



# Peace Corps Noncompetitive Eligibility (NCE)

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Did you know there's an easy way to hire culturally agile, civic-minded, self-starters to fill your federal vacancies? Returned Peace Corps Volunteers (RPCVs) come back to the U.S. with excellent project management skills, a can-do attitude, a unique global perspective, AND a **special hiring status** known as Noncompetitive Eligibility (NCE).

## Fast Facts About NCE

- \* RPCVs who successfully complete their service are granted NCE under **Executive Order 11103**.
- \* **NCE dramatically reduces the time needed to find and hire qualified candidates.** Federal agencies can hire an RPCV who meets the minimum qualifications for the position – without having to go through the formal announcement and review processes and without opening the position to the public. (Note: Agencies must follow their federal placement assistance program guidelines.)
- \* **RPCVs have NCE status for one year** after successfully completing service; however, NCE can be extended by the hiring agency for an additional two years (for a total of three years) if the RPCV:
  - Enters the military
  - Becomes a full-time student at an institution of higher learning
  - Engages in another activity which the hiring agency thinks warrants an extension.
- \* Proof of NCE is included in the RPCV's Description of Service (DOS), and RPCVs should provide this document to the hiring agency to be considered for noncompetitive hire.
- \* RPCVs are 24-year-old entry-level candidates, 57-year-old executives, and everything in between. More than **90% of them have at least a Bachelor's Degree**, and all of them have a demonstrated commitment to public service.
- \* Two other talented, candidate pools also have NCE: **Peace Corps staff** receive NCE after working for the Peace Corps for at least 36 months, and they retain NCE status for three years from the end of their term appointment at the Peace Corps. **Volunteers in Service to America (VISTA) alumni** receive one year of NCE after successfully completing their service.

## Simple Ways to Connect with NCE Candidates

- 1) Post your vacancy (free of charge) on Peace Corps' interactive jobs board: [www.peacecorps.gov/rpcvcareerlink](http://www.peacecorps.gov/rpcvcareerlink).
- 2) Participate in an upcoming RPCV Career Fair (see [www.peacecorps.gov/rpcv/events](http://www.peacecorps.gov/rpcv/events) for full schedule of events).
- 3) Host your own career fair for RPCVs. You tell us when and where, and we'll do all the marketing and outreach.