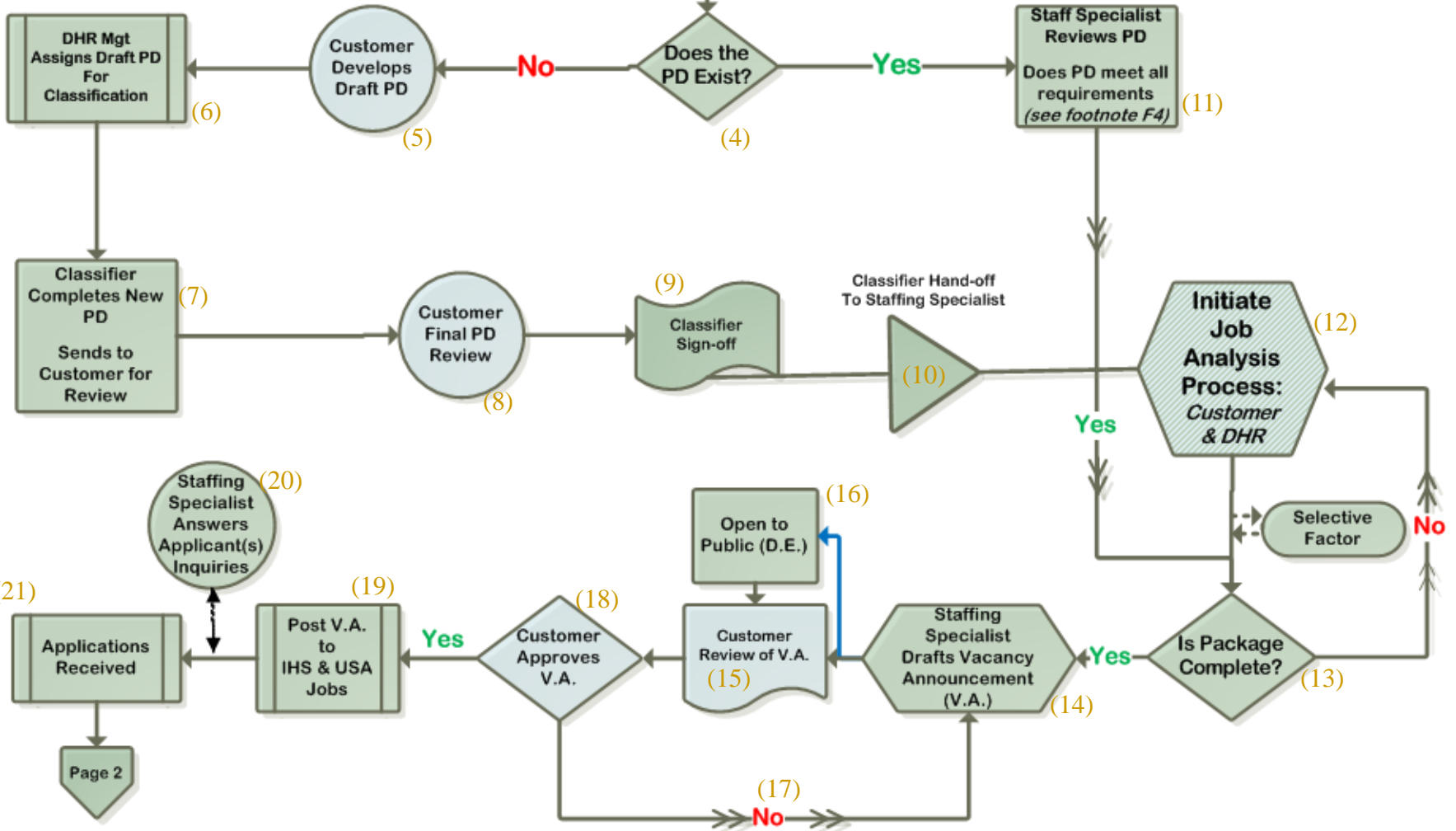
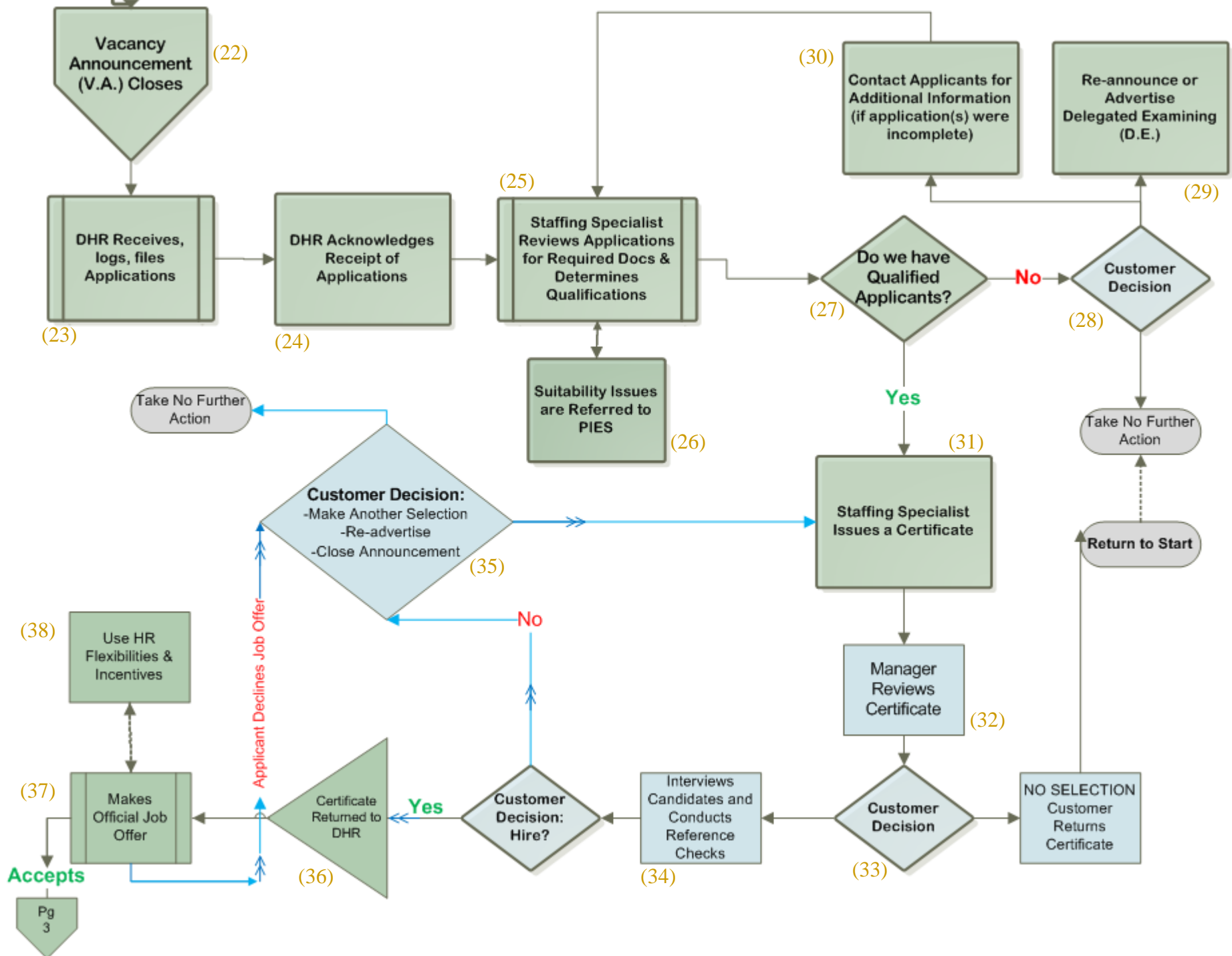
