

# 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.

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

## 3 Certificates Developed (Oct 30 - Nov 6)

## 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

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

## 5 Selection of Cadre (Dec 11 - Dec 18)

## Program & HR Joint Assessment (Nov 30 - Dec 11)

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

- 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)

## 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

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

## 9 Selecting Officials Review Cadre Ranking (Mar 4)

## Cadre Rank Preference (Feb 25)

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

- 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)

## 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

## 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

Departures!

June - August