

FULL-TIME HIRING PROCESS

ROE

1. Group Review
 - a. AOC approved by CSC
 - b. Integrity of the Interview
 - c. Interview Panels
 - d. Questions
 - e. Prioritized Lists
2. 10-15% Experienced Advisor/Trainers (Back in to percentages)
 - a. Current Skilled Specialists
 - b. "Can go back into AOC numbers"
 - c. 7-Level targets
 - d. Consider DSG's
 - e. O4, E-8/9
3. Board certifies for 90 days
4. If in doubt, Compete

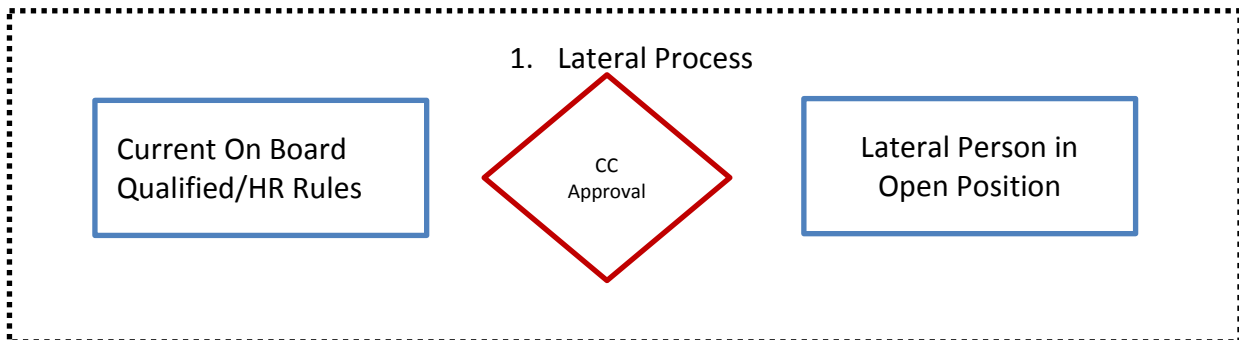
AOC – Area of Consideration CSC – Conversion Steering Committee COB – Current on Board
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Focused Selections

1. Squadron CC – COB
2. Flight Officers & Enlisted Superintendents – COB
3. Identify early "Experienced" numbers
4. Block Advertisement – Cycle to keep some availability (for delay on personal prep = Commission & AFCT's)
 - a. Post before/with "Experienced" postings

Hiring Process

1. **Lateral Criteria** – GS Series & PD Series Job Series – PD - Direct Lateral – By HRO Rules, i.e., non-sup to sup, upgrades, etc.
2. **Priority Areas Of Consideration (AOC)** desired
 - a. Current On Board (COB) Full-time
 - b. Experienced Off/On Base Personnel – Trainers, 7-Levels, etc.,
 - c. Current Member 132d DSGs & Temps
3. **Determine Selection Panel**
 - a. Ensure applicant pool is represented for background / reference knowledge, (i.e., Ops/MSG/MXG Representative)



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