

SES Merit Staffing Process

OPM 45 Day Model

Work Days
OPM
Model

ACTION

- Announcement closes; preliminary qualifications determinations made; Executive Resources Board (ERB) convened 5
- ERB evaluates applicants; identifies those who are Best Qualified (BQ) 5
- List/certificate of BQ prepared; BQ referred for consideration of Selecting Official 3
- Selecting Official interviews, selects and secures approval of Appointing Authority 15
- Case prepared for OPM review and presentation to the Qualifications Review Board (QRB), if required 10
- **Total Agency time:** 38
- OPM reviews case; QRB takes action 7
- **Total time from close of announcement to selection:** 45