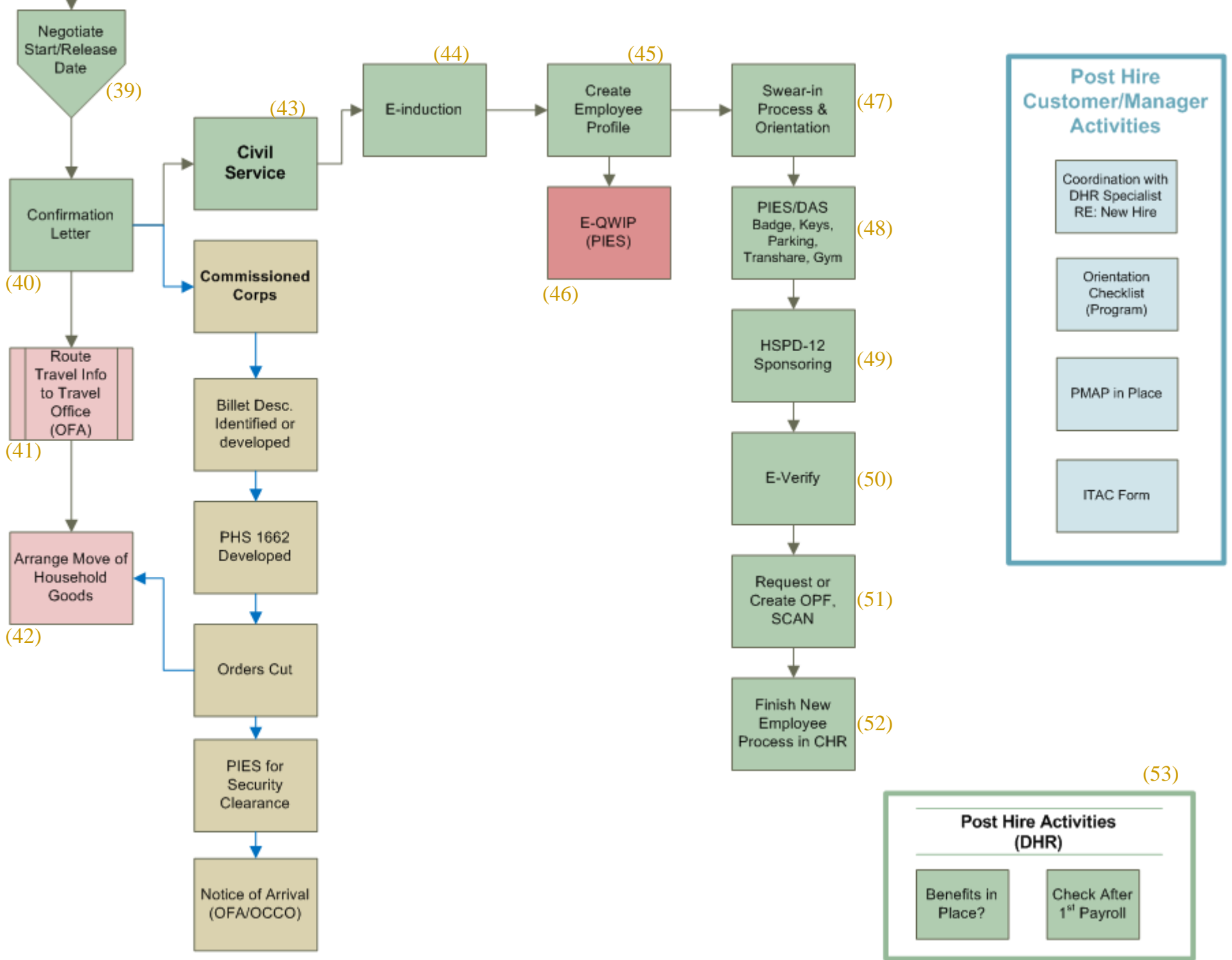


