



We Are Hiring

A guide to employment with Rural Development and how to apply

Join the team that's investing in a strong future for the people of Rural America.

A strong community is rooted in its people. At USDA Rural Development we're focused on improving the quality of life in our nation's small towns, ensuring they are a place everyone can be proud to call home. Together with local leaders and partners, we support vital services in rural communities. Our work helps ensure strong foundational infrastructure such as electricity, water and wastewater treatment, and high-speed internet access. Other programs promote rural businesses and safe, affordable housing. We offer good pay, benefits and leave, training and development opportunities, coaching and mentoring programs, flexible schedules for work-life balance, and employee recognition to honor and acknowledge our colleagues' contributions to rural communities. Be a part of our team. Help us build brighter futures and drive economic security and prosperity in rural America. When you're a part of USDA Rural Development, you're helping make tomorrow's Rural America a better, stronger place to live, work and play.

Career Opportunities

We are looking for energetic professionals with skills like yours! We offer a broad range of career paths and ladders of opportunity with positions in finance and lending, project management, information technology, engineering and architecture, contracting, and human resources, among others.

Salaries and Benefits

We support our employees with competitive salaries and a comprehensive benefits package that includes paid vacation and sick leave, parental leave, health care coverage, retirement and savings plans, life and long-term care insurance, and options for supplemental dental and vision care.

Work-Life Balance

Proper work-life balance is vital to your happiness and professional success. That is why we offer programs to help you maintain a good balance, including health and wellness programs, employee assistance programs, alternate workplace arrangements, and flexible work schedules.

THE HIRING PROCESS

All Rural Development jobs are posted on the USA Jobs website available at www.USAJobs.gov. The “How to Apply” section of the job announcement will guide you through the application process. There you will also find a list of required supporting documents necessary to be considered for the position. Be sure to read the job announcement thoroughly, and follow all instructions.

APPLICANT STEPS

01



Create a USAJOBS profile to begin your job search at <https://usda-rd.usajobs.gov>.

02



Search for a specific job by keyword, agency, location, salary, or occupation.

03



Carefully review the job announcement in which you are interested.

04



Thoroughly prepare and submit your application. Be sure to include all required documents.

RURAL DEVELOPMENT STEPS

01



Review all eligible applications, and select qualified candidates for interviews.

02



Extend a tentative offer to the selected candidate.

03



After a successful background investigation, extend a final job offer with a formal start date.

WHO CAN APPLY

U.S. Citizens and Nationals

Under Executive Order 11935, only U.S. citizens and nationals can be appointed to competitive service federal jobs.

Veterans

Veterans eligible for special hiring authorities such as the Veterans Employment Opportunity Act (VEOA) can compete under merit promotion procedures along with current federal employees. Veterans also can compete for positions open to all U.S. citizens using competitive examining procedures that offer qualified veterans preference over nonveteran candidates.

Feds Hire Vets website: www.fedshirevets.gov

Individuals with Disabilities

Qualified applicants with disabilities can be hired noncompetitively using the Schedule A Hiring Authority. You can learn more at the Office of Personnel Management's

Disability Employment webpage: tinyurl.com/nmwa828e

Students and Recent Graduates

USDA Pathways Programs offer learning and hiring opportunities through our paid Internship, Recent Graduate, and Presidential Fellows programs. Find out more at the Office of Personnel Management

Students and Recent Graduates webpage: tinyurl.com/5n7cvsn4



Rural
Development
Careers