

AUGUST 2025

Army Information Update

Because information is power, we are informing you each personally and inspiring you to pass it along.

MILITARY SPOUSE PREFERENCE

Military Spouse Preference (MSP) provides a hiring preference to eligible military spouses for certain Department of Defense civilian jobs. If a military spouse applies for a position, is eligible, and is among the best qualified candidates based on the job criteria, they receive preference in the referral process so they are referred before other external candidates.

WHO IS ELIGIBLE?

- Spouses of active-duty military
- Spouses of 100% disabled veterans
- Unremarried widows/widowers of service members killed on active duty.

WHAT JOBS QUALIFY? Both appropriated and non-appropriated fund jobs. **Appropriated Fund Jobs** are funded by Congressional appropriations (which means they are funded through taxpayer monies) and include administrative, clerical, HR, financial, and analyst roles; entry- and mid-level IT or logistics; engineering, acquisition, and medical support roles; base-level civilian personnel, comptroller, legal. These jobs will be posted on [USAJobs](#).

Non-appropriated Fund (NAF) Jobs are funded through monies earned through base services. They are not funded through Congress and include Morale, Welfare & Recreation (MWR), Child & Youth Services, NAF Human Resources Offices, Installation Gyms, Golf Courses and Lodging. Need help finding them? Visit [YOUR Employment Readiness Office](#) at your Army Community Service.

LIMITATIONS:

Once a military spouse accepts or declines a VALID job offer using MSP at their current duty station, the preference is used, and they do not have access to this preference again until the next PCS. NOT VALID OFFERS are those that are temporary, part-time, lower in salary, grade or series or outside the local area. Turning these down won't affect your MSP eligibility.

MSP “ONE USE PER DUTY” STATION EXPLAINED:

MSPs original purpose: to help spouses quickly find initial employment after a PCS, easing relocation stress. It was meant as a short-term placement tool—not for long-term career growth. The policy assumes the spouse needs help finding a job, not necessarily the ideal one. Once employed, the preference is considered used, and the system shifts focus to the next relocating spouse.

STEPS TO USE THIS:

1. Apply through [USAJOBS.gov](#) or through your local MWR.
2. Look for job announcements that state:
 - “This job is open to Military Spouses”
 - Or use the “**Military spouses**” filter in your search.
3. When applying, select the “Military Spouse Preference” eligibility when prompted in the application.
4. Upload required documents that will include the Soldier’s PCS orders and a completed [DD Form 3145-4](#).

Our Goal: Every Army Spouse & Family are Aware of Big Army Information, Efforts, and Initiatives.

FIND OUT MORE

SPOUSE NONCOMPETITIVE HIRING AUTHORITY

A special federal hiring option that allows military spouses to be hired into federal jobs without competing through the traditional competitive process. Under this authority, eligible military spouses can be appointed directly to certain federal positions if they meet the qualifications, without having to go through the lengthy competitive hiring process. While you don't compete with the general public, you may compete with others using the same authority.

WHAT JOBS QUALIFY?

This is only for competitive service positions in federal agencies. It is not for excepted service jobs (unless agency allows it), contractor positions or state/local government jobs. You can be hired at any grade level, but most jobs are GS-15 or below. The position can be permanent, term or temporary.

WHO IS ELIGIBLE?

- A **spouse of an active-duty military member**.
- A **spouse of a 100% disabled veteran** due to service-connected injury.
- An unremarried **widow or widower of a service member** who died while on active duty.

LIMITATIONS:

- For spouses of active-duty members:
 - Eligibility begins when PCS orders are issued and typically ends **two years after the PCS move date**.
- For active-duty PCS spouses, the job must be in the commuting area of your sponsor's new duty station and Remote jobs are eligible only if the agency allows it and it meets PCS location requirements.
- For qualifying widows/widowers and spouses of 100% disabled vets eligibility does not expire.

STEPS TO USE THIS:

5. **Apply through [USAJOBS.gov](https://www.usajobs.gov).**
6. Look for job announcements that state:
 - *"This job is open to Military Spouses"*
 - Or use the **"Military spouses" filter** in your search.
7. On your application, **select the Spouse Noncompetitive Hiring Authority** when prompted.
8. Upload required documents that will include the Soldier's PCS orders and a completed [DD Form 3145-4](#).

FIND OUT MORE

MILITARY SPOUSE HIRING TOOLKIT

EVEN MORE SPOUSE EMPLOYMENT RESOURCES

Our Goal: Every Army Spouse & Family are Aware of Big Army Information, Efforts, and Initiatives.