Resource List for Episode 10:
Recruiting and Hiring Processes for Government Jobs

Resources from the Episode

National Security Education Program

https://dlnseo.org/NSEP

The National Security Education Program (NSEP) was established to increase expertise in critical languages and cultures for the U.S. government workforce.

English for Heritage Language Speakers

https://www.ehlsprogram.org/

The English for Heritage Language Speakers (EHLS) program trains native speakers of critical languages to effectively communicate in English and become strong candidates for federal jobs. EHLS participants receive a full scholarship from the National Security Education Program to support them in their studies.

National Ground Intelligence Center

https://www.inscom.army.mil/msc/ngic.aspx

The National Ground Intelligence Center provides scientific and technical intelligence and analysis for foreign military capabilities for the Department of Defense.

Department of Homeland Security

https://www.dhs.gov/

The Department of Homeland Security (DHS) offers a variety of career paths that support the agency's mission of protecting the nation against security threats.

Federal Asian Pacific American Council

https://fapac.org/

The Federal Asian Pacific American Council (FAPAC) is a nonprofit organization that promotes equal opportunity and career advancement for Asian Pacific Americans in the federal government workforce.

USAJOBS

https://www.usajobs.gov/

USAJOBS is the Federal Government's official employment site.

Science, Mathematics, and Research for Transformation Scholarship-for-Service Program
https://www.smartscholarship.org/smart
The Science, Mathematics, and Research for Transformation (SMART) scholarship gives students who are pursuing an undergraduate or graduate degree in a STEM field tuition funding and mentorship in exchange for a commitment to working for the Department of Defense as a civilian employee.

Office of Personnel Management
https://www.opm.gov/
The Office of Personnel Management (OPM) is the primary human resources agency for the federal government. Its website has information on competencies and selection processes for federal occupations which can be helpful when building your federal resume.

General Schedule Classification and Pay System
https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/general-schedule/
The General Schedule (GS) system sets pay scales for the majority of civilian federal employees is posted publicly on the OPM website. It has 15 grades, from GS-1 (lowest) to GS-15 (highest), with a base pay schedule that is typically adjusted each year.

Central Intelligence Agency Foreign Language Incentive Program
https://www.cia.gov/careers/language-opportunities/foreign-language-incentive-program/
The Central Intelligence Agency (CIA) Foreign Language Incentive Program provides monetary benefits including hiring bonuses and compensation for language maintenance and use to employees who meet proficiency requirements from a qualifying list of languages.

Defense Intelligence Agency Foreign Language Proficiency Pay
https://www.dia.mil/Careers-Opportunities/Hiring-Process/
The Defense Intelligence Agency (DIA) offers incentives to qualifying intelligence officers who meet listening, reading, and speaking proficiency requirements for languages identified as meeting mission requirements and national security interests.

Standard Form 86
https://www.gsa.gov/forms-library/questionnaire-national-security-positions
Standard Form 86 (SF-86) is a questionnaire that is required to be considered for national security positions in the federal government. It includes questions about previous residences, education, employment, relatives, and foreign contacts and activities.