Staffing Process

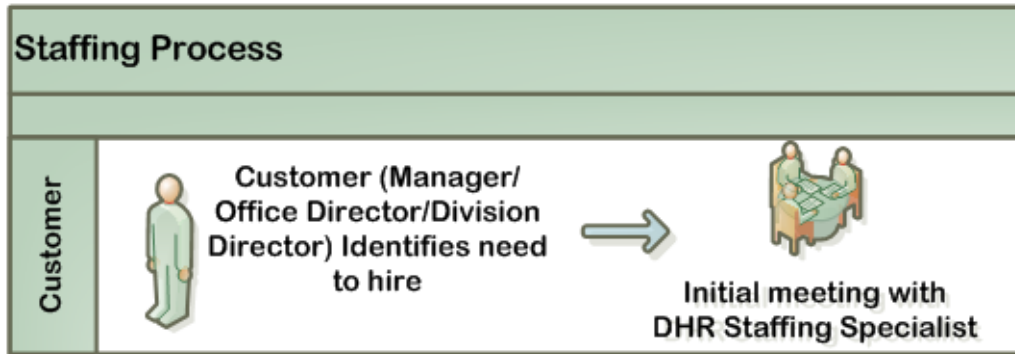






**End-to-End
Model:
Step 1**

Validate Need
1-Day



(1)

