceptions may apply.
- Provides management the flexibility to accommodate complex foreign area workforce requirements and provides career-enhancing opportunities for employees
- Ensures continuing employment opportunities to newly assigned civilian and military family members as current employees and family members rotate out of the foreign area.



#128618034

“Virtus Perdurat – Enduring Courage!”



Rotation/Overseas Limitations



Overseas Rotation and limitations, do not apply to:

- Employees who are family members accompanying military or civilian employees of the DOD who are stationed in the area (Sch. A OR career spouses)
- Employees assigned to CSLP or Career Broadner positions since they typically only serve a 36-month tour.
- Educators in DODEA
- NAF employees

“Virtus Perdurat – Enduring Courage!”



Rotation/Overseas Limitations Computing Overseas Time



All appropriated fund competitive service employment (temporary, term or permanent) with the DoD in foreign areas must be counted towards DEROS.

AUGUST							SEPTEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4	5					1	2
3	6	7	8	9	10	11	12	3	4	5	6	7	8
15	14	14	15	16	17	18	19	10	11	12	13	14	15
22	20	21	22	23	24	25	26	17	18	19	20	21	22
29	27	28	29	30	31		24	25	26	27	28	29	30

NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	4					1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	
12	13	14	15	16	17	18	10	11	12	13	14	15	
19	20	21	22	23	24	25	17	18	19	20	21	22	

Example of DEROS calculation:

EOD to OCONUS: 19 Aug 2018

3-yr DEROS: 18 Aug 2021

5-yr DEROS: 18 Aug 2023

After completing a OCONUS assignment an employee must reside in CONUS minimum of 24-months for non-centrally managed positions/36- or 48-months for centrally managed (depending on agreement signed), to be eligible for another OCONUS assignment.

“Virtus Perdurat – Enduring Courage!”



Rotation/Overseas Limitations Losing Family Member Status



Excepted Appointments – Schedule A. 213.3106(b)(6). A family member on this appointment who loses family member status through divorce, sponsor transfers or separates, or is permanently reassigned to another base and departs the area, is terminated **within 2 months** from the date of divorce, transfer, separation from the service or permanent reassignment.

Career or Career-Conditional Appointments. A family member on a career or career-conditional appointment, who loses family member status through divorce, sponsor transfers or separates from the service, or is permanently reassigned to another base and departs the area, becomes subject to the foreign overseas rotation policy. Tour extension approval is required in order for the family member to remain in the overseas areas.

“Virtus Perdurat – Enduring Courage!”



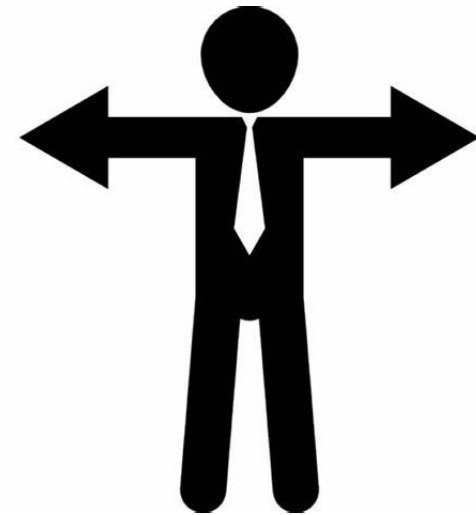
Rotation/Overseas Limitations Extensions



Purpose: To enable management to meet defined mission requirements that cannot otherwise be met due to unavailability of suitable candidates or specific mission needs. Extensions are granted on a case-by-case basis.

Types of Extensions:

- 3-5 year
- Short-Term (5 year to 5.5 year)
- 5-7 year
- 7+ year



*Does not apply to CSLP, Central Salary Account funded positions, Career Broadners, or Key Civilian Positions.

“Virtus Perdurat – Enduring Courage!”



Rotation/Overseas Limitations Return Rights



Return rights are automatically to employees serving under a career or career-conditional appointment in the competitive service, recruited from a non-foreign area for assignment outside the contiguous United States (including Alaska and Hawaii) within DOD is granted statutory return rights for a period of 5-years.



Employees granted return rights must exercise them within 5-years unless an extension of the return rights is approved by the United States activity where return rights exist.

“Virtus Perdurat – Enduring Courage!”



Rotation/Overseas Limitations

PPP – NDOS



Employees completing overseas tours without return rights, will be registered in the Priority Placement Program (PPP) for job placement and rotation back to CONUS

- **Registration eligibility - 6 months prior to DEROs**
- **Registration IAW Priority Placement Handbook**
- **Overseas Employment Agreement outlines agreement between employee and agency**
- **Ineligibility for PPP may lead to termination of employment**



“Virtus Perdurat – Enduring Courage!”



Questions?



