



Hotline

For Returned Volunteers/
From the Office of Domestic Programs

Hot Resources

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Peace Corps Hotline

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To place job announcements, visit
www.peacecorps.gov/rpcv/hotline
or contact

Peace Corps
Returned Volunteer Services
Phone: 202.692.1430 or
800.424.8580, ext. 1430

E-mail: hotlineemail@peacecorps.gov
Fax: 202.692.1421

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SPECIAL ISSUE: FEDERAL EMPLOYMENT



Domestic Call to Service: Jobs within the Federal Government

Article first appeared in Hotline, November 15, 2006

COS in Peace Corps vernacular can mean two things. It can mean “close of service,” or it can mean “continuation of service.” In terms of the latter there is a tendency to conflate COS with Third Goal, and in some respects that is understandable. Your Third Goal as an RPCV is to bring an understanding of the world back to Americans - in effect to continue to serve Americans by guiding us through the matrix of difference that might ordinarily confound, confuse, and corrupt our usual good sensibilities.

But continuation of service can also mean continuing to serve communities through your work; to select a career that assists individuals and communities to progress. It can mean taking your acquired wisdom and skills and continuing to apply (and augment) them in settings that can benefit others. One such possible setting

is public service, particularly the federal government. Consider it your post-Peace Corps domestic call to service.

Wait-wait-wait; please don't leave us. We're not asking you to consider a singularly flat and monotracked position in a monolithic bureaucracy wherein you peer out on the world from behind a stack of dusty papers - doomed to anonymity and abject, underpaid redundancy (very much a gross stereotype for comic effect). On the contrary, working for the federal government can be very fulfilling, career enabling, and an excellent path towards retirement security.

Most especially, RPCV, consider the following: The work of a government employee can play a vital role in addressing pressing issues. Is it your perception that non-profits do the best job of delivering services on the public's behalf, more so than the government itself?

Similarly, do you perceive that working for a nonprofit is “completely” a form of public service, and that it is not quite the same thing when working for the government? The reality is that government is public service, and many times the only realistic provider of assistance and services to communities and individuals in need.

Is your interest in community public health? At the National Institute of Child Health and Human Development, you can perform research on children's growth and development, prevent and treat disease, and ensure that children live a healthy and productive life. Or at the Food and Nutrition Service, you can develop and improve programs that provide meals to children and adults in day care centers, nursing homes, Head Start centers and family day care homes.

Perhaps overarching environmental concerns call you. At the National Park Service,

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Dear Reader,

We apologize for the brevity of the job announcement section in this issue of Hotline. Unfortunately, unforeseen ICT glitches — now resolved — prevented us from compiling the many great opportunities we normally are able to present to you. Instead, we offer this valuable portfolio of information and best practices for RPCVs seeking employment in the federal system.

We hope you find this information useful when conducting your job search. Please be assured that subsequent issues will feature our usual full offering of announcements. Best of luck in your future endeavours.

Hotline Staff

TOP TEN POINTERS FOR RPCVS SEEKING FEDERAL EMPLOYMENT

1. **Don't overlook or stereotype the federal government! The federal government is hiring 200,000 employees in the next few years – hundreds of thousands more there after - and there are many exciting and engaging positions for RPCVs in the government. Federal employment is a great way to apply and gain transferable skills, enjoy a good salary and benefits, and continue serving your country.**
2. **The federal government consists of over 200 agencies. Do your research online and look at the mission of the agency, and discrete units within the agency, to map your skills to the needs of the agency. Research what jobs you are qualified to hold. Pay attention to the qualifications section! Learn about job titles, which will help when searching USAJobs.**
3. **As you do in the private and non-profit sectors, network to a job within the federal government. Set-up informational interviews to learn more about positions, duties, qualifications, functions within discrete units, and future opportunities.**
4. **Whether in a networking setting (e.g., an informational interview) or as part of your application packet (resume, cover letter, online application) communicate any remaining noncompetitive eligibility (NCE) you have.**
5. **When writing your KSAs, do not focus solely on paid work experience. This is one of the biggest mistakes job seekers make. You can actually include volunteer or academic experience, as long as it demonstrates your proficiency in the competency you are being asked to write about.**
6. **Tailor your résumé to the position and the agency to which you are applying. Therefore, have the vacancy announcement directly in front of you when writing your federal resume and completing your KSAs. Identify the keywords in the vacancy announcement and incorporate them wherever relevant and possible. Keywords are critical. See www.makingthedifference.org/federaljobs/ for tips.**
7. **Interviews for federal positions are often panel-style. This means you'll most likely have three interviewers who will take turns asking you the same questions they ask the other candidates interviewing for the position. Be sure to make eye contact with everyone on the panel. If you are not sure how to do this comfortably without seeming like a puppet, practice with friends or family members.**
8. **Interviewers like to ask scenario ("What if...") and behavior-based ("Tell us about a time...") questions. Or they will ask monotonous standard/job-specific questions. Set yourself apart from other "dry" interviews by preparing six to seven stories as responses to illustrate your qualifications and skills. Chunk these stories into a series of compelling "sound bytes" and memorize them.**
9. **Following the interview, send each of the interviewers a thank you e-mail or note (better).**
10. **Don't give up! The federal application process is long and competitive, and can feel tedious. However, keep in mind that some candidate-rosters for federal positions can have 50 or more applicants on them, and that there are multiple application assessment stages before candidates are even offered interviews. With persistence and constant attention to the quality of your application, you will succeed.**

Public Sector

PEACE CORPS CAMPUS RECRUITER • VA

Part time position available with Virginia Tech. Duties: works with the Mid-Atlantic Regional Recruiting Office to coordinate, design, and implement recruiting activities to increase awareness about Peace Corps programs; evaluates applications and conducts personal interviews; works closely with local RPCV groups. Qualifications: RPCV enrolled in a graduate program at Virginia Tech; excellent oral and written communication skills; initiative and ability to work independently; ability to maintain regular office hours; ability to work 10–20 hours/week. Deadline: 6/01/2008. For more information and to apply, e-mail cover letter and résumé to Robyn Mofsowitz, rmofsowitz@peacecorps.gov.

PEACE CORPS CAMPUS RECRUITER • VA

Position available with University of Virginia. Duties: works with the Mid-Atlantic Regional Recruiting Office to coordinate, design, and implement recruiting activities to increase awareness about Peace Corps programs; evaluates applications and conducts personal interviews; works closely with local RPCV groups. Qualifications: RPCV enrolled in a graduate program at University of Virginia; excellent oral and written communication skills; initiative and ability to work independently; ability to maintain regular office hours; ability to work 10–20 hours/week. Deadline: 6/01/2008. For more information and to apply, e-mail cover letter and résumé to Robyn Mofsowitz, rmofsowitz@peacecorps.gov.

NAVAJO AREA INDIAN HEALTH SERVICES • AZ and NM

Positions available with the Navajo Area Indian Health Service, DHHS. Duties: manage water and sanitation projects on the Navajo Reservation; responsible for engineering design and construction supervision. Qualifications: BS or higher in civil, environmental, chemical, or mechanical engineering. For more information and to apply, contact Sam Russell (RPCV-Cote D'Ivoire), Office of Environmental Health, PO Box 368 Kanenta, AZ 86033; e-mail: samuel.russell@ihs.gov; phone: 928.697.4064; fax: 928.697.4058.

Private Sector

ASSOCIATE, EXECUTIVE, AND SENIOR DIRECTORS • Various locations

Positions available with CCS. Duties: work with major nonprofits in designing and implementing significant fund-raising programs. Qualifications: campaign or major gifts experience; transferable consulting, communications, marketing, and



strategic planning experience; ability to travel and relocate are required. For more information and to apply, submit résumé, cover letter, and salary history to careers@ccsfundraising.com, subject line: Peace Corps; phone: 800.223.6733; website: www.ccsfundraising.com.

FAMILY PHYSICIAN • Molokai, HI

Position available with Moloka'i Community Health Center. Duties: provides full service care from newborns to elderly patients including routine care, urgent care, womens' health, and minor procedures; performs duties primarily in office based clinic, but with some inpatient and on-call responsibilities. Qualifications: personable and qualified family physician. For more information and to apply, contact Cyrus Siu, Financial Director at csiu@molokaichc; phone: 808.553.4501.

CAMPUS REPRESENTATIVE • Champaign, IL

Part time position available with University of Illinois at Urbana-Champaign. Position runs 8/2008-5/2009. Duties: promotes Peace Corps at the university; works with Chicago regional office in screening applicants; maintains contact with faculty, students, and organizations; answers questions from applicants; participates in career fairs. Qualifications: successful completion of two-year assignment in the Peace Corps; registered, or eligible to register as a graduate student at the University of Illinois at Urbana-Champaign; outstanding organization, communication, and presentation skills. For more information and to apply, e-mail grooney@uiuc.edu; phone: 217.244.1497; website: www.careercenter.uiuc.edu/about/grads.asp.

PROJECT ENGINEER / PROJECT MANAGER • Arlington, VA

Position available with FLUOR Corporation. Duties: serves as a member of the Project Management Team to assist with managing the current \$200M, five-year engineering/architecture services contract. Qualifications: BA, preferably in engineering/architecture field; five years' professional experience preferred, including Project Management experience; strong computer literacy; excellent written and verbal communication skills; strong organizational skills; careful attention to detail; excellent interpersonal skills. For more information and to apply, e-mail brett.barclay@fluor.com; phone 703.351.6454; website: www.FLUOR.com.

PROJECTS MANAGER • OR

Position available with Resource Assistance for Rural Environments Program. Duties: lives and

works in rural Oregon communities on locally designed community building projects for 11 month terms; gains invaluable community development and planning skills while developing rural community capacity. Qualifications: BA; six months' applied community experience; relevant academic coursework; proficiency in Windows based computer applications; interest in the ideology of service-learning. Salary: \$1250/month living stipend; medical insurance; living stipend; graduate credits. Deadline: 6/01/2008. For more information and to apply, e-mail kcook@uoregon.edu; phone: 541.346.2879; website: <http://rare.uoregon.edu/>.

International

ENGLISH INSTRUCTORS •

Dili, Timor-Leste

Positions available with Lorosae English Language Institute (LELI). Duties: instruct English classes at government ministries and local NGOs; plan, develop, and teach ESL classes to meet clients' needs, including English for administrative purposes and English for academic purposes. Qualifications: BA/MA; familiarity with development work and human resources capacity-building; interested candidates must express a particular interest in working in Timor-Leste, the newest country in Southeast Asia; substantial overseas living and working experiences; interest in developing curriculum to build the local English language capacity; strong organizational skills; must possess internationally recognized English teaching certification or pre-service training as a Peace Corps Volunteer. Salary: \$22.50/hour. For more information and to apply, e-mail lelirecruitment@gmail.com.

