



Your Next Mission Starts Here: Join the VA Team

CAREER OPPORTUNITIES FOR TRANSITIONING MILITARY PERSONNEL AND MILITARY SPOUSES

VA employees start each day ready to make life better for the brave men and women who gave so much to protect our freedom and our country.

Whether you served in the military or supported a service member as a military spouse, you understand our mission. With your experience, you have a distinct perspective on what we do at VA and how to care for Veterans in a variety of roles.

VA empowers Veterans and military spouses in their path to a VA career through:

Veterans' preference: VA recognizes Veterans' preference, which provides a fair, uniform method to consider qualified Veterans. Veterans who are disabled or served on active duty during certain time periods or military campaigns are entitled to preference over other candidates.

Special hiring authorities: Through special hiring authorities like the Veterans' Recruitment Appointment (VRA), VA can appoint a qualified, eligible Veteran to any position, allowing us to better recruit experienced, diverse candidates like you, bypassing the competitive hiring process.

VMSTEP: The Veteran and Military Spouse Talent Engagement Program (VMSTEP) provides employment readiness assistance and outreach to transitioning service members, Veterans, and eligible military spouses.

4+1 Commitment: VA was the first federal agency to sign the 4+1 Commitment, which expands opportunities for military spouses by offering easy job transferability, remote/telework options, flexible work hours, and paid leave to address Permanent Change of Station (PCS) assignments.

Work at VA

Bring your unique experiences to VA and ensure that more of our Veterans feel welcome. Learn more about [working at VA](#).



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