

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.

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

1 Recruitment

(Sept 21 - Oct 23)

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 25 - Oct 30)

Program & HR Joint Assessment

(Nov 2 - Nov 6)

- 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

(Nov 6 - Nov 16)

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

- 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)

Cadre Rank Preference

(Nov 20)

- 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

(Nov 27)

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

- 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)

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

Departures!

June - August