

Global Bidding and Assignment System (GBAS) Pilot (Round 2 Process)

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

1 Recruitment (Sept 21 - Oct 23)

Cadre participants are permanent HHS employees who have never served overseas for HHS or who have previously served less than 48 months of continuous overseas service.

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

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

3 Certificates Developed (Oct 30 - Nov 11)

Program & HR Joint Assessment (Nov 16 - Dec 2)

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

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

5 Selection of Cadre (Dec 7 - Dec 18)

Screening & Training (Jan 11 - Apr 1)

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

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

7 Bid List Posted and Open Season (Feb 15 - Apr 1)

Cadre Rank Preference (Feb 25)

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

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

9 Selecting Officials Review Cadre Ranking (Mar 4)

Selecting Officials and Cadre Rank Preferences (Mar 18 - Apr 1)

- Open Season Closes Apr 1
- Cadre and Selecting Officials Finalize Bid by Apr 1
- No-Go for Medical / Security Issues

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

11 Program Mgrs. & HR Finalize Assignments (Apr 12 - 22)

Cadre Notified by HR (Apr 29 - May 30)

- Notifications are Conditional and Unofficial or Official as Appropriate
- Initial Candidates Respond to Assignments Apr 29 - May 13
- Second Round Selectees Respond to Assignment May 16 - May 23
- Both Selected and Non-Selected Candidates are Notified May 30

June - August
Departures!