DEPUTY DIRECTOR, GLOBAL LIBRARIES • Bucharest, Romania

Position available with IREX. Qualifications: managerial experience supervising staff and reporting for international assistance programs; three-year commitment; knowledge of using technology as an educational and community development tool. For more information and to apply, visit: www.irex.org/careers/2008/0502-do-csd.asp.

CONVERSATIONAL ENGLISH INSTRUCTOR •

Various Locations, Ukraine

Positions available with American English Center. Conversational English teachers begin 5/25, 6/22, 8/3, 9/7, and 9/28. Duties: work with UAnationals; lead English lessons and conversation

groups. Qualifications: no teaching experience necessary; ability to show how grammar is used in conversational English; energetic, enthusiastic, and creative; ability to teach to young adults across culture. Salary: \$2K/seven week semester. For more information and to apply, e-mail jonpernick@AmericanEnglish.ua; phone: 202.657.6158 or 38.093.393.02.65; website: www.AmericanEnglish.ua.

Education

MBA WITH AN MA DEGREE IN INTERNATIONAL STUDIES • PA

The Lauder Institute at the University of Pennsylvania, offers an Ivy League graduate program that couples a Wharton MBA with an MA degree in International Studies and a concentration in Arabic, Chinese, French, German, Japanese, Portuguese, Russian, or Spanish. The program seeks qualified RPCVs whom possess an understanding of a foreign culture and how to increase life quality overseas. For more information and to apply, visit <http://lauder.wharton.upenn.edu>.

GRADUATE OPPORTUNITIES •

Various locations

PhD traineeship opportunities available. \$30K annual stipend plus waiver of tuition and fees; 140 National Science Foundation sponsored programs across the country seek students interested in pursuing graduate degrees in the areas of science, mathematics, engineering, and technology. Integrative Graduate Education Research and Traineeships (IGERT) programs equip PhD scientists and engineers with the technical, professional, and personal skills needed to meet the career demands of the future. For more information and to apply, e-mail questions@igert.org; phone 966.593.9103; website: www.igert.org.

MIDWEST TEACHER TRAINING PROGRAM • Madison, WI

Earn a TEFL certificate in a five-week intensive, on-site teacher training program preparing trainees to teach English in classrooms overseas. Ten percent tuition discount to RPCVs and AmeriCorps VISTAs with proof of service. The program offers a hands-on approach to teaching while giving you the opportunity to interact with professional teachers and international students. No teaching experience required. For more information and to apply, contact Midwest Teacher Training Program, 19 N. Pinckney Street, Madison, Wisconsin 53703; e-mail info@mttp.com; phone: 800.765.8577; website: www.mttp.com.

To submit a mailing address change, visit www.peacecorps.gov/rpcv/info. You can also send address changes to rpcvupdate@peacecorps.gov.

Disclaimer : When responding to a listing, please indicate with a cover letter that you are a returned Peace Corps Volunteer submitting your résumé in response to a HOTLINE announcement. Questions concerning positions should be addressed to the advertiser, not to Returned Volunteer Services. HOTLINE is published twice monthly for the use of RPCVs and should not be posted on bulletin boards or passed on to non-RPCVs. The Peace Corps has no control over, nor responsibility for, HOTLINE advertisers, nor do we have personal knowledge relating to working conditions of advertised opportunities. If you have any complaints about an advertiser, please write us.

PEACE CORPS Fellows/USA



Peace Corps Fellows/USA works with more than 40 universities that offer financial assistance to RPCVs who wish to attend graduate school and work in underserved U.S. communities. Below is a list of universities and some of the subject areas they offer. For the complete list, visit www.peacecorps.gov/fellows; call 800.424.8580, ext. 1440; or e-mail fellows@peacecorps.gov.

Bowling Green State University

Bowling Green, OH

In Development: Master of Arts in Cross-Cultural and International Education (MACIE). Fellows will work with educational organizations in northwest Ohio. Fellows will receive graduate assistantships that include full tuition waivers and stipends.

Contact: Dr. Margaret Zoller Booth

Phone: 419.372.9950

E-mail: boothmz@bgsu.edu

Carnegie Mellon University

Pittsburgh, PA

Public policy/management, arts management, or healthcare policy management.

Contact: Renee Hairston

Phone: 412.268.1909

E-mail: hairston@andrew.cmu.edu

Columbia University, Teachers College

New York, NY

Urban education, including bilingual education, teaching math or science, ESOL, special education, reading specialist.

Contact: Shelly Chin

Phone: 212.678.4080

E-mail: PCFellows@tc.edu

Cornell University

Ithaca, NY

In Development: City and regional planning (MS)

Contact: Tina M. Nelson

Phone: 607.255.6848

E-mail: tmn2@cornell.edu

DePaul University

Chicago, IL

Teaching certificate leading to MA in Education in Special Education, Spanish, Math, or Science.

Contact: Katie Dorsch

Phone: 773.325.7170

E-mail: kdorsch@depaul.edu

Duke University

Durham, NC

Fuqua School of Business

Master's of Business Administration (MBA) with concentrations in accounting, decision sciences, entrepreneurship and innovation, finance, leadership and ethics, management, marketing, operations management, social entrepreneurship, and strategic consulting. There are also Certificates of Excellence offered in finance and marketing as well as a certificate program in health sector management. Jointdegrees in other professional programs also available. Benefits (financial): up to 25% tuition credit.

Contact: Matthew T.A. Nash

Phone: 919.660.7791

Fax: 919.660.1096

E-mail: mnash@duke.edu

Program in International Development Policy (PIDP) with several concentration options.

Contact: Stephanie Alt Lamm

Phone: 919.613.9218

E-mail: pidpinfo@duke.edu

Sanford Institute of Public Policy

Master of Public Policy (MPP) with option to earn joint degrees in professional or PhD programs.

Contact: Duke MPP Admissions Office

Phone: 919.613.9205

E-mail: MPPadmit@duke.edu

Duquesne University

Pittsburgh, PA

Center for Environmental Research and Education
Environmental science, environmental management, environmental policy: water resources and watershed protection, green building, energy conservation, environmental education, brownfield redevelopment.

Contact: Dr. Stanley J. Kabala

Phone: 412.396.4233

E-mail: kabala@duq.edu

Graduate Center for Social and Public Policy

MA: policy analysis and administration, conflict resolution and peace studies.

Contact: Dr. Evan Stoddard

Phone: 412.396.5179

E-mail: stoddard@duq.edu

Graduate School of Business Administration

MBA/MS/MAcc: sustainable enterprise, information systems management, taxation, accountancy.

Contact: Patricia Moore

Phone: 412.396.5529

Email: moorep@duq.edu

Florida Institute of Technology

Melbourne, FL

Environmental science, engineering, management, teaching, and other areas of education (science, mathematics, computer).

Contact: Dr. Tom Marcinkowski

Phone: 321.674.8946

E-mail: marcinko@fit.edu

Fordham University

Bronx, NY

MA programs in international political economy and development with specializations in international development studies, international banking and finance, international and development economics, and international political analysis.

Contact: Dr. Henry Schwalbenberg

Phone: 718.817.4064

E-mail: iped@fordham.edu

George Mason University

Fairfax, VA

Elementary education and English as a second language master's programs.

Contact: Lynn Walker Levy

Phone: 703.993.3602

E-mail: lwalker3@gmu.edu

George Washington University

Washington, DC

Transition special education, secondary education.

Contact: Dr. Jeanne Embich

Phone: 202.973.1061

E-mail: jembich@gwu.edu

Georgia College & State University

Milledgeville, GA

Various education degrees, creative writing. Teaching assistants, tutors, special education teacher training, community creative writing program. Benefits include tuition waiver, stipend.

Contact: Dr. Roy Moore

Phone: 478.445.6848

E-mail: roy.moore@gcsu.edu

Humboldt State University

Arcata, CA

Secondary education program with placement at Academy of the Redwoods—an early college high school.

Contact: Keri Gelenian

Phone: 707.476.4577

E-mail: keri-gelenian@redwoods.edu

Illinois State University

Normal, IL

Applied economics, political science, sociology, with sequence in applied community/economic development, including community project design and management, topics in administration and planning, and 11-month paid professional internship. Benefits include assistantship with stipend and 2-year full tuition waiver.

Contact: Beverly Beyer

Phone: 309.438.7090

E-mail: StevensonCenter@ilstu.edu

Indiana University

Bloomington, IN

Master of Public Affairs (MPA) with choice of nine concentrations, including comparative and international affairs, environmental policy and natural resource management, policy analysis; and nonprofit management. Master of Science in environmental science (MSES) programs in applied ecology, environmental chemistry, and water resources. Joint master degree (MPA-MSES) and combined master degree with other programs also available.

Contact: Jennifer Forney

Phone: 812.855.2840

E-mail: spea@indiana.edu

Johns Hopkins University

Baltimore, MD

Nursing, public health.

Contact: Mary O'Rourke

Phone: 410.955.7548

E-mail: orourke@son.jhmi.edu

Kennesaw State University

Kennesaw, GA (Metro-Atlanta)

Master of Business Administration (MBA) and

PEACE CORPS Fellows/USA



Master of Accounting (MACC) degrees. Graduate assistantship assignment to work with International Centre and a local Mayan community. Benefits include tuition waiver and stipend.

Contact: Dan Paracka
Phone: 770.423.6732
E-mail: dparacka@kennesaw.edu

Loma Linda University

Loma Linda, CA
Public health, including global health, humanitarian assistance, and reproductive health.

Contact: Nikki Gray
Phone: 909.558.4902
E-mail: sphpcinfo@llu.edu

Marquette University

Milwaukee, WI
Business, engineering, communication, educational policy and leadership, English, economics, history, international affairs, philosophy, political science, public service, theology. Benefits: full tuition scholarship and monthly stipend.

Contact: Carole Ferrara
Phone: 414.288.5861
E-mail: carole.ferrara@marquette.edu

New Mexico State University

Las Cruces, NM
Degrees in public health, social work, and nursing, plus joint public health and social work degree.

Contact: Dr. Sue Forster-Cox
Phone: 505.646.2183
E-mail: sforster@nmsu.edu

The New School

New York, NY
Urban policy analysis/management, health services management and policy, human resources management, organizational change management.

Contact: Admissions Office
Phone: 212.229.5400, ext. 1130
E-mail: milanoadmissions@newschool.edu

Northern Arizona University

Flagstaff, AZ
Business and accounting. Career tracks in geographic information systems (GIS), marketing analysis and distribution, management, finance, and accounting.

Contact: Jane Thompson
Phone: 928.523.7387
E-mail: mba@nau.edu

Rutgers University

Camden, NJ
Master of Public Affairs in educational policy and leadership with K-12 teaching position at the LEAP Academy.

Contact: Sandra Cheesman-Cattefesta
Phone: 856.225.6860
E-mail: scheesma@camden.rutgers.edu

Seton Hill University

Greensburg, PA
Art therapy (counseling specialization), business administration, elementary education, inclusive education (online), instructional design (online), marriage and family therapy, special education, popular-fiction

writing. Benefits: 50% tuition discount.