(2)

**End-to-End
Model:
Step 2**

**Request
Personnel
Action
1-Day**

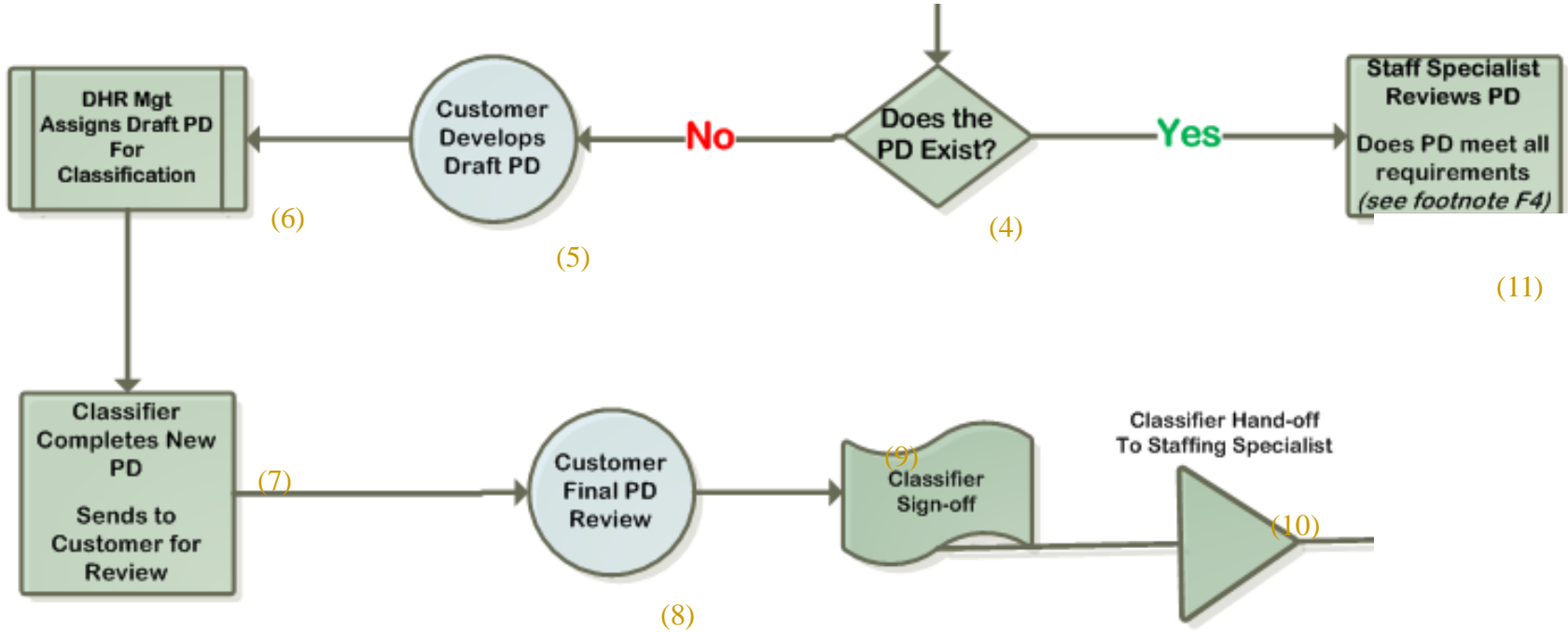


**Request
Personnel
Action**

(3)

