



TO: Federal Employers
FROM: Peace Corps, Returned Volunteer Services
RE: Non-competitive Eligibility

Returned Peace Corps Volunteers (RPCVs) who have successfully completed their service are granted one year of non-competitive 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 non-competitive eligibility is contained in the RPCV's "Description of Service." 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:

- This 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.
- Non-competitive candidates need not be on a register.
- Non-competitive 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, and all non-competitive applicants too.
- Non-competitive 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).
- Non-competitive eligibility may be extended for up to three years from the RPCV's completion of service date. Reasons for extension are explained in the above mentioned FPM sections.

If you have any further questions about non-competitive eligibility, please write or call:

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

**(800) 424-8580, extension 1430
(202) 692-1430
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