

# Global Bidding and Assignment System (GBAS) Pilot (Round 1 Process)

Cadre participants are permanent HHS employees currently serving overseas who have served at least 36 months toward a 48 month tour, or who have previously served 48 continuous months overseas for HHS.

- Job Fairs
- Marketing to Internal HHS Staff
- FAQ Website
- Virtual Information Sessions

## 1 Recruitment (Sept 21 - Oct 23)

- Certificates Developed by HR and Program Subject Matter Experts (SMEs)

## 3 Certificates Developed (Oct 26 - Oct 30)

- Success! Selected into Cadre
- Sign Cadre Offer Letter
- Sign MOU with Cadre's Office of Origin

## 5 Selection of Cadre (Nov 6 - Nov 16)

- Approved Positions Finalized Nov 12
- Open Season for Bidding Starts Nov 16
- Bid List Given to Cadre Nov 16
- Cadre and Programs Interview

## 7 Bid List Posted and Open Season (Nov 16 - Dec 18)

- Open Season Continues
- Cadre and Programs Interview
- No-Go for Medical / Security Issues

## 9 Selecting Officials Review Cadre Ranking (Nov 27)

- Review Job Series 301
- Review Job Series 685
- Review Job Series 602
- Review Job Series 601

## 11 Program Mgrs. & HR Finalize Assignments (Jan 11 - 27)

## Internal Candidates Apply (Oct 1 - Oct 23)

- Open for 301, 685, 602 & 601 Job Series
- GBAS Application Closes Oct 23
- Separate System from USAJOBS, Lateral Reassignments/Details
- Permanent HHS Employees, and Current Commission Corps

## Program & HR Joint Assessment (Nov 2 - Nov 10)

- All Activities in This Phase Will be Conducted Virtually
- Interviews Conducted
- Problem Based Assessment
- References Checked

## Screening & Training (Nov 9 - Dec 18 as Applicable)

- Self and Family Medical Clearance
- Update Security Clearance and Complete Pre-Check
- Orientation and Training as Applicable
- Update Passports
- Return Rights Discussion
- Stay in current job

## Cadre Rank Preference (Nov 20)

- Open Season Continues
- Cadre Ranks Position Preferences
- No-Go for Medical / Security Issues
- Cadre and Programs Interview

## Selecting Officials and Cadre Rank Final Preferences (Dec 11 - Dec 18)

- Open Season Closes Dec 18
- Cadre and Selecting Officials Finalize Bid by Dec 18
- No-Go for Medical / Security Issues

## Cadre Notified by HR (Jan 12 - Feb 26)

- Notifications are Conditional and Unofficial or Official as Appropriate
- Initial Candidates Respond to Assignments Jan 26 - Feb 12
- Second Round Selectees Respond to Assignments Feb 15 - Feb 22
- Both Selected and Non-Selected Candidates are Notified Feb 26

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Departures!

June - August