



# Join FEMA

Helping people before,  
during, and after disasters



**FEMA**  
careers.fema.gov

Veterans

# Continue to Serve With FEMA!

**FEMA's mission** is to help people before, during, and after disasters.

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## Veteran's Preference

Veterans' Preference gives eligible veterans preference in appointment over many other applicants. Not all veterans are entitled to it. Typically, veterans must have served on active duty for at least 2 years during a period of war, be disabled, or meet other criteria.

## Veteran's Recruitment Appointment (VRA)

Under the VRA, eligible veterans may be hired up to the GS-11 or equivalent grade level. After satisfactorily completing two years of service, the individual is non competitively converted to a career or career conditional appointment.

## Veterans Employment Opportunities Act of 1998 (VEOA)

Permanent Full-Time (PFT) employees are hired through a competitive process that includes an evaluation of candidates' education, experience, and other attributes necessary for successful performance in the position to be filled. Permanent employees must complete a 1-year probationary period and a total of 3 years continuous creditable service to attend a career appointment.

## 30% or More Disabled Veterans

Under this authority, eligible veterans may be hired into any position to which they are qualified without applying to vacancy announcement. Initial appointments are time-limited, lasting more than 60 days; however, individuals may be converted to a permanent appointment at any time during the time-limited appointment.

## How to Apply

- 1 Search for current job openings on [USAJobs.gov](https://www.usajobs.gov)
- 2 Click "Apply Online" and follow instructions in the "How to Apply" section of the job opportunity announcement
- 3 Create a USA Jobs member account
- 4 Submit all required documents

## Contact Information

Please email any questions to [veterans@fema.dhs.gov](mailto:veterans@fema.dhs.gov) or visit [careers.fema.gov](https://careers.fema.gov) for more information.

Please contact [fema-accessibility@fema.dhs.gov](mailto:fema-accessibility@fema.dhs.gov) for disability and accessibility.