Contact: Dane Zimmer
Phone: 724.838.4209
E-mail: zimmer@setonhill.edu

Southern New Hampshire University

Manchester, NH
Community economic development, international community economic development, business, National Weekend Program.

Contact: Kathleen Kennedy
Phone: 603.644.3103 ext. 2307
E-mail: k.kennedy@snhu.edu

University of Arizona

Tucson, AZ
Criminal justice, community development, environment, health, nonprofit finance, public policy, and more.

Contact: Georgia Ehlers
Phone: 520.621.9103
E-mail: rpcf@grad.arizona.edu

University of Cincinnati

Cincinnati, OH
Economic development planning, environmental planning, international development planning, physical planning, urban design.

Contact: Johanna W. Looye
Phone: 513-556-0216
E-mail: johanna.looye@uc.edu

University of Colorado Denver

Denver, CO
School of Public Affairs
Master of Public Administration, Master of Criminal Justice, PhD in Public Affairs. Benefits include paid internships and \$3,000 scholarship renewable for two years.

Contact: Dr. Christine Martell
Phone: 303.315.2716
E-mail: christine.martell@cudenver.edu

University of Denver

Denver, CO
Graduate School of International Studies
International administration, international development, international human rights, international studies, international security, global finance, trade, and economic integration.

Contact: Nicole Vilegi
Phone: 303.871.3838
E-mail: nicole.vilegi@du.edu

Graduate School of Social Work
Master of Social Work (MSW) degree with concentration in either clinical or community practice; specialized certificates available in social work with Latinos/as, trauma response and recovery, couples and family therapy, animal-assisted social work and Jewish communal service. Benefits include specialized programming for RPCVs and financial assistance. All applicants to the MSW program are considered for merit scholarships, which range from \$6,000 to \$12,000 per year for full-time students. The MSW application fee is waived. Need-based awards are also available. Those selected for the Peace Corps Fellows/USA program will receive an additional \$5,000 scholarship.

Contact: Dr. Julie Laser
Phone: 303.871.2841
E-mail: julie.laser@du.edu

School of Communication
International and intercultural communication.

Contact: Dr. Margaret Thompson
Phone: 303.871.3947
E-mail: mthompso@du.edu

University of Maryland-Baltimore

Baltimore, MD
Obtain an MSW while doing exciting field work. Fellowship involves working at a community based placement with marginalized populations. A variety of fellowships are available, including assistance for students interested in community development/organizing and policy development.

Contact: Lane Victorson
Phone: 410.706.5316
E-mail: lvictorson@ssw.umaryland.edu

University of Maryland-Baltimore County

Baltimore, MD
Shriver Peaceworker Program
All programs of University of Maryland-Baltimore County: education, policy, applied sociology, intercultural communications, etc. Select consortium programs: social work (MSW), urban studies, nonprofit management, etc.

Contact: Dr. Joby Taylor
Phone: 410.455.6398
E-mail: joby.taylor@umbc.edu

University of Maryland-College Park

College Park, MD
Degrees in public policy and management, joint degrees in law, business, engineering, and life sciences and conservation biology. Benefits include half-assistantships worth \$6,350 per year, 5 credits tuition remission per semester, in-state tuition rates, and eligibility for other merit-based awards.

Contact: Ms. Taryn Faulkner
Phone: 301.314.2486
E-mail: faulkner@umd.edu

University of Michigan

Ann Arbor, MI
Ford School of Public Policy
Master of Public Policy with 14 dual degree programs. Graduate certificates in science and technology policy also available. Benefits include \$10,000 tuition fellowship for each of two years, application fee waiver.

Contact: Beth Soboleski
Phone: 734.765.0453
E-mail: bsobo@umich.edu

School of Natural Resources and Environment
Master of Science in Natural Resources and Environment with 8 concentration options; Master of Landscape Architecture either through a 2-year program for those with a BLA or a 3-year program for those with other undergraduate degrees. Benefits (financial): tuition stipend.

Contact: Sondra Auerbach
Phone: 734.764.6453
E-mail: sondramr@umich.edu

PEACE CORPS Fellows/USA



University of Missouri-Columbia

Columbia, MO

Geography, public affairs, political science, rural sociology, social work, agricultural economics. In-state tuition, possibility for assistantships, waivers and additional support.

Contact: Donald Spiers

Phone: 573.882.6131

E-mail: spiersd@missouri.edu

University of Missouri-Kansas City

Kansas City, MO

Master of Public Administration (MPA) with specialties in urban administration, nonprofit management, and health services administration. Benefits include wages from intern stipend, \$10,000; 6 credit hours tuition remission and possibilities for additional assistance.

Contact: Robyn Turner

Phone: 816.235.5243

E-mail: turnerob@umkc.edu

University of New Orleans

New Orleans, LA

Public administration, urban planning and urban studies with concentrations in housing/community development, land use/environment, historic preservation, urban anthropology, and nonprofit management.

Contact: Dr. Marla Nelson

Phone: 504.280.3110

E-mail: cupa@uno.edu

University of Oregon

Eugene, OR

Community and regional planning, public administration.

Contact: Field Coordinator

Phone: 541.346.2879

E-mail: rare@darkwing.uoregon.edu

University of Pennsylvania

Philadelphia, PA

Fels Institute of Government

Full-time and part-time Master of Governmental Administration (MGA) degree. Certificates in nonprofit administration, economic development & growth, politics, and public finance. Benefits include a minimum of \$6,000 per year award for Fellows and assistance in paid internship placement.

Contact: Michelle Garcia-Navarro

Phone: 215.746.6684

E-mail: garciana@sas.upenn.edu

University of South Carolina

Columbia, SC

Center for Child and Family Studies

Multidisciplinary program (written/oral proficiency in Spanish required).

Contact: Laura Boudon

Phone: 803.777.5190

E-mail: boudon@gwm.sc.edu

Moore School of Business

International business administration, joint degrees.

Contact: Reena Lichtenfeld

Phone: 803.777.6749

E-mail: rlichten@moore.sc.edu

University of Vermont

Burlington, VT

Community and economic development, entrepreneurship; environment, agriculture, applied economics, management, strategic planning, marketing, public policy, healthcare, leadership, international public administration, human resources, budgeting/finance, organizational development, information technology.

Contact: Ken Bauer

Phone: 802.656.1965

E-mail: Ken.bauer@uvm.edu

University of Wisconsin-Milwaukee

Milwaukee, WI

Nonprofit management, urban studies, economics, geography, history, sociology, political science, English.

Contact: Lisa Heuler-Williams

Phone: 414.229.6155

E-mail: heuler@uwm.edu

University of Wisconsin-Stevens Point

Stevens Point, WI

Fields relating to the environment, including natural resources, forestry, environmental education, youth programming, land-use planning, wildlife, soil and water science.

Contact: Dr. Tim Ginnett

Phone: 715.346.4191

E-mail: tim.ginnett@uwsp.edu

University of Wyoming

Laramie, WY

American studies with concentration in education, geography, history, or literature.

Contact: Dr. Eric Sandeen

Phone: 307.766.3898

E-mail: esandeen@uwyo.edu

Western Illinois University

Macomb, IL

Business administration; economics; geography; health sciences; political science; recreation, park, and tourism administration.

Contact: Karen Peitzmeier

Phone: 800.526.9943

E-mail: pcf@wiu.edu

Western New Mexico University

Gallup, NM

Elementary, secondary, or special education; counseling; educational leadership, interdisciplinary.

Contact: Dr. Patricia Maguire

Phone: 505.722.3389

E-mail: wnmupcf@hotmail.com

Wichita State University

Wichita, KS

Teacher education: middle and secondary grades, art, music, English, French, Spanish, biology, chemistry, physics, math, TESOL (if already teacher-certified), comprehensive social studies, special education (if already teacher-certified).

Contact: Dr. Judith Hayes

Phone: 316.978.6580

E-mail: judith.hayes@wichita.edu

Xavier University of Louisiana

New Orleans, LA

Fast Track to Teaching Program for those interested in teaching math, science, or special education.

Contact: Dr. Renee Akbar

Phone: 504.520.5389

E-mail: rvakbar@xula.edu

Yale University

New Haven, CT

International relations MA with concentrations in history, economics & political science, joint degrees available in forestry and environmental studies, management, law, or public health.

Contact: Alice Kustenbauder

Phone: 203.432.3418

E-mail: international.relations@yale.edu

Continued from Page 1

you can protect forests, manage wildlife and lakeshores, and present educational programs to children and families about the conservation of cultural and natural resources.

Maybe for you it's youth in marginalized settings and their development: At the Bureau of Indian Affairs, you can work with

students, parents and counselors to develop programs that will help more young Native Americans stay in school, succeed, and go on to college.

Perhaps it is time to reconsider and instead explore the myriad of career paths and agencies through which you can continue serving (see page 20) while honing

your skills. Why not look to the federal government for that opportunity (especially those of you with noncompetitive eligibility)?

In addition to opportunity itself, the federal government can be a career builder. Opportunities exist whereby you can advance your career by applying and devel-

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Peace Corps Response



Eastern Caribbean

The Health, Hope and HIV Network (HHH Network) of Antigua & Barbuda has requested a Peace Corps Response Volunteer (PCRV) to work as a Capacity Building Volunteer for a six month assignment. HHH Network is a nonprofit and non-governmental organization that was formed to address the plight of people living with HIV and AIDS (PLWHA) and supports those who are infected and affected. The PCRV will assist in building the capacity of the HHH Network office to more effectively support PLWHA in Antigua and Barbuda. Duties: assist staff in identifying and writing project proposals which would ensure continuous funding for the HHH Network; train members of the HHH Network in proposal writing; train members of the HHH Network in basic computer literacy; advise the HHH Network staff on efficient office administration practices; teach basic Spanish to the staff.

Qualifications: BA in social sciences, community development, or related field; experience in NGO development, capacity building, proposal writing, resource development, and training; strong program management skills; minimum two years HIV/AIDS experience, preferably in working with PLWHA; proficient in MS Office applications; high level Spanish skills and ability to teach basic Spanish.

El Salvador

Save the Children US is requesting two Peace Corps Response Volunteers to provide support for an emergency preparedness project in the municipality of Izalco in El Salvador for a Disaster Preparedness and Mitigation (DPM) program. The PCR Volunteers will support and strengthen existing emergency response teams in nine communities and train the remaining two communities in disaster preparedness activities to include formulating emergency plans, updating risk mapping procedures and risk maps, and conducting emergency preparedness drills. The Volunteers will also be responsible for coordinating all disaster preparedness activities with local government entities and other relevant organizations.

Qualifications: Degree in social sciences; experience with disaster preparedness activities; knowledge of emergency management procedures; strong Spanish language skills; experi-

ence with non-formal training and sustainable local development; ability to work independently with problem solving skills, professionalism, and leadership.