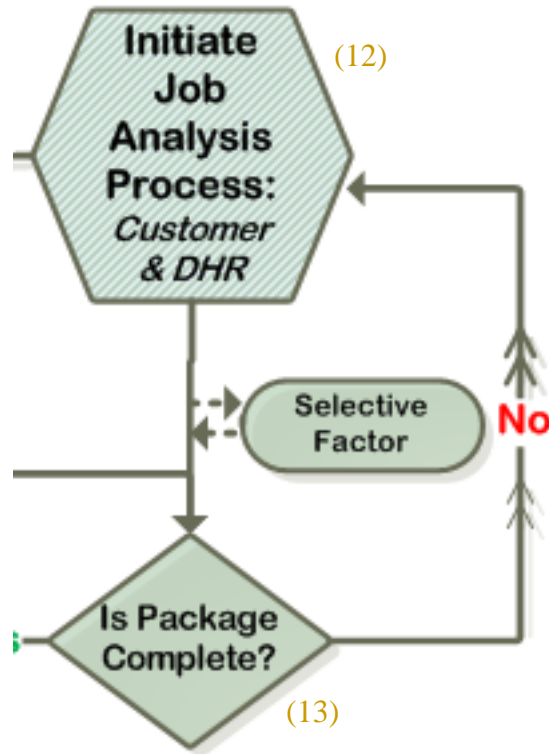
End-to-End
Model:
Step 3

Review
Position
Description
1-Day



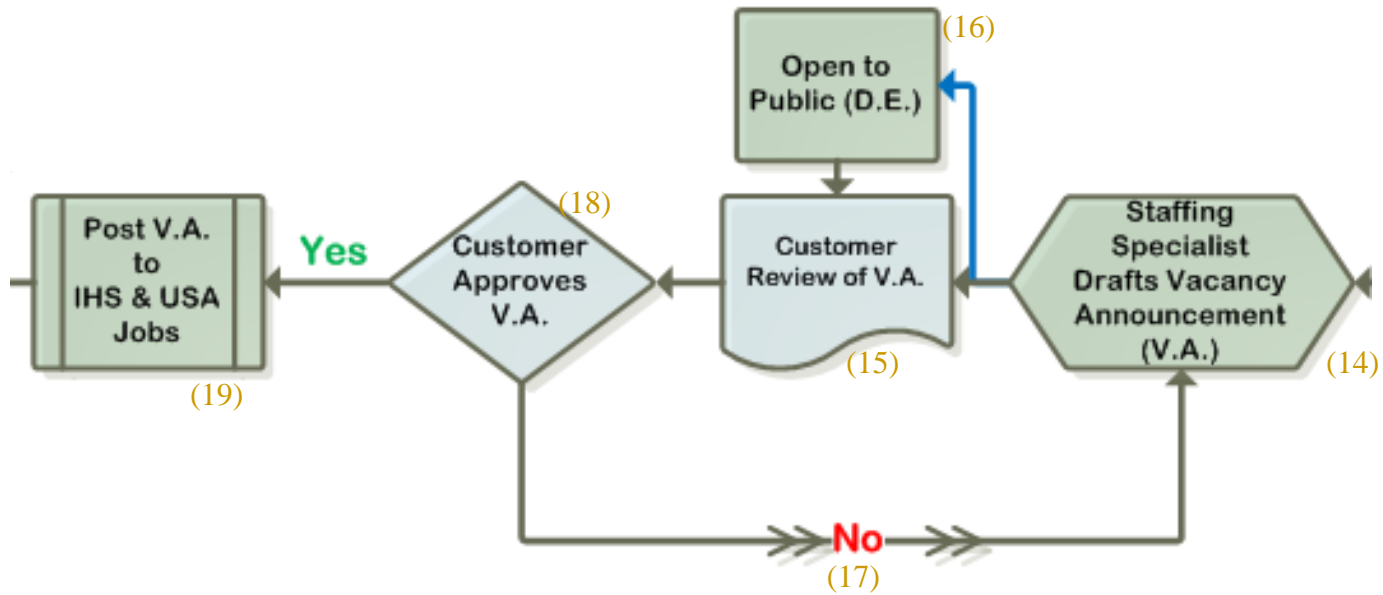
End-to-End
Model:
Step 4

Confirm Job
Analysis &
Assessment
Strategy
5-Days

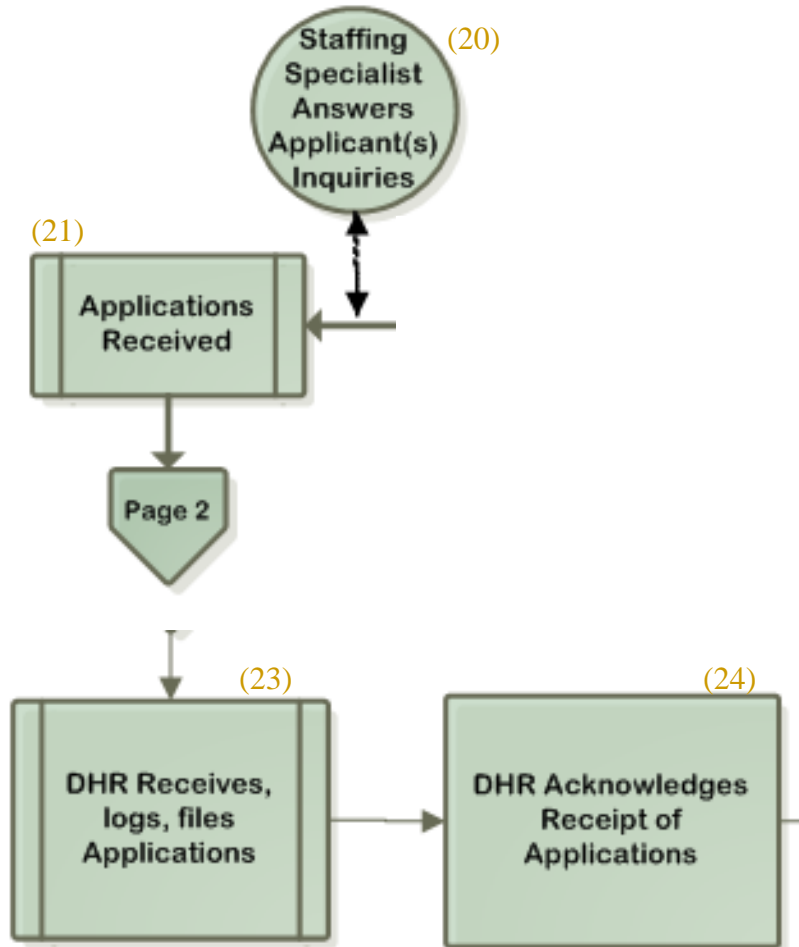


