

You Can Still Serve Your Nation

Transfer Your Military Experience to a Career at the IRS. *It All Adds Up.*

When Terrence transitioned from the military to a position with the Internal Revenue Service (IRS), he soon realized that the IRS was a great way to continue utilizing his knowledge and abilities on behalf of his country. As a Revenue Agent with the IRS, Terrence was able to apply his leadership skills from day one and advance in his professional development while serving America's taxpayers.

At today's IRS, Terrence is one of the many veterans who continued their careers with an agency that takes great pride in its diverse culture. He's supported by an ideal balance between time at work and time for his personal life.

We have many career opportunities for qualified veterans throughout the United States — all supported by a federal benefits package as strong as the one you're accustomed to. No matter what your professional specialty, we have full-time permanent or part time seasonal job opportunities for you. Bring your expertise to the IRS and you'll discover why we're the employer of choice for talented professionals like you.



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 veteran preference is granted to veterans who entered military service prior to October 14, 1976, or who served in military action for which they received a Campaign Badge or Expeditionary Medal.

You may be entitled to 10-point veteran preference if you are a disabled veteran; a Purple Heart recipient; the spouse or mother of a 100% disabled veteran; or the widow, widower, or mother 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 a SF-15, "Application for 10-point Veteran Preference," plus the required documentary proof, as specified in that form.

Special Appointing Authorities for Veterans

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.

30% or more Disabled Veterans Program

Federal agencies have the authority, by law, to give noncompetitive appointments to any veteran who has a service-connected disability of 30% or more. Like the VRA, this authority is discretionary with the agency.

Who is Eligible?

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 Level of Jobs that Cannot be Filled

This authority covers all grade levels and occupations.

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.opm.gov/veterans



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