“Virtus Perdurat – Enduring Courage!”



Final Thoughts

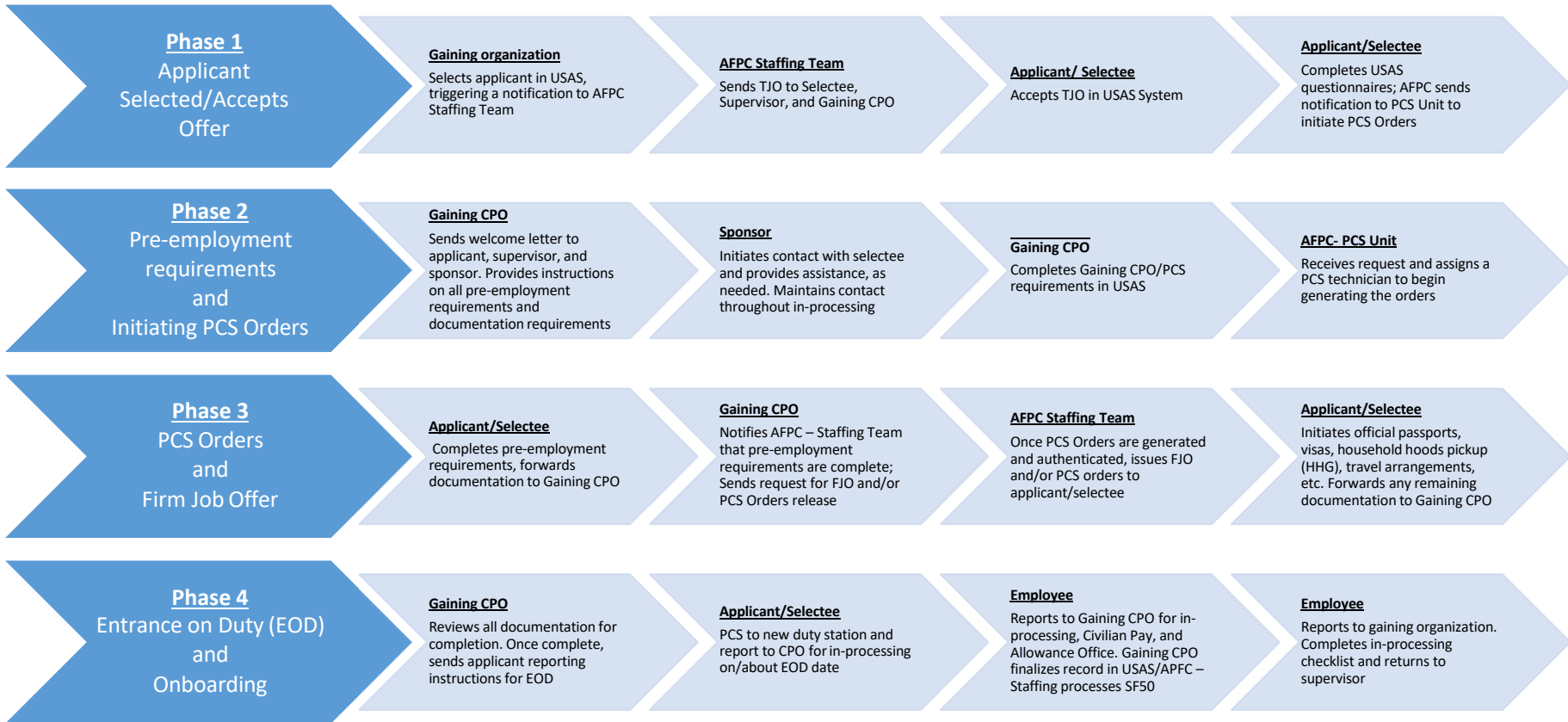
- Review/update your resume often!
- Limit the length to 5 pages or less
- Understand the job requirements
- Practice interviewing; tell your story
- CCAR – Challenge, Context, Action Result
- Hiring Officials – objective, fair review
- Send feedback or suggestions to 86MSG.CivDvlpmt.MSGCIVDevelopment@us.af.mil

“The greatest leader is not necessarily the one who does the greatest things. They are the one that gets the people to do the greatest things.” --*Ronald Reagan*

“Virtus Perdurat – Enduring Courage!”



OVERSEAS CIVILIAN PCS PROCESS - OVERVIEW



Key Players & Acronyms: 1. AFPC – Staffing Team, 2. AFPC – PCS Unit, 3. Applicant/Selectee/Employee, 4. Gaining Civilian Personnel Office (CPO), 5. Gaining Organization, 6. Sponsor, 7. USA Staffing – USAS, 8. Tentative Job Offer – TJO, 9. Firm Job Offer – FJO, 10. Entrance on Duty – EOD,

“Virtus Perdurat – Enduring Courage!”