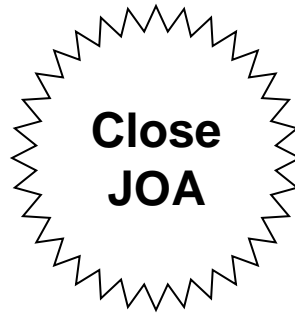
End-to-End
Model:
Step 5

Create/Post
Job Opportunity
Announcement
(JOA)
Including Career
Patterns
2-Days

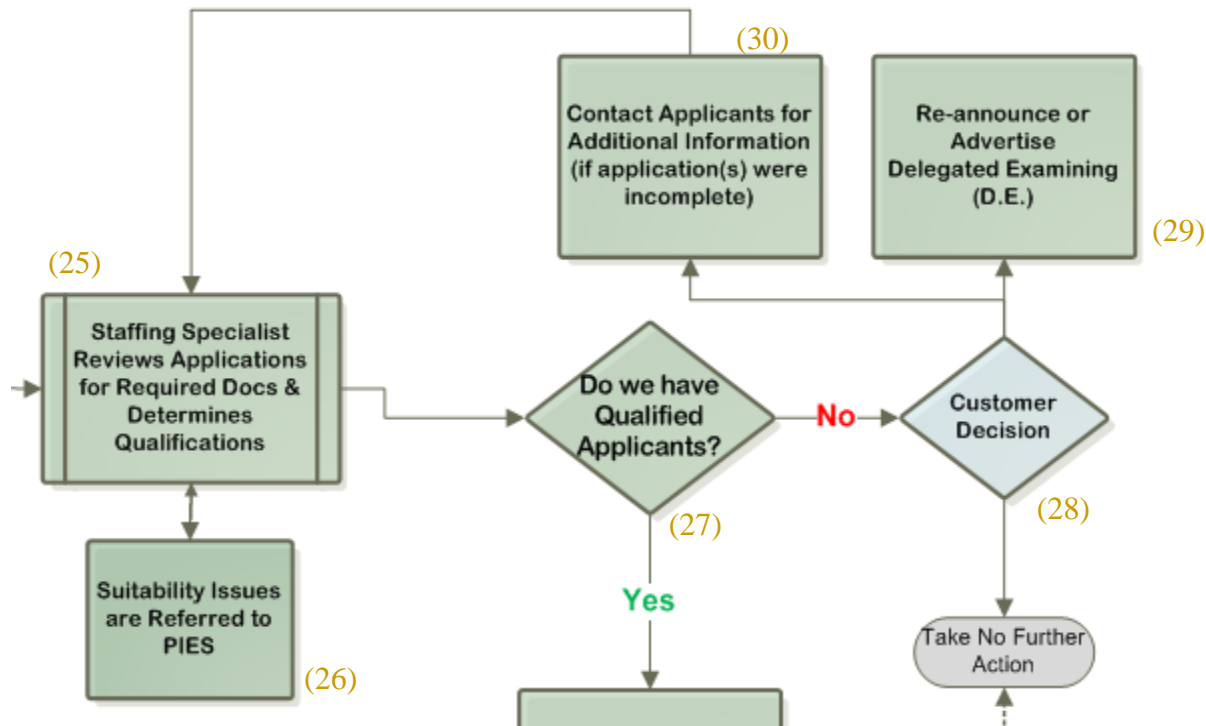


Receive
Applications
& Notify
Applicants
10-Days





