



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

## MEMORANDUM

**TO:** Heads of Departments and Agencies  
**FROM:** Scott Kupor, Director, U.S. Office of Personnel Management  
**DATE:** June 2, 2026  
**RE:** Current OPM Cross-Government Hiring Actions

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The U.S. Office of Personnel Management (“OPM”) has launched a government-wide recruitment effort to attract “individuals committed to improving the efficiency of the Federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution” to Federal service.<sup>1</sup>

As part of that effort, OPM has identified 3,529 qualified candidates available to be hired now as part of OPM cross-government hiring actions: 1,829 in digital/Information Technology/tech (including [U.S. Tech Force](#) and [CyberCorps: Scholarship for Service](#)), 928 in project management and project analysis, and 772 in Human Resources (HR), contracting, and finance.

These existing certificates address identified critical agency needs, enabling the government to build pipelines of high-skilled early career and technology talent “to deliver the most skilled technology workforce in the history of the U.S. government and help win the global race for AI dominance.”<sup>2</sup>

OPM cross-government hiring actions reduce duplicative recruiting, accelerate selections, and give agencies access to candidates who have already completed structured assessments and other vetting steps. Agencies should not wait for a new recruitment cycle when a matching cross-government pool already exists. Agency leadership and Chief Human Capital Officers (CHCOs) should require hiring teams to review applicable pools, request access, identify selecting officials, and move quickly to candidate interviews and selection. Timely communication and selection

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<sup>1</sup> White House Domestic Policy Council & OPM, [Merit Hiring Plan](#), at p. 4 (May 29, 2025).

<sup>2</sup> OPM, [Building the AI Workforce of the Future](#), at p. 1 (December 15, 2025).

helps ensure these qualified candidates remain interested in Federal employment. Working with their CHCO, agency leadership should also:

- Ensure that HR specialists and hiring managers review OPM cross-government hiring actions before opening duplicative announcements for matching occupations.
- Designate a senior accountable owner and one operational lead for each priority occupation family, including technology/cyber, project management/analysis, HR/labor relations, contracting, and finance.
- Establish an internal target for access requests, resume reviews, interviews, selections, and tentative offers regarding these pools.
- Partner with OPM to identify and remove barriers that delay quick selections, including interview panel availability, classification questions, funding confirmation, security initiation, and onboarding capacity.

Agencies are encouraged to act quickly to maximize the value of these candidate pools and support timely hiring in mission-critical occupations. For additional information or technical assistance, agency headquarters-level human resources offices may email [HX@opm.gov](mailto:HX@opm.gov). For Tech Force-related questions, please contact [USTechForce@opm.gov](mailto:USTechForce@opm.gov). For Scholarship for Service-related questions, please contact [sfs@opm.gov](mailto:sfs@opm.gov). If you do not know who your agency's shared certificate coordinator is, please contact [recruiter-help@usajobs.gov](mailto:recruiter-help@usajobs.gov).

cc: CHCOs, Deputy CHCOs, Chief Financial Officers, Chief Information Officers, Chief Acquisition Officers, and Human Resources Directors

Attachments:

Appendix 1: Current OPM Cross-Government Actions

Appendix 2: Agency Next Steps

## Appendix 1: Current OPM Cross-Government Hiring Actions

Position / pool	Series	Grade	Location(s)	Assessment strategy	# eligibles	Request access / contact
IT Data Analyst (US Tech Force)	2210	GS-14	Washington, DC metro	3 <sup>rd</sup> party technical assessment; resume review; screening and technical interview	209	<a href="mailto:USTechForce@opm.gov">USTechForce@opm.gov</a>
IT Software Engineer (US Tech Force)	2210	GS-14	Washington, DC metro	3 <sup>rd</sup> party technical assessment; resume review; screening and technical interview	431	<a href="mailto:USTechForce@opm.gov">USTechForce@opm.gov</a>
IT Project Manager (US Tech Force)	2210	GS-14	Washington, DC metro	3 <sup>rd</sup> party technical assessment; resume review; and technical interview	271	<a href="mailto:USTechForce@opm.gov">USTechForce@opm.gov</a>
<a href="#">Project Manager</a>	0343	GS-13	DC; Denver; Atlanta; Chicago; Kansas City, MO; Philadelphia; San Antonio; Seattle	Program/project management and writing skills	494	Agency Shared Certificate Coordinator
<a href="#">HR Specialist (Employee/Labor Relations)</a>	0201	GS-7/9	DC; San Diego; Miami; Atlanta; Philadelphia; San Antonio; Chicago; Dallas; Memphis; Houston	USA Hire; writing skills; resume review	321	Agency Shared Certificate Coordinator
<a href="#">Contract Specialist</a>	1102	GS-7/9	DC; Philadelphia; Atlanta; San Diego; Jacksonville; Chicago; Fort Worth; Houston; Norfolk	USA Hire; writing skills; resume review	211	Agency Shared Certificate Coordinator
<a href="#">Project Analyst</a>	0343	GS-9	DC; Atlanta; Chicago; Philadelphia; San Diego; Miami; Houston; Dallas; Norfolk	USA Hire and resume review	434	Agency Shared Certificate Coordinator
<a href="#">Financial Management Specialist</a>	0501	GS-9/11	DC; Lakewood; Denver; San Diego; Jacksonville; Atlanta; Baltimore; New York; Philadelphia; Austin; Norfolk; Houston	USA Hire and resume review	240	Agency Shared Certificate Coordinator
<a href="#">IT Specialist</a>	2210	GS-9/11	DC; San Antonio; Atlanta; Columbia; San Diego; Dallas; Baltimore; Jackson, MS; Philadelphia; Houston	USA Hire and resume review	369	Agency Shared Certificate Coordinator
CyberCorps Scholarship for Service (SFS) Talent Pool	Cyber / IT	Entry-level	Nationwide / as available	Highly qualified, vetted entry-level cyber talent; noncompetitive, expedited placement option	549	Register as an SFS Agency Official; <a href="mailto:sfs@opm.gov">sfs@opm.gov</a>

## Appendix 2: Agency Next Steps

Step	Action	Owner
Map vacancies	Compare FY26 vacancies to each active pool by series, grade, location, and mission need.	Leadership & CHCO
Request access	Use the USAJOBS Agency Talent Portal for cross-government Talent Pools, consult the agency Shared Certificate Coordinator, or contact the pool-specific email listed in Appendix 1.	HR specialist
Review candidates	Assign selecting officials, complete initial review and identify interview slate.	Selecting official
Interview/select	Use structured interviews. Apply agency policy and applicable merit staffing requirements. Move selected candidates to tentative offer and onboarding steps promptly.	Hiring manager & HR specialist
Report outcomes	Track selections, offers, declinations, time-to-fill, and barriers. Share recurring barriers with agency leadership and OPM contacts.	CHCO