2. HCCS Current State Hiring Process (Competitive Hires) – Develop and Post Job Opportunity Announcement (JOA)

1. Consult with Hiring Manager and HRBA on Job Opportunity Announcement (JOA)

2. Review Reassignment Priority List (RPL)

3. Qualify candidates on RPL

4. Develop JOA

5. Submit JOA to OEC for Quality Assurance check

6. Quality Assurance Check

7. Does JOA require revision?

8. Quality Assurance Check

9. Review JOA

10. Submit JOA draft to Hiring Manager for approval

11. Review JOA and provide feedback to Staffing Specialist

12. Does JOA require revision?

13. Revise JOA

14. Quality Assurance (QA) check

15. Post JOA to hiring platform

16. Notify HM announcement is posted

Legend:
- Standard Vendor Communication
- Start or End Process
- Decision Point
- Alternate Process

JOA Components:
- Credential Plan (includes assessment questions and weights)
- Job Analysis
- Specialized Experience/Qualities
- Technology/System Interaction:
  - Monster Government Solution

Can't access and make edits on RPL, must make edits outside