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Your expertise in accounting, business, finance, budgeting, economics, law enforcement, information technology, advocacy and more are in high demand. Use your skills to serve our nation's taxpayers and help make America an even better place than it already is. We encourage you to explore everything we have to offer — not just our careers, but also our benefits and work-life balance programs.

You've dedicated yourself to serving our Nation. You can continue to serve by building a rewarding career with the IRS — one of the largest tax administration organizations in the world, whose work helps fund our Nation's most vital programs.

# Your Nation still needs you.

# Veterans Recruitment

## Veterans' Preference

If you have served on active duty in the United States military and were separated under honorable conditions, you may be eligible for veterans' preference. A Veterans preference is granted to:

- Veterans who entered military service prior to October 15, 1976, or
- Veterans who served on active duty between August 2, 1990 and January 2, 1992, or
- Veterans who served on active duty for more than 180 days beginning on September 11, 2001, or
- Veterans who served on active duty during a war, in a campaign or expedition for which a campaign badge has been authorized.

You may be entitled to 10-point veteran preference if you are a disabled veteran; a Purple Heart recipient; the spouse or parent of a 100% disabled veteran; or the widow, widower, or parent of a deceased veteran. If you are claiming 5-point veteran preference, you must submit a copy of your DD-214 upon request.

If you are claiming 10-point veteran preference, you must submit an SF-15, "Application for 10-point Veteran Preference," plus the required documentary proof, as specified in that form.

## 30% or more Disabled Veterans Program

By law, Federal agencies have the authority, at their discretion, to give noncompetitive appointments to any veteran who has a service-connected disability of 30% or more.

### Eligibility Requirements

To be eligible, you must be a disabled veteran who has a compensable service-connected disability of 30% or more. The disability must be officially documented by the Department of Defense or the Department of Veterans Affairs.

### Grade Limitations

There are no grade limitations under the 30% or more Disabled Veterans Program.

### Conditions of Qualifications

You must meet all qualification requirements for any position to which you are appointed. This could include the requirement to achieve a passing score on a written test.

**More information on veterans' employment may be found on the U.S. Office of Personnel Management website at: [www.fedshirevets.gov](http://www.fedshirevets.gov)**

## Veterans Recruitment Appointment (VRA)

The VRA is a special authority by which agencies may, if they wish, appoint an eligible veteran without competition. You do not have to be on a list of eligibles, but must meet the basic qualification requirements for the position.

VRA appointees initially are hired for a 2-year period. Successful completion of the 2-year VRA appointment leads to a permanent civil service appointment. (Please note, however, that a veteran may be employed without competition on a temporary or term appointment based on VRA eligibility. Such an appointment is not a VRA appointment and does not lead to conversion to a permanent position.)

### Eligibility Requirements

The following individuals are eligible for a VRA appointment:

- Disabled veterans;
  - Veterans who served on active duty in the Armed Forces during a war declared by Congress, or in a campaign or expedition for which a campaign badge has been authorized;
  - Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded; and
  - Veterans separated from active duty within the past 3 years.
- VRA Appointments can be made up to the GS-11 pay grade.



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