

HUMAN RESOURCES

Federal HR roles are split into two main categories: HR Management (0201) for specialists and advisors, and HR Assistance (0203) for coordinators and support staff. Federal HR work has evolved from purely transactional compliance work to include strategic advisory services that help agencies accomplish their missions and maintain merit system principles.

0203: HUMAN RESOURCES ASSISTANCE

Think: HR Coordinators, Assistants, Entry-level Support

These roles (GS-4/7) support HR specialists with processing transactions, administrative tasks, and providing frontline customer service. You don't need deep expertise in HR systems, just solid administrative skills and attention to detail.

0201: HUMAN RESOURCES MANAGEMENT

Think: HR Business Partners, Specialists, and Managers

These are your strategic HR professionals who design programs, advise leadership, and own HR functions. Beginning positions (GS-7/9) execute programs, while senior roles (GS-12+) develop policy and lead organizational HR strategy.

CAREER PROGRESSION

- **Starting Point (GS-4/7)**
Entry-level specialists execute HR programs and learn federal systems. HR Assistants (0203) can transition into HR Specialist roles (0201) with experience and demonstrated knowledge.
- **Mid-Career (GS-9/11/12)**
Specialists independently manage HR functional areas, advise management on complex issues, and may lead small teams or projects. Most professionals spend several years building expertise at these levels.
- **Senior Level (GS-13/14)**
HR Managers or Supervisors lead programs, develop agency-wide policies, serve as subject matter experts, and provide strategic HR guidance to senior leadership. May supervise teams of specialists.
- **Executive (GS-15/SES)**
HR Directors and Chief Human Capital Officers who shape agency-wide HR strategy, lead large organizations, and influence government-wide HR policy.

TRANSLATABLE SKILLS

- **Communication Skills:** Speaking, active listening, and written communication are essential. You'll constantly explain policies, advise management, and interact with employees at all levels.
- **Critical Thinking & Problem Solving:** These roles often require analyzing complex situations, identifying compliance issues, and developing solutions within regulatory constraints
- **Attention to Detail:** Federal HR requires precision, mistakes in classification, benefits administration, or labor relations can have serious legal and financial consequences.
- **Interpersonal Skills:** Building relationships, social perceptiveness, negotiation, and conflict resolution are used daily.

FEDERAL HUMAN RESOURCE JOB SPECIALITIES

SPECIALITY	CORPORATE EQUIVALENT	WHAT YOU'LL ACTUALLY DO
Classification	Compensation Analyst / Job Architecture Specialist	Determine job titles, grade levels, and pay bands. Design org structures and evaluate whether positions are classified correctly.
Compensation	Total Rewards Specialist / Payroll Manager	Administer federal pay rules, locality adjustments, bonuses, and leave policies. Advise managers on retention incentives and pay flexibility.
Recruitment	Talent Acquisition Specialist / Recruiter	Post jobs, screen candidates, manage hiring processes, and advise on workforce planning. In federal, this involves navigating complex hiring rules and veterans' preference.
Employee Benefits	Benefits Administrator	Guide employees through federal retirement systems (FERS/CSRS), health insurance, life insurance, and workers' compensation claims.
Human Resource Development	Learning & Development Manager / Training Coordinator	Design training programs, manage leadership development, and oversee organizational learning strategy.
Performance Manager	Performance Management Consultant / HRIS Analyst	Help managers set goals, conduct reviews, and run recognition programs. Ensure performance systems comply with federal regulations.
Employee Relations	Employee Relations Specialist / HR Generalist	Handle workplace conflicts, disciplinary actions, accommodation requests, and grievances. Advise managers on conduct and performance issues.
Labor Relations	Union Relations Manager / Labor Negotiator	Work with federal employee unions, negotiate contracts, manage collective bargaining, and advise leadership on labor agreements.
Information Systems	HRIS Manager (HR-focused, not IT)	Manage HR technology platforms and data systems from an HR operations perspective, not a technical IT angle.
Military	HR Specialist (Military-specific)	Apply HR principles to military personnel in DoD or service branches, adapting civilian HR concepts to military structures.