The Ministry of Education (MINED) Professional Development Center has requested a Peace Corps Response Volunteer (PCRV) to work as an English as a Second Language Specialist for a six month assignment. The PCRV will be placed in the department of Morazan, an area with very few development opportunities for youth and adults. MINED is working to improve this situation through improving the quality of Salvadoran education. Primary duties and responsibilities include: Follow-up on the skills learned by current teacher groups taught by previous volunteers; strengthen capacity and provide higher-level classes to teacher groups on the language itself and how to teach it; teach low and intermediate level English teachers ESL skills; facilitate two courses for teaching English at an intermediate level; and more. Qualifications: Degree in Education or training in English as a Second Language; experience teaching teachers; experience with group work; knowledge of participative methodologies; experience with group management and planning; ability to work independently with little supervision; advanced level of written and spoken Spanish.

Guyana

TECHNICAL OFFICER – GUYANA
Partner Organization: Health Sector Development Unit (HSDU) and Guyana Geology and Mines Commission (GGMC)
Length of Assignment: six months
Projected start date: April 2008
The Health Sector Development Unit (HSDU) and Guyana Geology and Mines Commission (GGMC) is requesting a Peace Corps Response Volunteer to assist with the Guyana HIV/AIDS Prevention and Control Project. The Technical Officer will work to promote HIV/AIDS awareness within the mining sector through *outreach activities, * the training of Field Counselors and selected members of the community and through the *promotion of alternative sustainable income programs to augment mining activities.

Mandatory qualifications include: degree in health education, counseling, or other social science related degrees, at least two years

experience with HIV/AIDS education, solid communication skills, Training of Trainers and capacity building experience, substantial experience in curriculum/materials development, and experience with data collection using Excel.

Desired qualifications include: experience with mining communities, commercial sex workers and other vulnerable populations, some knowledge of Portuguese.

CRS/AIDS Relief is requesting a PCRV for a six-month assignment in Guyana. The Community Outreach Coordinator will work to strengthen client services at three local hospitals and a care center. Duties and responsibilities: provide technical support in the form of case management assistance, strengthen organizational structures of NGOs providing HBC services, develop methodologies for refresher training, develop strategies for referring clients for continued care, assist with implementing peer support networks and client education. Mandatory qualifications: MPH or related degree, experience in community mobilization, HBC referral networks or knowledge of referral system methodologies, experience in curriculum development, training, capacity building, at least one year experience with HIV programming.

Liberia

Peace Corps Response is seeking qualified volunteers to work within Education sector positions in Liberia. With a Peace Corps absence in Liberia of nearly two decades, this is a special opportunity for Peace Corps Response Volunteers (PCRVs) to be a part of the agency's historic re-entry. PCRVs will be in a post-conflict and reconstruction environment and will be working within the Education sector. Assignments are expected to be in some of the following fields: teacher training, curriculum development, classroom teaching, education administration, education policy assistance. We are seeking experienced teachers and education administrators for these assignments and encourage qualified RPCVs to submit an application. Early application submissions are encouraged due to the highly competitive nature of these assignments. Position descriptions are currently in development and we will update Hotline and the Peace Corps Response website with further details.

Peace Corps Response



Malawi *

** This program requires that volunteers serve out a full twelve-month term.*

The Ministry of Local Government and Rural Development in Malawi requests 12 Peace Corps Response Volunteers to work as HIV/AIDS Technical Assistants at the district level. Duties: provide HIV/AIDS technical support to the director of planning and development, the district AIDS coordinator and the office of social welfare; assist with development of CBOs through capacity building, training, communication and resource identification; create and modify M&E tools and financial spreadsheets; strengthen relationships among stakeholders. Qualifications: BA in public health, social sciences, community development, or related fields; experience working with HIV/AIDS related programming, training, capacity building; strong management, strategic planning and program development skills, M&E, report writing; experience living and working in sub-Saharan Africa, preferably Malawi; MA in public health, organizational development, or related fields; experience conducting training workshops; knowledge of local languages, including Chichewa.

Namibia

Youth 2 Youth is reopening assignment following the death of its founder. They are requesting a PCRV for their HIV/AIDS Initiative - Sexual & Reproductive Health program. As a Youth Development Advisor, the PCRV will assist the staff in developing and implementing an M&E system, revise existing systems and tools, build organizational capacity, create educational materials and conduct staff training in all areas of program administration. Mandatory qualifications include degree or extensive experience in Youth Development or related field, at least one year experience in community development, program development, knowledge of M&E programs and strong oral and written communication skills.

Panama

The Panamanian Autonomous Institute for Cooperatives (IPACOOOP) has requested a Peace Corps Response Volunteer (PCRVR) to provide Humanitarian Assistance as a Small Business Volunteer for a 6 month assignment. Duties & Responsibilities: assist

the office with strategic planning activities, marketing strategies, accounting, and project development skills; evaluate the organization of the office, note improvements that could be made and necessary steps to make these improvements; improve and update the 2007 Business Plan Seminar manual and lesson plans based on feedback from previous sessions; develop a training of trainers program and organize an implementation team of employees to conduct future business plan trainings. Qualifications: degree in economics, international development, organizational development, education, business administration or other relevant discipline with experience in community development; fluent in Spanish; flexible self-starter, able to work individually as well as part of a team; program development and/or training experience; experience in inter-institutional coordination and strategic planning; strong organizational skills and ability to work independently or with little supervision.

Sustainable Harvest International (SHI) seeks a Peace Corps Response Volunteer to work as an Agro-forestry Volunteer to train farmers living in Chagres National Park in reforestation and soil conservation techniques as well as minimal-impact agricultural activities that would allow inhabitants to live off the land while preserving the surrounding habitat and aiding the prevention of future landslides. The Volunteer will also design a system to monitor and evaluate project impact. Duties and responsibilities: Assist in harvesting seedlings and establishing tree nurseries; Train local communities in the care and management of seedlings; Design and facilitate workshops on the value of reforestation and soil conservation and how it is possible to reforest an area while simultaneously using it to meet human needs; Educate families in the technology of minimal-impact projects specific to SHI: "Just Stoves", rice and fish tanks, goat and/or chicken projects, community banks, school gardens; Help SHI develop a system for project monitoring and evaluation. Mandatory Qualifications: Degree in Forestry, Sustainable Agriculture or relevant discipline with experience in rural community development; Experience in implementing and managing reforestation projects; Experience in seedling/tree planting and care; Ability to facilitate discussion, analysis and group problem-solving on environmental subjects;

Training/experience in project monitoring and evaluation; Strong organizational skills and ability to work independently or with little supervision; Fluency in Spanish; Comfort traveling in a canoe and strong swimming skills. Desired Qualifications: Knowledge of the culture, socio-political, environmental and economic conditions of Panama; Experience working in rural Latino and indigenous communities; Experience working with community banks.

Philippines

There are an estimated 1.5 million street children in the Philippines. The Kalinga ng Ama Shelter's mission is to provide essential services to such children in distress or need of care, supervision, counseling and shelter in a drop-in /residential setting offering a Christian environment. To increase its capacity to serve children in need, the Shelter seeks a Peace Corps Response Volunteer (PCRVR) to help develop a strategic plan for future programming and a resource mobilization strategy and system. Duties and responsibilities: Conduct an organizational development needs assessment and propose recommendations; revise the project design and management plan; review and enhance the operations manual; train a team of select volunteer staff members in project design and management; assess current funding status and develop a marketing and fundraising plan; develop marketing materials and train staff in fundraising strategies; identify potential donors and develop proposals for specific project funding; help develop a formalized child sponsorship program. Qualifications: Mandatory: Degree in marketing, human resources development, business management or a related field; experience working with social service organizations; extensive project management experience including resource mobilization; goal-oriented, effective at managing multiple priorities and committed to task completion; experience with training and capacity building; excellent written and verbal communication skills; must be of sound moral standing. Desired: Computer skills, including word processing and database development; experience in publication and web design; flexibility and adaptability; cross-cultural sensitivity; able to work with limited resources.

Intervida Philippines Foundation has re-



requested a Peace Corps Response Volunteer (PCRV) to work as an Environmental Resource & Disaster Management Technical Assistant for a 6 month assignment. Intervida Philippines Foundation - a branch of the Spanish NGO Intervida, based in Barcelona, Spain - was created in 2004 and has been involved in projects focusing on Education, Health, Infrastructure, and more. In 2006 the Bicol region of the Philippines suffered from several natural disasters resulting in the development of relief operations as well as a new disaster preparedness program. The Peace Corps Response Volunteer will assist the Program Coordinator in order to contribute to various components of the Disaster Management & Environment Program. Duties include: planning, preparing, and conducting trainings as well as monitoring actions in environmental disaster preparedness and response activities; linking with potential partner institutions for collaboration on preparedness and response activities; reporting and evaluating project activities; helping other Intervida Philippines Foundation Sectors in their activities, related to his/her field of expertise; preparing Information, Education and Communication materials for environmental and disaster awareness campaigns including posters, brochures, and other materials that are culturally appropriate and in the local language(s); leading facilitation of the diagnostic study on the environmental situation in the project areas.

Qualifications: Mandatory: B.A. or B.S. in Environmental Science or related field; RPCV from the Philippines; fluency in Tagalog and/or Bicol dialect; at least 2 years of community based work experience; must be flexible and able to work in difficult working conditions; ability to work independently and carry out duties effectively with minimum supervision; ability to maintain performance expectations in diverse cultural contexts. Desired: previous experience in Disaster Management; previous experience in community-based environmental training; working knowledge of Spanish.

Save the Children Federation (SC) seeks a Volunteer to work with staff and local government units to develop designs, strategies, implementation plans and budget projections for the establishment of a solid waste management program at five project sites serving children and families affected by Typhoon Reming. Duties and Responsibilities: Conduct an assessment of current solid waste management systems in the five project sites and propose recommendations; research successful systems for possible replication; establish relationships with government units and related line agencies at the sites; work with partners to plan, design, establish buy-in for, and implement actions based on assessment recommendations; assist in identification and mobilization of resources to finance the implementation of the solid waste management plan; assist SC staff to build sustainable management capacity of communities and local government units in the administration of the plan; document best practices. Mandatory Qualifications: Degree in environmental science or related field with strong background in solid waste management; RPCV with water & sanitation and/or solid waste management experience; excellent written and verbal communication skills; 2-3 years experience in community organizing and project management; basic computer skills; training experience related to solid waste management. Desired: Skilled at establishing rapport with various stakeholders and able to work effectively as a team member; flexibility and adaptability; cross-cultural sensitivity and ability to work within cultural boundaries; ability to work with limited resources; experience in resource mobilization; RPCV Philippines or other Southeast Asian country preferred, but technical expertise will be prioritized.

