



TO: Federal Employers

FROM: Peace Corps, Returned Volunteer Services

RE: Noncompetitive Eligibility

Returned Peace Corps Volunteers (RPCVs) who have successfully completed their service are granted one year of noncompetitive eligibility for federal appointments, under Executive Order 11103. This special eligibility is of particular use to federal employers due to the special qualifications of RPCVs and the speed and ease with which they may be hired. The certification for noncompetitive eligibility is contained in the RPCV's "description of service (DOS)." This document is signed by the country director of the RPCV's country of service.

In order to assist you, Peace Corps' Office of Returned Volunteer Services would like to provide you with the following information:

- Noncompetitive eligibility allows you to hire a returned Peace Corps Volunteer as long as the minimum qualifications for a position are met. The RPCV need not be the most qualified candidate.
- Noncompetitive candidates need not be on a register.
- Noncompetitive eligibility can be used to fill both posted and non posted vacancies, depending upon the individual agency's or department's personnel policies. What most personnel departments do, in the case of announced vacancies, is send the selecting official a ranked list of competitive candidates as well as a list of all noncompetitive applicants.
- Noncompetitive eligibility was detailed in the former Federal Personnel Manual, Section 6-7, Chapter 315. (Although no longer an official document, it does provide accurate historical information.)
- Noncompetitive eligibility may be extended for up to three years from the RPCV's close of service date. Reasons for extension for an RPCV include: service in the military; attendance as a full-time student at a recognized institution of higher learning; work at the Peace Corps related to Volunteer program operations; engagement in an activity that makes the RPCV more qualified for the position or for any reason the hiring agency thinks warrants an extension.

If you have any questions about noncompetitive eligibility, please write or call

**Peace Corps**  
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**Washington, DC 20526**  
**Attn: Returned Volunteer Services**  
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