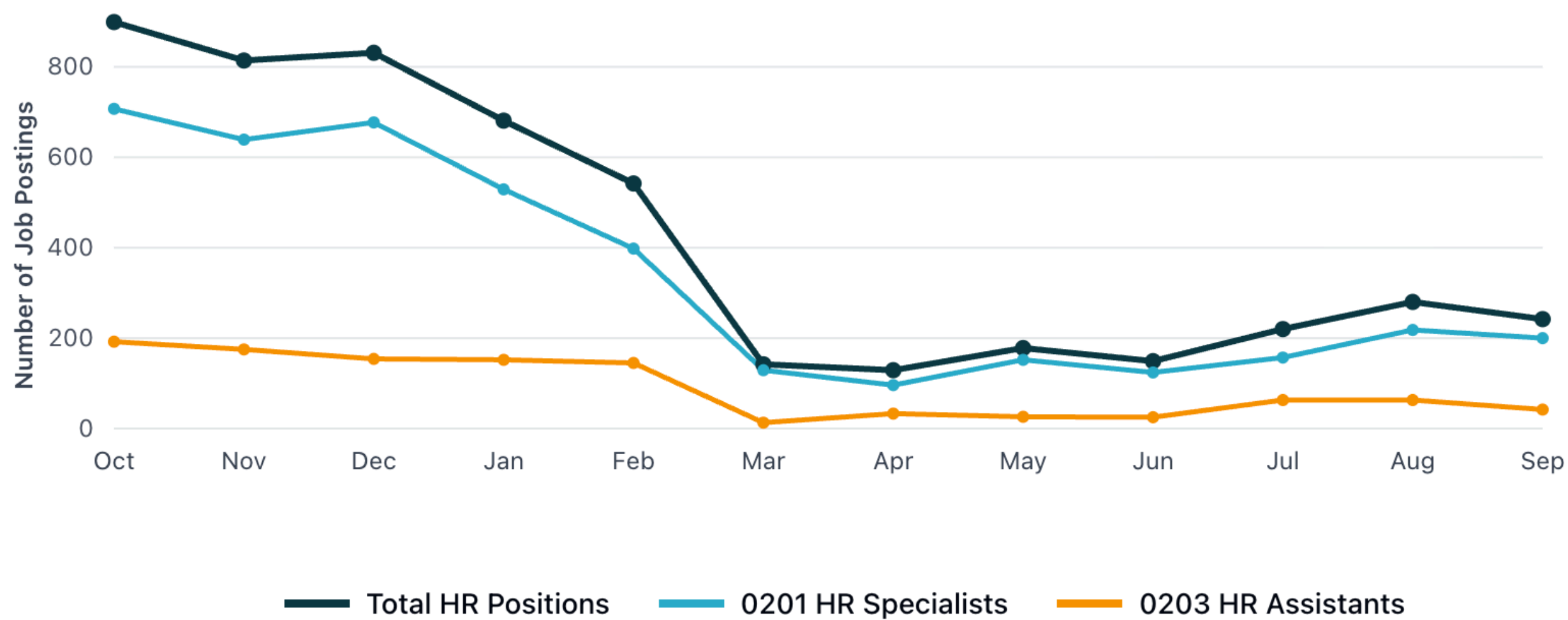
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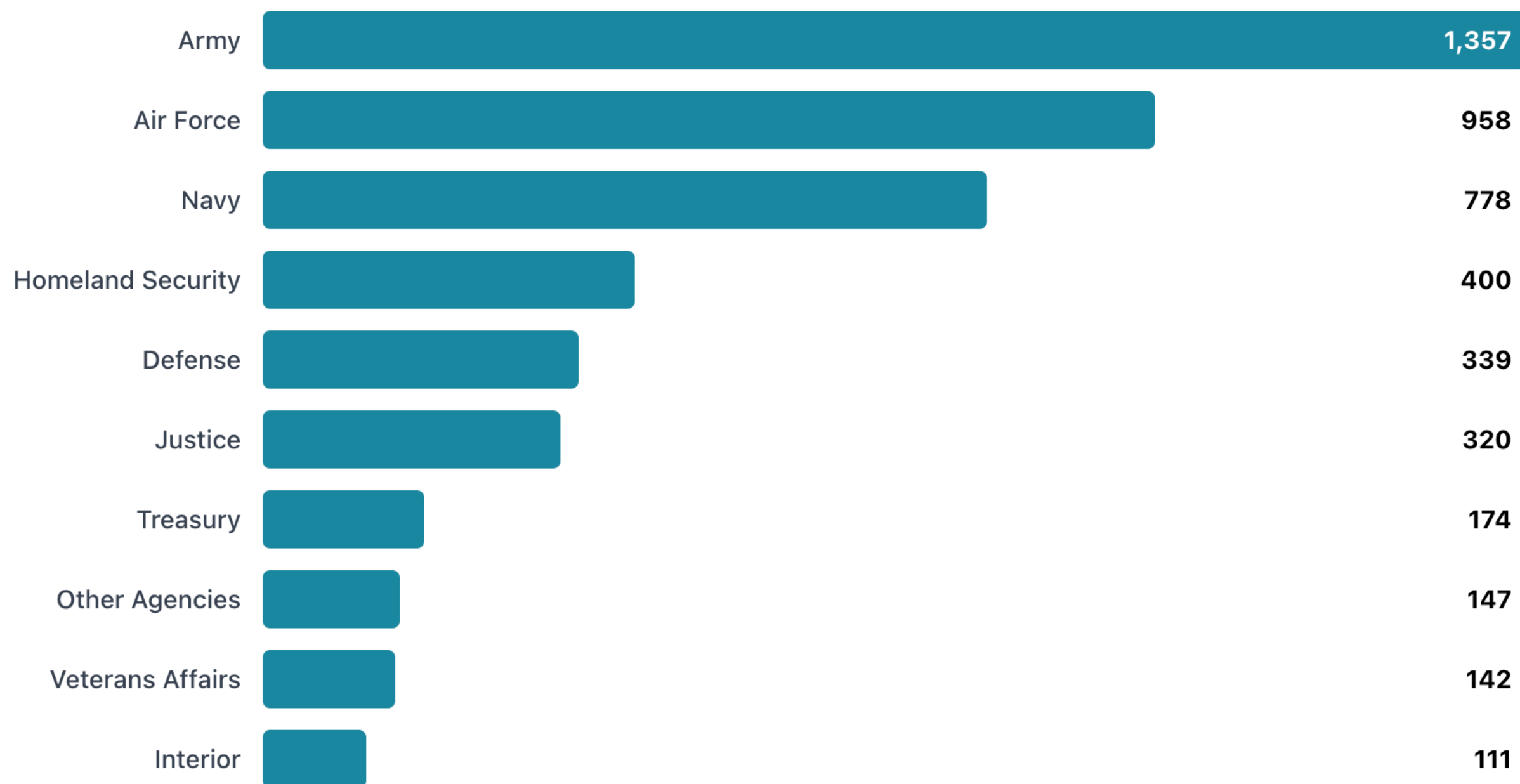
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FEDERAL HR JOB POSTINGS BY MONTH



Key Takeaway: There has been a drop off in federal hiring, but there are still open roles

TOP FEDERAL DEPARTMENTS HIRING HR PROFESSIONALS



Military Branches Dominate: Army, Air Force, and Navy combined represent 60% of all federal HR openings (3,093 of 5,107 jobs). Veterans with military HR experience have a significant advantage.

Major Military Hubs: There are many open HR roles outside the DC Metro Area. Texas (586 roles), California (564 roles), and Colorado (339 roles) offer strong opportunities near Fort Cavazos, San Diego Naval Base, Fort Carson, and many other installations.

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