Uganda

Wildlife Clubs of Uganda has requested a Peace Corps Response Volunteer to work as an Institutional Development volunteer for a 6 month assignment. Duties include: assist in developing a financial/fundraising strategy; facilitate a stakeholders' discussion on

developing and implementing the financial/fundraising strategy; facilitate training workshops in fundraising for Wildlife Club leaders; assist in developing information and fundraising packages for the Wildlife Clubs. Qualifications: MA or related degree; experience in organizational development, fundraising, and development of financial systems; experience in strategic plan design and implementation; experience in developing organizational policies and systems; experience in working with membership organizations or associations; training and capacity building experience.

Zambia

A local NGO in Zambia called Luapula Foundation is requesting a Peace Corps Response Volunteer (PCRV) for a six-month assignment to work as an IT Technical Advisor. The Foundation provides support to Orphans and Vulnerable Children (OVC) primarily in the areas of education, nutrition and psychosocial needs, provides training for youth and adults in HIV prevention and provides support for HIV/AIDS Counseling and Testing (CT) services (both mobile and fixed sites). The PCRV will be responsible for the following duties: 1) develop an inventory of existing IT equipment, 2) provide recommendations to management for upgrades and additional equipment, 3) identify technical needs of staff members and provide training in IT functionality and maintenance, 4) assist with the development of a database system, and 5) design and develop a website. Mandatory qualifications: Degree in Management Information Systems (MIS), Computer Science or related field, proven website development experience, knowledge of hardware/software troubleshooting techniques, knowledge of database systems and data management, skill in multi-tasking and setting priorities. Desired qualifications: Experience with staff development/skills transfer and technical training, web design skills, excellent communication skills and ability to pay attention to details, able to perform duties in a professional, mature manner and maintain confidentiality.

How to Apply

For additional assignments and more detailed descriptions of these assignments, including the required qualifications, visit the Peace Corps Response website at www.peacecorps.gov/response; or call 202.692.2250 or 1.800.424.8580, ext. 2250. Applications can be completed online at www.peacecorps.gov/response.

Send Peace Corps Response application, résumé, and Description of Service (if available) to pcresponse@peacecorps.gov; fax: 202.692.2251; address: Peace Corps - Peace Corps Response, 1111 20th Street NW, Washington, DC 20526. To be considered for a specific assignment, indicate the position title on the cover letter or application.



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oping your highly marketable Peace Corps skills in practical settings. Utilize these federal experiences as building blocks towards an exciting and diverse career in your sectorial area of interest. In addition, you can advance quickly. Federal agencies offer excellent training and development opportunities, with some agencies also offering a number of "fast track" possibilities for advancement within your field.

Geographically, federal opportunities are not concentrated within the greater Washington, D.C. area. On the contrary, nearly 85 percent of federal jobs are located outside of the greater metropolitan Washington, D.C. area, and more than 50,000 federal employees work abroad.

Notwithstanding the career opportunities to continue serving, the federal government offers many competitive benefits. For those of you facing school loans, if you work there for a specified length of time federal agencies may help you pay back your student loans. Some agencies may even pick up the tab if you decide to pursue a graduate degree.

Federal jobs also pay better than you may ordinarily think. Average government salaries are competitive for most professions, and pay can increase relatively quickly for top candidates with a strong education and the rich experience that is Peace Corps service. By way of example, the GS pay scale is used for most white-collar federal employees. It contains 15 grades, GS-1 being the lowest and GS-15 being the highest. Most Peace Corps Volunteers return from service qualifying either at the GS-7 or GS-9 levels. Starting salaries, as of this year, for some selected cities are:

City	GS-7	GS-9
Atlanta	\$38,162	\$46,680
Chicago	\$40,069	\$49,012
Dallas	\$38,631	\$47,253
New York City	\$41,110	\$50,285
San Francisco	\$43,117	\$52,740
Washington, D.C	\$39,330	\$48,108

This table has been updated for Fiscal Year 2007-08. For more information, visit <http://www.opm.gov/oca/08tables/indexGS.asp>.

In addition to these salaries, federal benefits - including health insurance, retirement, transit benefits, and vacation - are extremely competitive with the private sector. Perhaps you want to make a difference, but you also want to have a life? Having a healthy work-life balance is important for many. In the federal government, more so than in the private and nonprofit sectors, it is possible. The federal government offers generous vacation leave with many agencies also providing flexible work schedules and child and other family care.

And certainly a very compelling consideration for public service with the federal government is that the nation's largest employer is hiring: Half of the nation's 1.9 million federal employees may be eligible to retire in the next 5 years as 44 percent of all federal workers become eligible to retire, with 61 percent reaching eligibility four years later. In addition to these retirements, well over 200,000 federal employees are expected to resign over the next five years, resulting in the potential loss of nearly 900,000 workers. Opportunity abounds.

Much of this content was provided by the Partnership for Public Service. The Partnership for Public Service is a non-partisan, nonprofit organization dedicated to revitalizing public service through a campaign of educational efforts, policy research, public-private partnerships and legislative advocacy. Visit www.makingthedifference.org for more information.

Peace Corps points alumni toward federal jobs By Karen Rutzick

Reprinted with permission from Government Executive.com, November 28, 2006

Pace Corps officials are promoting their former volunteers as ready-made civil servants.

Volunteers return to the United States from two-year stints as teachers, technology workers, foresters and more, from locations as far as Malawi, the Dominican Republic and Bolivia, looking for work. They have a passion for public service and

-- perhaps most importantly -- a handy special status that allows agencies to quickly hire them without the rigmarole required for filling most government jobs.

The Peace Corps is advancing this message this week during its first career fair. About 50 alumni are at the fair, which is running until Thursday at Peace Corps headquarters in Washington. Some

traveled from as far away as California, Michigan and Canada to fill the Shriver conference rooms.

As the government kvetches over how to hire enough new workers to replace the retiring baby boomers who likely will vacate more than half of federal jobs over the next decade or so, returning Peace Corps volunteers may be a place to start.

Right now, only 40 out of about 3,000 recent alumni of the volunteer [noncompetitive eligible] program are in federal service, according to Max Stier, president of the nonprofit Partnership for Public Service. Stier spoke at the fair Tuesday.

“There are equally challenging but very different kinds of work where you can make a difference,” Stier said. “The opportunities are in the federal government.”

The schedule is packed. The Peace Corps alumni will learn about federal internships, graduate programs in public administration, networking skills for federal jobs, using the USAJOBS.gov Web site and the special language of federal job applications.

Also on the agenda are the details of Peace Corps alums’ special hiring status, which allows agencies to appoint them to federal jobs within one year of their return to the United States without making them compete with the general public.

The Transportation Security Administration and the Centers for Disease Control and Prevention are holding their own sessions, and participants will have a chance to go to Government Accountability Office headquarters.

In addition to TSA and CDC, the 16 agencies participating in the fair include: the Securities and Exchange Commission, the International Trade Administration,

the U.S Agency for International Development, the Homeland Security Department’s Inspector General office and the State Department.

Still, even as the Peace Corps promoted public service to the alums, they were warned that the complexity of the government could make finding the right job difficult.

“It ain’t gonna be easy,” Stier said. “You might think ‘I had my Peace Corps experience, and I don’t need [a challenge] again.’ Sorry, but that’s life.”

Stier pointed the attendees toward his organization’s Web site, www.makingthedifference.org, to begin the challenge.

“During my tenure with the IRS’ CFO office in Washington, D.C., some of the best hires we made came from the ranks of prior Peace Corps volunteers. To the person, they were bright, ambitious, inquisitive and self-starters. In fact, one now holds my prior position. I cannot say enough good things about prior (and current) Peace Corps personnel.” Michael J. Smith (Comment posted November 28, 2006 at http://www.govexec.com/story_page.cfm?articleid=35566&dcn=e_gvet)

What is Noncompetitive Eligibility? By Matt August (RPCV, Nicaragua 2000-2002)

Article first appeared in Hotline, December 1, 2006

This article was submitted by an RPCV on noncompetitive eligibility (NCE) and is strictly an opinion. We publish it as a peek into the challenges and opportunities RPCVs may face with utilizing NCE. Returned Volunteer Services advises RPCVs to conduct their own research utilizing the resources provided in this Hotline issue, the Career Resource Manual, and the Office of Personnel Management’s website (www.opm.gov).

I remember several things when I think back on my COS conference in 2002. For the most part the memories involve good friends, food, and a nice air conditioned hotel. I clearly recall the many hours of meetings and the mountain of information given to us concerning everything from medical requirements to readjustment strategies. Everything was important, but at that time nothing seemed as pressing as the refreshment and festivities planned for the evening among English speakers. Incorporated somewhere into those three days was an extremely valuable bit of information about Executive Order No. 11103 (located on all DOS), or better known as noncompetitive eligibility. After having been with the Federal Government now for over a year, I have witnessed firsthand the benefits and advantages of having noncompetitive eligibility (NCE). It is my intention to clarify what this hiring authority enables and how one should use it while

hunting for a post Peace Corps career.

First and foremost noncompetitive eligibility allows RPCVs to be directly interviewed and hired by program managers within federal agencies. That is very appealing to most agencies! Normally, ALL applicants have to go, either directly or indirectly, through the Office of Personnel Management (OPM). Whenever there is a vacancy, the hiring agency writes the job description and selects from hundreds of questions those that applicants usually will have to answer online. The hiring agency then gives that information to OPM for official posting through USAJOBS. Applicants in turn apply either through USAJOBS or through a designated hiring system (e.g., Avue Digital Services), which selects the initial qualified roster based on the score the applicants received on the questionnaire responses and from perhaps a couple of written paragraphs. That roster, along with re-

sumes and questionnaire responses for each of the applicants, is forwarded to the program manager for evaluation and interview selection. In theory the process seems fine; however, going through this open application process takes several months and costs the agency money for the service. Plus, the process limits opportunities that are often created by personal interaction.

An RPCV with good interpersonal skills and solid, relevant work experience, coupled with noncompetitive eligibility, therefore is highly marketable to a hiring agency. My story is a perfect example of how advantageous NCE is. When I first arrived in Washington, DC, I spent two months in the Peace Corps Career Center applying for every kind of job that interested me. I applied for many federal positions via USAJOBS, and after about a month I would receive a short letter that told me I was “tentatively qualified” for the posi-

tion. Needless to say, after the tenth letter I was more than frustrated with the search for gainful employment! One afternoon I rushed home from a lunch shift waiting tables to attend an RPCV career fair sponsored by Returned Volunteer Services. Many agencies attended, and nearly all of them were taking resumes. I spoke with several recruiters and handed out a couple resumes. I was surprised to hear recruiters asking for our COS date and how much time we had left on our noncompetitive eligibility. A week later I received an interview invitation, and less than a week after that I was looking at an official offer of employment. I never even applied for the position I was offered and still currently occupy.

