



Available Talent Pools

As of 07/01/2025

We are working to make federal hiring easier, more efficient, and more satisfying for stakeholders through pooled and shared hiring, where multiple agencies with the same need can take advantage of one hiring action rather than each agency running its own. OPM's Talent Pools is our governmentwide platform to share certificates. These certificates, issued under delegated examining procedures through the Competitive Service Act (CSA) or an OPM-run cross-government hiring action, contain candidates who have applied to an open announcement, have been assessed, and are available for agencies' consideration.

To access Talent Pools (certificates of eligibles):

- You'll need to work with your Talent Team to identify your agency's Talent Pool Manager or Shared Certificate Coordinator or contact recruiter-help@usajobs.gov for assistance.
- Your agency's Shared Certificate Coordinator will be able to request access to a certificate through the Talent Pools feature on the ATP and, when access is granted, share it with agency ATP users.
- Any hiring manager, recruiter, or HR Specialist can view available Talent Pools (certificates of eligibles) with an Agency General User ATP account, which can be obtained by emailing recruiter-help@usajobs.gov.

For more information:

- I don't know my agency's Shared Certificate Coordinator: reach out to your agency's Talent Team or recruiter-help@usajobs.gov
- I'm interested in getting started with sharing certificates: HX@opm.gov
- I want to learn more about the Agency Talent Portal and Talent Pools: [USAJOBS ATP Help Center](#)
- I'm looking for resource materials on cross-government hiring actions: [Talent Pool Request Forms for Cross-Government Hiring](#)
- I'm interested in agency shared certificate hiring: [Implementing Policy Guidance for the Competitive Service Act \(Shared Certificates\)](#)
- I want to know more: [Talent Pools Implementation Guidance](#)

Contact HX@opm.gov

Available Talent Pools (Certificates of Eligibles)

<p>Budget Analyst, GS-0560-12/13 (OPM Cross-Government)</p> <ul style="list-style-type: none"> • Location negotiable after selection <ul style="list-style-type: none"> ○ <i>Remote only:</i> <ul style="list-style-type: none"> ▪ GS-12: 34 qualified candidates available ▪ GS-13: 28 qualified candidates available ○ <i>In-person/telework/remote:</i> <ul style="list-style-type: none"> ▪ GS-12: 19 qualified candidates available ▪ GS-13: 15 qualified candidates available • Promotion potential dependent upon your agency's career ladder • <i>Certificates expire July 30, 2025</i> 	<p>HR Specialist (Employee Relations), GS-0201-13 (OPM Cross-Government)</p> <ul style="list-style-type: none"> • Location negotiable after selection <ul style="list-style-type: none"> ○ <i>Remote only:</i> <ul style="list-style-type: none"> ▪ 7 qualified candidates available ○ <i>In-person/telework/remote:</i> <ul style="list-style-type: none"> ▪ 4 qualified candidates available • Promotion potential dependent upon your agency's career ladder • <i>Certificates expire September 17, 2025</i>
<p>Environmental Protection Specialist, GS-0028-11/12 (OPM Cross-Government)</p> <ul style="list-style-type: none"> • Location negotiable after selection <ul style="list-style-type: none"> ○ <i>Remote</i> <ul style="list-style-type: none"> ▪ GS-11: 9 qualified candidates available ▪ GS-12: 13 qualified candidates available ○ <i>In-person:</i> <ul style="list-style-type: none"> ▪ GS-11: 6 qualified candidates available ▪ GS-12: 5 qualified candidates available • Promotion potential dependent upon your agency's career ladder • <i>Certificates expire August 8, 2025</i> 	<p>Personnel Security Specialist, GS-0080-9/11 (OPM Cross-Government)</p> <ul style="list-style-type: none"> • Location negotiable after selection <ul style="list-style-type: none"> ○ <i>Remote only:</i> <ul style="list-style-type: none"> ▪ GS-9: 61 qualified candidates available ▪ GS-11: 29 qualified candidates available ○ <i>In-person/telework/remote:</i> <ul style="list-style-type: none"> ▪ GS-9: 34 qualified candidates available ▪ GS-11: 12 qualified candidates available • Promotion potential dependent upon your agency's career ladder • <i>Certificates expire October 22, 2025</i>
<p>Environmental Protection Specialist, GS-0028-13/14 (OPM Cross-Government)</p> <ul style="list-style-type: none"> • Location negotiable after selection <ul style="list-style-type: none"> ○ <i>Remote only:</i> <ul style="list-style-type: none"> ▪ GS-13: 35 qualified candidates available ▪ GS-14: 18 qualified candidates available ○ <i>In-person/telework/remote:</i> <ul style="list-style-type: none"> ▪ GS-13: 22 qualified candidates available ▪ GS-14: 11 qualified candidates available • Promotion potential dependent upon your agency's career ladder • <i>Certificates expire August 8, 2025</i> 	<p>Personnel Security Specialist, GS-0080-12/13 (OPM Cross-Government)</p> <ul style="list-style-type: none"> • Location negotiable after selection <ul style="list-style-type: none"> ○ <i>Remote only:</i> <ul style="list-style-type: none"> ▪ GS-12: 46 qualified candidates available ▪ GS-13: 40 qualified candidates available ○ <i>In-person/telework/remote:</i> <ul style="list-style-type: none"> ▪ GS-12: 22 qualified candidates available ▪ GS-13: 19 qualified candidates available • Promotion potential dependent upon your agency's career ladder • <i>Certificates expire October 22, 2025</i>



How to Access Talent Pools

[USAJOBS Agency Talent Portal](#)

ATP Roles for Access to Talent Pools:

- 1) Agency General User
- 2) Shared Certificate Coordinator
- 3) Talent Pool Manager

1 Agency General User

For Hiring managers, agency recruiters, and HR Specialists who view available Talent Pools

Use Talent Pools to find high-quality candidates available on ready-made competitive service certificates of eligibles. Use the Resume Mining feature to search over 1 million resumes to invite applicants to apply.

2 Shared Certificate Coordinator

HR Specialists who share certificates with hiring managers within their agencies

Shared Certificate Coordinators understand the agency's hiring needs and manage their use of talent pools (certificates of eligibles).

To become a Shared Certificate Coordinator, you must:

1. Be Delegated Examining certified;
2. Be a Federal HR Specialist who will manage the agency's use of the shared certificate, including the receiving agency requirements of the Competitive Service Act and/or the OPM-led cross-government hiring certificates; and,
3. Participate in training from the USAJOBS Program Office.

3 Talent Pool Manager

HR Specialists who create and share certificates externally with other agencies

Talent Pool Managers decide which delegated examining certificates to share under the Competitive Service Act.

To become a Talent Pool Manager, you must:

1. Be Delegated Examining certified; and,
2. Notify OPM's Hiring Experience (HX) Group if you plan to announce a position under the Competitive Service Act that you plan to share with other Federal agencies.

To request/update the *Shared Certificate Coordinator* and *Talent Pool Manager* role, your agency's primary Talent Team POC at the Department-level would need to indicate the individuals on sheet 2 of the *Merit Hiring Action Plan* and submit together (due on the last business day of each month) to merithiring@opm.gov and OPM will reach out to schedule training or a refresher.