

Hiring Preferences

Military Spouse Preference (MSP)

If you are an active duty military spouse, you must attach a copy of your military spouse's Permanent Change of Station (PCS) orders, and any amendments, to the application. The orders must specifically state your name as the spouse of the active duty person. Although Spouse Preference puts you at the top of the list for consideration for some positions, it doesn't guarantee you'll be hired. To be eligible for Spouse Preference you must:

1. Currently be married to a military sponsor who is an active duty member of the Armed Forces, including the U.S. Coast Guard, before he or she receives official PCS orders.
2. Be physically located in the area of your sponsor's new duty station not more than three years.
3. Have been eligible after 1 Apr 1986, and not have already accepted or declined full-time employment within the Federal Government within a 100 mile radius of the base applying on.

MSP is available just once for a Regular or Full-time NAF position at each permanent relocation of your sponsor. MSP is NOT lost when if you accept or decline a Flexible or Part-time NAF position. You may apply up to 30 days before your sponsor reports to this area. Your preference ends when you accept or decline a Regular or Fulltime Department of Defense (DOD) position whether appropriated (civil service) or NAF (including AAFES) that is in the commuting area (includes a 100 mile radius), whether or not you declared your preference eligibility.

Transition Hiring Preference (THP)

We may be able to offer you THP if you involuntarily separated from military service, or if you are a family member of a person so affected, to help ease the transition process from military to civilian life. THP became available with the 1991 National Defense Authorization Act (Public Law 101-510). The only applicants considered before those with THP are those eligible for the Military Spouse Preference, discussed above. To apply using THP, you must attach a copy of your transition assistance identification card to your application. You may receive THP only once. Your preference ends once you accept or decline a NAF position.

Veterans' Preference

If you served in any branch of the armed forces you may be eligible for Veterans' Preference. To be considered for Veterans' Preference you must attach a copy of your DD Form 214 (member copy 4) to your application. Not everyone who served in the Armed Forces is eligible for this preference. We have strict guidelines to use in determining Veterans' Preference and not all will qualify. If you have any questions about your eligibility, please talk to the NAF Human Resource Office.