In retrospect, knowing what I now know about how government agencies operate, I would have marketed myself much

differently. I suggest creating a bullet on your resume that refers to your DOS and noncompetitive eligibility. Also refer to your Peace Corps service and eligibility in cover letters. A colleague of mine and former PCV told me she created business cards with her service dates, complete with bullets on the back describing her work experience. Informational interviewing can also be extremely effective and can lead to many opportunities for an RPCV with NCE. Again, the agency can both interview and bring eligible people on board without any OPM application process. While in the informational interview, be sure to have copies of your resume and be prepared to speak to any of your relevant experience or career goals. Always enquire about “Intern” programs (many agencies have two and three year programs that pay well and

train new employees), and ask to speak with current interns or Intern Coordinators to find out more information.

It is important to remember that Executive Order No. 11103 sets forth some criteria for the duration of noncompetitive eligibility. From the COS date we have 12 months to use it or lose it unless we go back to school, volunteer, or join the military, etc. It can be extended by the hiring authority up to two additional years. Every agency has its own internal policy regarding how they deal with Executive Orders. Know your eligibility well enough to educate managers that are not familiar with what it is. Push for face-to-face interaction and have confidence Peace Corps experience is invaluable, and managers want employees like you!

Making Noncompetitive Eligibility Work For RPCVS

By Christine Jolley (RPCV Madagascar, 2003-2004) and Jan Hiland, Workforce and Career Development Officer, Coordinating Office for Global Health, Centers for Disease Control and Prevention

Article first appeared in Hotline, November 1, 2007

I signed up for the Peace Corps Career Event in Atlanta on the last day that participants were allowed to enter. The Centers for Disease Control and Prevention (CDC) was hosting an information session for RPCVs at their central campus near Emory University on August 21. Ten of us attended to learn more about career opportunities and job planning after the completion of a Masters in Public Health. I had just earned my Masters in Public Policy through the RPCV Fellows/USA program offered at Duke University, but was interested in public health work because of my experience as a Health Volunteer in Madagascar.

Less than two months later, on October 1, I started work with the CDC’s Coordinating Office for Global Health.

While this may not seem remarkable to some, anyone who is familiar with the federal hiring process knows that a six-week span from expression of interest in working at a federal agency to actually beginning work as a full-time permanent civil servant is almost miraculous. Most often this

recruit-to-hire process can easily take six months, as compared to my brief six-week experience.

What made my expedited path possible is the Noncompetitive Eligibility (NCE) status of RPCVs. What it means is that certain federal agencies (competitive service agencies) can hire an RPCV without posting a vacancy announcement, screening or interviewing candidates, or going through other steps (which can take months) that are involved in the standard recruitment process. All that is required is that the agency have a classified position, an available opening, and a human resources department that understands the NCE status of RPCVs. While the human resources department still must follow some of its own internal processes, the recruit-to-hire timeframe can be shortened dramatically by the NCE status that we hold as RPCVs.

I was hired by Jan Hiland, Workforce and Career Development Officer, who coordinated the information session at the CDC that day. Why did she call me? Says Jan, “She

did some things right at the information session. She spoke up in a positive way that got her noticed. She asked good questions. So when I found myself with an unanticipated vacancy in my office, five days after the information session, I remembered Christine’s questions at the meeting and what was said about how quickly an RPCV with NCE could be hired. Fortunately, the Human Resources office that provides services to CDC is fully versed in the NCE provisions for RPCVs. I called that day to see if she was interested and if she had NCE status.”

While noncompetitive eligibility typically lasts up to one year after a Volunteer has returned from overseas service, my eligibility had been extended to a total of 3 years because of my full-time graduate studies. With the proper documentation from the Peace Corps, a copy of my university transcripts, and some easy math, I was able to verify my eligibility and provide proof of my noncompetitive hiring status to CDC.

The rest is record-breaking federal hiring history.

Noncompetitive Eligibility

Frequently Asked Questions

Unclear about your Noncompetitive Eligibility? Here's what it is. Under the Provisions of Executive Order (EO) 11103 (5 CFR, § 315.605), certain returned Peace Corps Volunteers are awarded one year of noncompetitive eligibility (NCE) for selection for federal employment. This eligibility does not mean that returned Volunteers are entitled to federal employment.

However, although noncompetitive eligibility does not require, it does permit an agency to hire a returned Volunteer who meets the minimum qualifications for the position without going through all of the formalities of the competitive process. The decision whether to hire a returned Volunteer under noncompetitive eligibility is within the discretion of the hiring agency. Therefore, to alleviate any confusion it is advised that RPCVs make the hiring agency aware of their remaining NCE as clearly as possible.

RPCVs who have completed less than one year of service (including training time) will not receive NCE. However, the Country Director may issue certification to Volunteers who have satisfactorily served for twelve consecutive months, including training, and whose termination is determined to be for reasons beyond the Volunteer's control. Country Directors will include the certification statement as the final paragraph on the Description of Service statements for Volunteers granted this benefit.

What are competitive service positions? Congress has established laws, policies, and procedures governing employment. This formal process is designed to eliminate discrimination and favoritism and to provide fair and open competition so that hiring and promotion are based on merit. These competitive service jobs are governed by specific examination or appointment procedures as set out by the U.S. Office of Personnel Management (OPM).

Thus, RPCVs (with NCE) who have an interest in a "competitive service" position may be hired more easily because that employing agency can select that RPCV without going through all the competitive-related hiring procedures.

How do I make sure the employing agency is aware of my NCE? RVS has developed a sample cover letter that can be tailored to help explain NCE status to the hiring agency. The regulatory authority for NCE is set out under Title 5 Code of Federal Regulation (CFR) § 315.605. RPCVs should highlight NCE status in their cover letter, on their resume, and through the supplemental documents area most online applications systems provide.

In addition, we have made available an informational letter from Peace Corps that RPCVs may also give to prospective federal employers explaining their noncompetitive eligibility.

How do I prove NCE? NCE is officially granted to you through your Description of Service (DOS) and is proved by attaching a copy of your DOS when applying for a federal job. The DOS will reference "Executive Order 11103," which is the Presidential directive that established NCE. If you have misplaced your original DOS, the Peace Corps can send you a copy. Contact the Office of Volunteer and PSC Financial Services for a copy. They can be reached at 800.424.8580, ext. 1770. Also note the earlier response regarding how to make an agency *aware* of your NCE.

How do I prove NCE without filling in a grade or series on the application? Many federal applications require that you enter your grade and series when proving NCE. RPCVs do not have a grade and series since they were volunteers and weren't federal employees. An RPCV must contact the employing agency to determine how they should fill out an application that requires a grade and series in order to prove NCE.

What are some instances that noncompetitive eligibility is extended? And, if I qualify for the extension, how do I make sure that it is granted?

Noncompetitive eligibility can be extended by the hiring agency for up to two additional years (which would equal a maximum of three years from the COS date) for three reasons:

- If, after Peace Corps service, you enter the military.
- If you become a full-time student at a recognized institution of higher learning.
- If you engage in another activity that the hiring agency thinks warrants an extension. The Federal Personnel Manual states, "Generally, work experience which is pertinent to the position being filled and which can be expected to enhance the candidate's performance and value to the agency could be an appropriate basis for extension. Extensions should not be granted routinely, but should be reserved for situations in which the activity has truly enhanced the RPCVs value to the agency."

Can noncompetitive eligibility be "used up" during the 12 month period? The answer to this question is "no." You are able to use your noncompetitive eligibility more than once during the period of eligibility if the hiring agency permits you to do so.

Does noncompetitive eligibility apply only to federal positions? Yes. NCE is applicable only to federal government positions. Noncompetitive eligibility does not apply to state or local government jobs. They are separate organizations under the Constitution.

Noncompetitive Eligibility Sample Introductory Letter

Department of Health and Human Services
Division of Personnel Operations
123 Downtown Street, S.W.
Washington, D.C. 20201

Re: Grant Analyst Position, GS-7
Vacancy Announcement EX-03-03
Noncompetitive Eligibility

Dear Selecting Official/Panel:

I am very interested in the above-captioned Grant Analyst position. *[In two to three paragraphs and less than one page, state reasons why you are interested in and qualify for the position. This letter should cover your interest and purpose, highlight your enclosed résumé by stressing what you can do for the employing agency, and request an interview while providing your best contact information.]*

As a recently returned United States Peace Corps Volunteer, I request that I be placed on your agency's "noncompetitive" certificate of eligibles upon the finding that I meet the qualifications for the position. Per Federal employment regulations, **I am eligible for noncompetitive appointment** because I am a returned Peace Corps Volunteer and meet the requirement under 5 C.F.R. 315.605. If you have any questions about my noncompetitive eligibility status, you can review information related to this special appointment authority at U.S. Office of Personnel Management's website at <http://www.opm.gov/employ/html/sroa2.asp> and go to the "Miscellaneous Authorities Regulated" section.

Sincerely,

Returned Peace Corps Volunteer

Noncompetitive Eligibility Executive Order 11103



Providing for the Appointment of Former Peace Corps Volunteers to the Civilian Career Services (April 10, 1963)

By virtue of the authority vested in me by the Civil Service Act (22 Stat. 403), and section 1753 of the Revised Statutes, and as President of the United States, it is hereby ordered as follows:

SEC. 1. Under such regulations as the Civil Service Commission may prescribe, the head of any agency in the Executive Branch may appoint in the competitive service any person who is certified by the Director of the Peace Corps as having served satisfactorily as a Volunteer or Volunteer Leader under the Peace Corps Act and who passes such examination as the Civil Service Commission [Office of Personnel Management] may prescribe. Any person so appointed shall, upon completion of the prescribed probationary period, acquire a competitive status.

SEC. 2. The head of any agency in the Executive Branch having an established merit system in the excepted service may appoint in such service any person who is certified by the Director of the Peace Corps as having served satisfactorily as a Volunteer or Volunteer Leader under the Peace Corps Act and who passes such examination as such agency head may prescribe.

SEC. 3. Certificates of satisfactory service for the purposes of this Order shall be issued only to persons who have completed a full term of service (approximately two years) under the Peace Corps Act: Provided, that such certificates may be issued to persons who have completed a lesser period of satisfactory service if, in the judgment of the Director of the Peace Corps, (1) their service was of sufficient duration to demonstrate their capability to complete satisfactorily a full term, and (2) their failure to complete a full term was due to circumstances beyond their control.

SEC. 4. Any appointment under this Order shall be effected within a period of one year after completion of the appointee's service under the Peace Corps Act: Provided, That such period may be extended to not more than three years in the case of persons who, following such service, are engaged in military service, in the pursuit of studies at a recognized institution of higher learning, or in other activities which, in the view of the appointing authority, warrant an extension of such period.

SEC. 5. Any law, Executive Order, or regulation which would disqualify an applicant for appointment in the competitive service or in the excepted service concerned shall also disqualify an applicant for appointment under this Order.



