

Schedule A(u) Hiring Authority



The Schedule A(u) hiring authority is an exception to the traditional hiring process and removes barriers for individuals with disabilities. It enables the Department of the Navy to quickly hire individuals with an intellectual, physical, or psychiatric disability into any job for which they are qualified.

To be eligible for appointment using this hiring authority, you must provide written proof of disability (i.e. "Schedule A Letter").

Join a community of diverse professionals, access specialized support, and collaborate with teams that truly value what you bring to the table. We provide reasonable accommodations to eligible applicants and employees, to include, but not limited to, telework, remote work, sign language interpreters, captioning services, assistive technologies, and flexible work schedules.

NAVAL
CIVILIAN CAREERS
NO UNIFORM REQUIRED

**Your Abilities.
Our Mission.
One Team.**

How to Apply

You may apply to job announcements on USAJOBS that are open to individuals with disabilities and attach all supporting documentation to the job application, including the Schedule A letter. You are also encouraged to make your resume searchable on USAJOBS by adding it to the USAJOBS resume bank.

If you are a college student or recent graduate with a disability, you may apply for the Workforce Recruitment Program at <https://www.wrp.gov/>.



Scan to Learn More



Explore Exciting Career Opportunities with Us!

- ✓ Adaptive Work Environments
- ✓ Professional Development
- ✓ Exciting Mission
- ✓ Community & Support
- ✓ Excellent Benefits

The Department of the Navy celebrates diversity and champions inclusivity, where more than 14% of the civilian workforce has a disability. We believe what makes you unique makes for a stronger, more resilient Naval force.

Your unique abilities matter to us. We're equipped to provide employment benefits and reasonable accommodations, ensuring a workplace where you can excel without barriers.

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The Department of the Navy is a great place for people with disabilities to be employed because the opportunities are endless. There are opportunities for any career field that you're looking for; you can make sure that you have those reasonable accommodations provided for you, and I am grateful that those opportunities are available to me.

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James “Alex” Jackson,
Public Affairs Specialist

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Individuals with disabilities will find the Navy is an awesome employer because of the vast amount of experience and resources available to support individuals with disabilities. Getting accommodations for the individual's disability that they may have is fairly easy, and there is institutional experience in dealing with the vast majority of disabilities.”

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William “Bill” Longworth,
Quality Assurance Specialist