



Hiring Preference for Certain Contractor Jobs

References: Federal Acquisition Regulation, Part 52, "Solicitation Provisions and Contract Clauses," [DoD 1400.25-M, Civilian Personnel Manual, Subchapter 1703, "Retraining and Outplacement Assistance"](#)

If you're adversely affected by a decision to contract out your organization's work, or if your base is closing and a contractor is retained to prepare the installation for closure or to maintain it after closure, the contractor must give qualified DoD employees the "right of first refusal" for vacant positions. In the case of closing bases, the types of jobs most commonly available include:

- Environmental cleanup and restoration;
- Utilities modification;
- Roads and grounds work;
- Security; or
- Fire protection.

Hiring for contractor positions must be consistent with the conflict of interest standards that normally apply to post-Government employment (see Chapter 9 of the [Joint Ethics Regulation](#)). For example, you may be restricted for a given time period from seeking employment with a contractor if your DoD job required making decisions about awarding contracts to that employer. For more details about post-Government employment rules, you should contact your supporting human resources office (HRO).

Your HRO is responsible for obtaining and posting information on contractor job openings, and for verifying your eligibility for hiring preference. It's your responsibility to apply for specific jobs if you're eligible and interested.

If you retire under the [Voluntary Early Retirement Authority \(VERA\)](#), receive [Voluntary Separation Incentive Pay \(VSIP\)](#), or both, you're ineligible for this hiring preference.