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 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 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; 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
Paul D. Coverdell Peace Corps Headquarters
1111 20th Street, NW
Washington, DC 20526
Attn: Returned Volunteer Services
800.424.8580, extension 1430
202.692.1430
Fax: 202.692.1421



SAMPLE JOB SEARCH AGENT

USAJOBS, the government's official job web site provides access to more than 30,000 job listings daily as well as applications, forms, and employment fact sheets. Job postings are updated daily. You can search for jobs by location, job category, and agency. Additionally, per the sample job search agent on the next two pages, you can target specific job categories OR occupational series (see partial listing, page 19) along with location, agency, and GS level (see next page, bottom).

<http://jobsearch.usajobs.gov/>

Job Locations
For multiple selections, hold down Ctrl (Command for Macs) while clicking selections.

----- Select all -----
US
AK
AK-Aleutian Islands
AK-Anchorage

Selected locations:
DC-Washington
MD-Montgomery County
MD-Prince George's County
MD-Silver Spring
VA-Alexandria, Arlington & Falls Church
VA-Fairfax, Ft Belvoir, Manassas
VA-Northern Virginia
VA-Prince Wm & Stafford Counties
VA-Rosslyn

Job Categories
For multiple selections, hold down Ctrl (Command for Macs) while clicking selections.

----- Select all -----
Accounting Budget and Finance
Biological Sciences
Business, Industry, and Procurement
Copyright, Patent, and Trademark

Selected categories:
Accounting Budget and Finance
Business, Industry, and Procurement
Copyright, Patent, and Trademark
Education
Equipment, Facilities, and Services
Human Resources
Information, Arts and Public Affairs
Investigation and Inspection
Legal and Claims Examining
Library and Archives

Occupational Series
For multiple selections, hold down Ctrl (Command for Macs) while clicking selections.

----- Select all -----
9924 - Able Seaman
9925 - Able Seaman (Maintenance)
0510 - Accountant
0500 - Accounting Budget and Finance

Selected Occupational Series:
0020 - Community Planner
0130 - Foreign Affairs Specialist
0132 - Intelligence Analyst / Specialist
0136 - International Cooperation Officer
0131 - International Relations Specialist
0142 - Manpower Development Specialist
0140 - Manpower Researcher / Analyst
0101 - Social Science Specialist
0160 - Civil Rights Analyst

Comments:
- Select by city or larger region.
- Preferred locations selected from above.
- Select by occupational categories, or ...
- Preferred categories selected from above.
- ... select by occupational series (one or many). See list in this issue.
- Preferred series selected from above. These that are selected are for relevant series between 0000 and 0200.



Agencies

For multiple selections, hold down Ctrl (Command for Macs) while clicking selections.

Select all

- Abraham Lincoln Bicentennial Commission
- Advisory Council on Historic Preservation
- African Development Foundation
- Agency For International Development

Comment: A wide swath of Agencies from which to select.

Salary Range from to OR Pay Grade Range from 7 to 11

Comment: Most RPCVs qualify as a GS7, 9, or 11.

Senior Executive

Restrict results to only Senior Executive Service postings that match this search criteria

Applicant Eligibility: Are you a:

- Permanent Federal employee in a competitive position, excepted service position covered by an interchange agreement or eligible for reinstatement?
- Veteran eligible for veterans' preference or separated from the armed forces under honorable conditions after 3 years or more of continuous military service?
 - Person with non-competitive appointment eligibility?

Comment: RPCV non-competitive eligibility (NCE)

No Yes

Comment: If you have remaining RPCV NCE, please select yes.

How Often Do You Want to Receive Email Notifications?

Daily Weekly Bi-Weekly Monthly None

Position Type

Select the type of job you would like to search for.

Full-Time Part-Time

Title Search

Use keywords that are in the title of job of interest.

Search Keywords

Use keywords to describe your specific skills or areas of interest.

Agent Title *

OS0000_to_OS0200

Comment: Title denotes the job search agent for series between 0000 and 0200

SAVE AGENT CANCEL

Applicants must have specialized experience and/or directly-related education in the amounts shown in the table below to qualify for each of the below GS Levels. Most RPCVs, with college degree and two years' PCV work experience, qualify at GS7 or GS9 depending on total work and/or education experience. Please see <http://www.opm.gov/qualifications/sec-IV/A/GS-PROF.asp>.

GRADE/POSITIONS	SPECIALIZED/ WORK EXPERIENCE	EDUCATION
GS-5	Appropriate combination of education and experience that is typically specified in the individual occupational requirements.	Successful completion of a full 4-year course of study in an accredited college or university leading to a bachelor's or higher degree
GS-7	1 year of work experience equivalent to at least GS-5	1 year of graduate-level education or superior academic achievement
GS-9	1 year of work experience equivalent to at least GS-7	2 years of progressively higher level graduate education leading to a master's degree or master's or equivalent graduate degree
GS-11	1 year of work experience equivalent to at least GS-9	3 years of progressively higher level graduate education leading to a Ph.D. degree or Ph.D. or equivalent doctoral degree
GS-12 and above	1 year of work experience equivalent to at least next lower grade level	
NOTE: Education and experience may be combined for all grade levels for which both education and experience are acceptable.		



Occupational Series *(search entire series at http://jobsearch.usajobs.gov/series_search.asp)*

Education, Youth Outreach and Development

0020 Community Planner
 0021 Community Planning Technician
 0023 Outdoor Recreation Planner
 0101 Social Science Specialist
 0102 Social Science Aid / Technician
 0185 Social Worker
 0186 Social Services Aid / Assistant
 0187 Social Service Representative
 0188 Recreation Specialist
 0189 Recreation Aid / Assistant
 0638 Recreation / Creative Arts Therapist
 1015 Museum Curator
 1016 Museum Specialist / Technician
 1040 Language Specialist
 1400 Library and Archives
 1410 Librarian
 1411 Library Clerk
 1701 Educational and Training Program Specialist
 1702 Training and Education Technician
 1710 Education and Vocational Training Specialist
 1720 Education Program Specialist
 1730 Education Research Analyst
 1740 Education Services Specialist

Business Development

0110 Economist
 0119 Economics Assistant
 0200 Human Resources
 0201 Human Resources Specialist
 0203 Human Resources Assistant
 0500 Accounting Budget and Finance
 0501 Financial Administrator
 0503 Financial Clerk / Assistant
 0505 Financial Program Specialist
 0510 Accountant
 0511 Auditor
 0512 Internal Revenue Agent
 0525 Accounting Clerk / Technician
 0526 Tax Specialist
 0560 Budget Analyst
 0561 Budget Clerk / Assistant
 0592 Tax Examiner
 0599 Financial Management Student Trainee
 1101 Business and Industry Specialist
 1100 Business, Industry, and Procurement
 1160 Financial Analyst
 1169 Internal Revenue Officer
 1530 Statistician

Agriculture

0421 Plant Protection Technician
 0434 Plant Pathologist
 0435 Plant Physiologist
 0457 Soil Conservationist
 0458 Soil Conservation Technician
 0460 Forester
 0462 Forestry Technician
 0470 Soil Scientist
 0471 Agronomist
 0480 Fish and Wildlife Administrator
 0890 Engineer, Agricultural
 1145 Agricultural Program Specialist
 1146 Agricultural Marketing Specialist
 1147 Agricultural Market Reporter
 1980 Agricultural Commodity Grader

Environment

0025 Park Ranger
 0028 Environmental Protection Specialist
 0029 Environmental Protection Assistant
 0150 Geographer
 0400 Biological Sciences
 0401 Biological and Natural Resources
 0403 Microbiologist
 0404 Biological Science Technician
 0408 Ecologist
 0410 Zoologist
 0482 Biologist, Fishery
 0485 Wildlife Refuge Manager
 0486 Biologist, Wildlife
 0698 Environmental Health Technician
 0704 Animal Health Technician
 0819 Engineer, Environmental
 0965 Land Law Examiner
 1313 Geophysicist
 1350 Geologist
 1373 Land Surveyor
 5001 Animal Keeper
 5048 Animal Caretaker
 5408 Waste Water Treatment Plant Operator
 5409 Water Treatment Plant Operator

Public Health and HIV/AIDS

0107 Health Insurance Specialist
 0180 Psychologist
 0181 Psychology Aid / Technician
 0184 Sociologist
 0405 Pharmacologist

0600 Medical, Dental, and Public Health

0601 Health Scientist
 0603 Physician's Assistant
 0605 Certified Nurse Anesthetist
 0610 Nurse
 0620 Nurse, Practical
 0621 Nursing Assistant
 0622 Medical Supply Aid and Technician
 0630 Dietitian / Nutritionist
 0631 Occupational Therapist
 0633 Physical Therapist
 0636 Rehabilitation Therapy Assistant
 0640 Health Aid / Technician
 0644 Medical Technologist
 0645 Medical Technician
 0660 Pharmacist
 0661 Pharmacy Technician
 0665 Speech Pathologist / Audiologist
 0668 Podiatrist
 0669 Medical Records Administrator
 0670 Health System Administrator
 0671 Health System Specialist
 0675 Medical Records Technician
 0679 Medical Support Assistant
 0681 Dental Assistant
 0682 Dental Hygienist
 0683 Dental Laboratory Aid and Technician
 0685 Public Health Program Specialist
 0680 Dental Officer
 1300 Physical Sciences
 1301 Physical Scientist, General
 1306 Health Physicist
 1311 Physical Science Technician

Information Technology

0332 Computer Operator
 0335 Computer Clerk / Assistant
 0356 Data Transcriber
 0854 Engineer, Computers
 1412 Technical Information Specialist
 1550 Computer Scientist
 2186 Technical Systems Program Manager
 2200 Information Technology
 2210 Information Technology Management Specialist
 2601 Electronic Equipment Installer
 2604 Electronics Mechanic
 2606 Electronic Industrial Controls Mechanic
 2608 Electronic Digital Computer Mechanic
 2610 Electronic Integrated Systems Mechanic

Sample Jobs by Agencies in the Federal Government

Public and Environmental Health

Environmental Health Technicians
 General Health Scientists
 Health System Specialists
 Public Health Programs Specialists
 Safety and Occupational Health Management
 Health System Administrators
 Medical Technicians

Nurses
 Physician's Assistants
 Consumer Safety Officers
 Pharmacists
 Food Assistance Program Specialists
 Public Health Educators



Agencies

Department of Health and Human Services
 National Institutes of Health
 Bureau of Prisons
 National Research Council
 Indian Health Service
 Food and Drug Administration
 Centers for Disease Control
 Department of Veterans Affairs
 Department of Agriculture
 U.S. Public Health Service
 Department of Defense
 Food Safety and Inspection Service
 Department of Justice

Education

General Education and Training
 Education and Training Technician
 Training Instruction
 Education and Vocational Training
 Instructional Systems
 Education Services
 Education Program
 Vocational Rehabilitation



Agencies

Department of Defense
 Department of Justice
 Department of Veterans Affairs
 Department of Interior
 Department of Homeland Security
 Department of Education
 Department of Agriculture
 Department of Health and Human Services