Evaluate Applications 15-Days



**Issue
Certificate &
Notify
Applicants
1-Day**

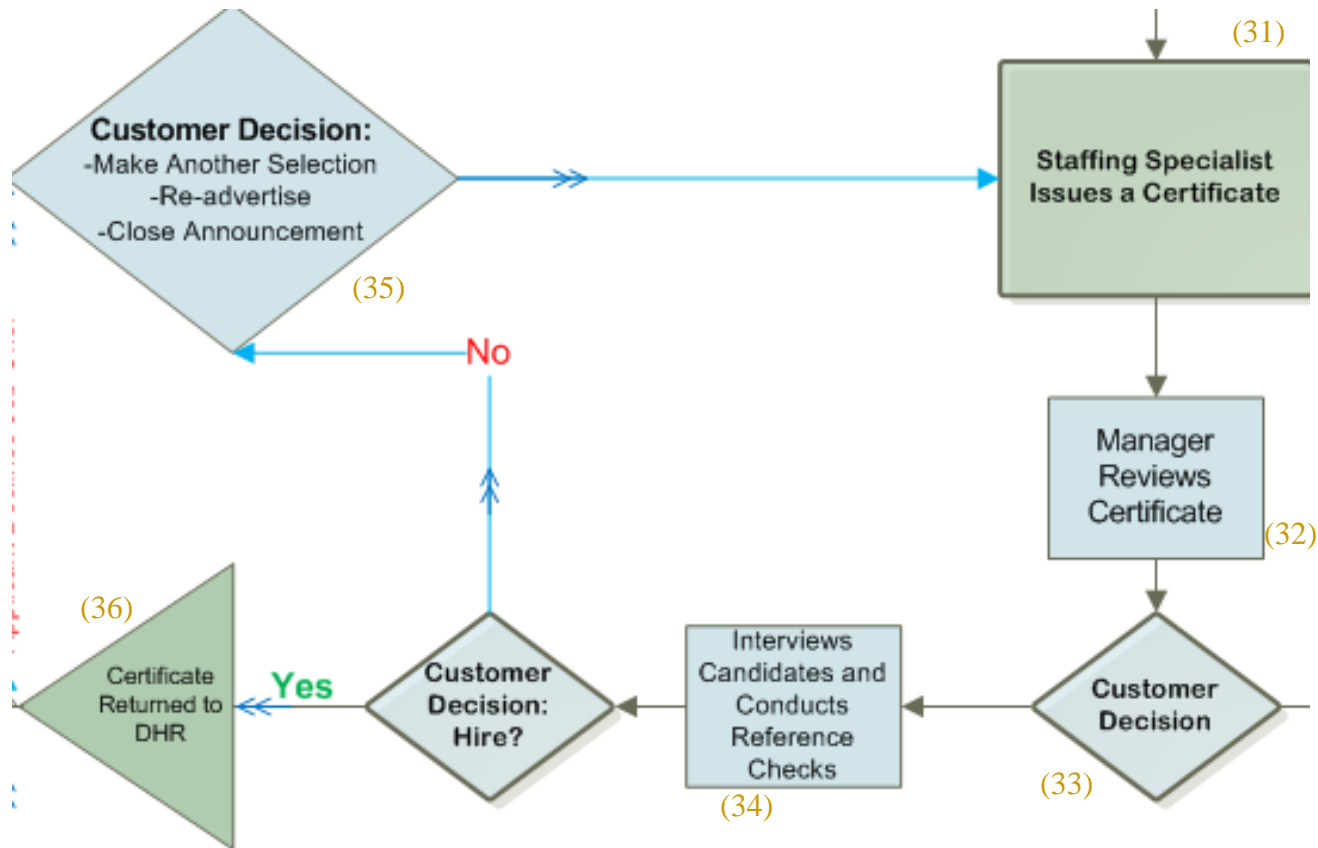


**Staffing Specialist
Issues a Certificate**

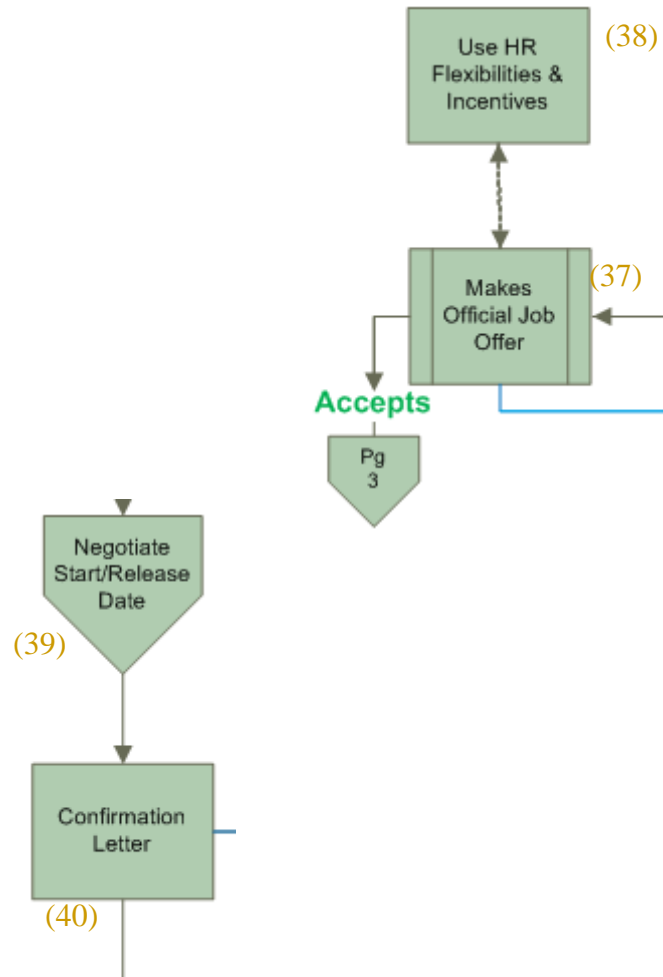
(31)

**End-to-End
Model:
Step 10**

Selecting
Official; Review
Applications/
Conducts
Interviews/
Check
References/
Select/
Return
Certificate
15-Days



Tentative
Job Offer /
Accept
3-Days



**End-to-End
Model:
Step 12, 13, 14**

Initiate Security
Check
10-Days

Official Offer/
Accept
2-Days

EOD
14-Days

