



OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

JAN 23 2007

PERSONNEL AND  
READINESS

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Hiring Graduates of the National Security Education Program

We seek your assistance in marketing and encouraging the use of the National Security Education Program (NSEP) as a valued recruitment source for the Department.

The NSEP was created in 1991 to enhance the capacity of the Federal sector to deal effectively with challenging global issues, specifically, strengthening our nation's economic competitiveness and enhancing international cooperation and security. The NSEP program participants are awarded scholarships and fellowships to study abroad in areas deemed critical to U.S. national security. Students' fields of study cover a wide range of disciplines including business, economics, law, applied sciences, history and social sciences, all with special focus on cultural areas and associated languages of particular interest to the Department. As a result of these studies, the NSEP produces a vital pool of highly motivated applicants, who are uniquely skilled in critical foreign cultures and languages.

Recipients of NSEP scholarships and fellowships incur a service requirement. To meet these service requirements, NSEP graduates may be hired using the Schedule A 213.3102(r) excepted service appointing authority, in addition to any other appointing authority for which they are eligible (e.g., competitive examining authority, Veterans Readjustment Authority, Veterans Employment Opportunity Act).

There has been some confusion in the field regarding whether the R Authority can be used without first having a position identified as an NSEP position. Please be advised that the R Authority can be used for any position for which you are recruiting, without regard to whether it was designated as an NSEP position.

The Schedule A 213.3102(r) authority allows individuals to be appointed on a time-limited appointment for up to 4 years. Excepted service appointment procedures, including the application of veterans' preference, must be followed when using this authority. Resumes of NSEP graduates and their availability for potential job opportunities may be viewed at [www.nsepnet.org](http://www.nsepnet.org).

I strongly encourage you to take advantage of this exceptional talent pool. NSEP graduates are a valuable resource that should be utilized in assisting the Department achieve its national security mission. Additional information about NSEP may be viewed at <http://www.iie.org/programs/nsep/default.htm>.

A handwritten signature in cursive script that reads "Patricia S. Bradshaw". The signature is written in black ink and is positioned above the printed name and title.

Patricia S. Bradshaw  
Deputy Under Secretary  
Civilian Personnel Policy

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