Biological and Environmental Sciences

Wildlife Refuge Management
 Agricultural Commodity grading Specialist
 Range Technician/Rangeland Management
 Veterinary Medical Science
 Animal Health Technician
 Forester
 Park Ranger
 Fish or Wildlife Biologist

Ecologist
 Fire Protection/Prevention
 General Biological Scientist
 Environmental Protection Specialist
 Soil Conservationist
 Forestry Technician



Agencies

Environmental Protection Agency
 Rural Housing Service
 Agricultural Research Service
 U.S. Fish and Wildlife Service
 Food and Safety Inspection Service
 Bureau of Land Management
 Natural Resources Conservation Service
 National Park Service
 National Forest Service
 Department of Health and Human Services
 Department of Agriculture
 Department of Defense
 Department of Interior
 Department of Homeland Security
 Department of Commerce
 Department of Veterans Affairs
 Department of Energy
 Department of Transportation

Business and Administration

Contracting
 Human Resources Management
 General Business and Industry
 Budget Analysis
 Financial Administration and Program
 Internal Revenue Agent
 Accounting
 Auditing
 Loan Specialist



Agencies

Department of Defense
 Department of Treasury
 Department of Agriculture
 Department of Veterans Affairs
 Department of Interior
 Department of Justice
 Department of Health and Human Services
 General Services Administration
 Department of Housing and Urban Development
 Department of Transportation
 Department of Commerce
 Nuclear Regulatory Commission

Agencies

Department of State
 Department of Homeland Security
 Department of Commerce
 Department of Defense
 Department of Justice
 U.S. Agency for International Development
 Department of Agriculture
 Department of Energy
 Department of Treasury
 Department of Labor
 U.S. Peace Corps
 U.S. Information Agency

Foreign Languages and International Relations

There is a growing demand for people with foreign language skills across the federal government - skills critical to the government's ability to operate effectively in today's global environment. More than 80 federal agencies employ individuals with skills in more than 100 different languages, according to the 2005 National Language Conference Report. Unfortunately, the shortages of skilled language personnel across these agencies are complicating the government's efforts in trade, peacekeeping, diplomacy, security and intelligence. In addition, the Director General of the Foreign Service indicated in 2005 that 60 percent of the State Department's critical language speakers are eligible to retire in five years.





ABCs of Federal Internships By Tamara Webb

Article first appeared in Hotline, November 1, 2006

Federal internship programs can be confusing to understand and will vary based on governing authorities and policies. For example, some programs operate under a common directive but may have different titles at particular agencies. Some programs are available only to students, while others require graduate degrees. Some programs are paid, while others are not. Some programs last two months, while others last two years. In recognition of such variance, this internship panel is likely to offer a little something for everyone. This panel of policy experts, internship program coordinators, and proponents of aggressive federal recruitment and hiring practices will be on-hand to discuss details of programs and will appeal to a diverse audience.

What's the basic purpose of internships?

Most jobs require experience, but how do you get experience in industries that you barely know and industries that are not clearly identified on your career map? Internships are one line of attack. Structured internships are ways to explore the systems, through hands-on experience in applying, matriculating, and transitioning through and from a particular organization. Internship programs help you network with professionals and provide you with the tools to tackle the challenges presented by full-time work in your field of interest. They also offer the potential for you to develop new questions about your career goals and interests. These questions can be used in identifying and more easily screening future opportunities in a target career field.

Federal Internships Myth-Busting

The same basic principles of internships mentioned above apply to federal internships. The purpose of Federal internship

programs is to attract exceptional men and women to the Federal workforce who have diverse professional experiences, academic training, and competencies, and to prepare them for careers in analyzing and implementing public programs. There are, however, unique qualities and impacts, some deliberate and others incidental, of the programs. Myths about Federal work primarily include: the idea that there are but a few ways to enter the federal workforce, and the idea that qualifications for Federal jobs are fairly similar. Neither myth holds much water. The Federal Government simply does not have the benefit of being true to either one of them. There is too much work to be done; much of it under increasing specialization. Exceptional men and women are needed now.

Federal human resources (HR) professionals today face a critical challenge with enormous implications for the rest of the government. Many of the government's most experienced workers are approaching retirement. As a result, the Administration has recently boosted efforts to recruit the highest caliber people to the Federal workforce, develop their professional abilities, and retain them in Federal departments and agencies. A variety of programs have been established, under Executive Order, to meet these goals. Three large-scale programs are the Federal Career Intern Program (FCIP); the Student Educational Employment Program (SEEP), which includes both the Student Temporary Employment Program (STEP) and the Student Career Education Program (SCEP); and the Presidential Management Fellows Program (PMF).

Federal Career Intern Program (FCIP)

The Federal Career Intern Program is designed to help agencies recruit and attract exceptional individuals into a variety

of occupations. In general, individuals are appointed to a two-year internship. Upon successful completion of the internships, the interns may be eligible for permanent placement within an agency. Individuals interested in Career Intern opportunities must contact specific agencies directly.

Student Educational Employment Program (SEEP)

The Student Educational Employment Program (SEEP) provides opportunities to students who are enrolled, or accepted for enrollment, as degree seeking students taking at least a half-time academic, technical, or vocational course load in an accredited high school, technical, vocational, 2 or 4 year college or university, graduate or professional school. It is comprised of two components: the Student Temporary Employment Program (STEP), and the Student Career Experience Program (SCEP). The STEP provides maximum flexibility to both students and managers because the nature of the work does not have to be related to the student's academic or career goals. The SCEP, however, provides work experience which is directly related to the student's academic program and career goals. Students in the SCEP may be noncompetitively converted to term, careers or career-conditional appointments following completion of their academic and work experience requirements. Students may contact their school guidance office, career planning and placement office, teachers, or Federal agency employment office where they are interested in working.

Presidential Management Fellows (PMF) Program

The Presidential Management Fellows (PMF) Program was established by Executive Order in 1977 to attract to the Federal service outstanding men and women from a variety of academic disciplines

and career paths who have a clear interest in, and commitment to, excellence in the leadership and management of public policies and programs. The PMF Program hones the skills and competencies, as well as cultivates the management and leadership potential, of the Fellows by providing them with a two-year fellowship that offers extensive formal classroom training and rotational assignment opportunities.

To apply for this highly competitive fellowship, you must be a graduate student and first must be nominated by a dean, director, or chairperson of your graduate academic program.

The ABCs of Federal Internships

There is considerable variation in each of these programs, and investigation of programs by agency is a necessity for

understanding. Selected agency representatives from each of the three programs will participate in the upcoming Federal Internship program. Come find out more about various systems for the recruitment, screening, placing, and retention of program interns. Leave with more answers, but also leave with the right questions for your continued research and planning.

Do you have a story to tell about a lesson learned? We welcome your articles related to education, career, or transition. Please submit your 500-1000 word article for consideration to Hotline@peacecorps.gov.

How can I stay connected to the Peace Corps?

There are many ways to stay connected.

Visit www.peacecorps.gov/index.cfm?shell=resources.former.staycon.

Participate as a Paul D. Coverdell World Wise Schools speaker. Visit www.peacecorps.gov/wws.

Share your experience during Peace CorpsWeek. Visit www.peacecorps.gov/pweek.

Let Peace Corps help pay for graduate school. Visit www.peacecorps.gov/fellows.

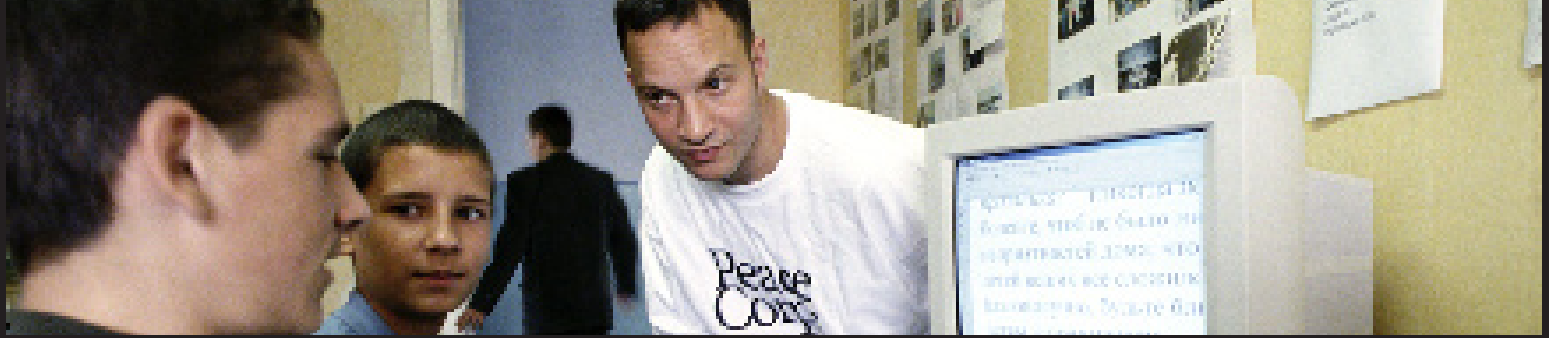
online passwords

Returned Volunteer Services offers RPCVs free online passwords to six job bulletins:

- International Career Employment Weekly
- Environmental Career Opportunities
- Public Health Jobs Worldwide
- Alliance for Conflict Transformation
- Ethical Jobs
- InterAction

To receive free online passwords, e-mail Please specify which job bulletin(s) you would like to receive. Include your name, country of service, and dates of service in your request.





Peace Corps' Office of Domestic Programs, Returned Volunteer Services Introduces SIGI³

What is SIGI³?

SIGI³ is a highly interactive career assessment tool that is designed to help you make informed and rational decisions about your field of study and career. SIGI³ can help you assess your work-related values, interests, and skills. SIGI³ will help you examine key motivators and match work-related values, interests, and skills to educational and career pathways. First you will enter your work-related preferences, and then SIGI³ will search its built-in library and find those careers that most closely match your preferences. SIGI³'s library is so large that it may well find career options that you never even considered or knew existed!

How do I register for access to SIGI³?

To access SIGI³, e-mail RVS at rvsinfo@peacecorps.gov with your full name, country and dates of Peace Corps service.

*****SIGI 3 is licensed to the United States Peace Corps. Use of this license by individuals not officially and directly authorized by Peace Corps' Office of Domestic Programs/Returned Volunteer Services is prohibited*****



***“The logic of the Peace Corps is that someday we are going to bring it home to America.”
President John F. Kennedy, 1961***

Go to <http://www.peacecorpsconnect.org/free>
to activate your FREE one-year membership in the National Peace Corps Association
and any of its 130+ groups based on country of service, geographic region,
or interest. Also, explore jobs and graduate programs
through their online Career Center.

All RPCV groups are nonprofit organizations of returned Peace Corps Volunteers, former staff, and friends, and are not part of Peace Corps. This posting is for informational purposes only and should not be considered either as an endorsement or promotion of any particular organization.