Other Governing Titles
Agencies whose employment system is governed by other titles should use the appointing authorities appropriate under the regulations that govern their employment practices.

Sample of Currently Participating Institutions
Air Force Institute of Technology
Carnegie Mellon University
Florida State University
George Washington University
    Marymount University (in partnership with GWU)
Georgia Institute of Technology
    Clark-Atlanta University
    Morehouse College (in partnership with Georgia Tech)
    Spelman College
University of Idaho
Idaho State University
Iowa State University
Johns Hopkins University
Mississippi State University
    Jackson State University (in partnership with MSU)
Naval Postgraduate School
University of Nebraska—Omaha
New Mexico Institute of Mining and Technology
University of North Carolina—Charlotte
North Carolina A&T State University
Norwich University
Polytechnic University of New York
Purdue University
Stoneybrook University
Syracuse University
University of Tulsa

For more information about the Scholarship for Service program, visit the website at www.sfs.opm.gov or contact the SFS Program Manager at OPM’s San Antonio Services Section, (210) 805-2423, ext. 506, or e-mail sfs@opm.gov.
The Federal government is attacking the critical threat to our information technology infrastructure with The National Science Foundation’s (NSF) Federal Cyber Service: Scholarship for Service (SFS) program. This program supports students training to become information assurance professionals. Upon graduation, SFS scholars enter Federal service and join an elite Cyber Corps dedicated to protecting the nation’s information systems.

The SFS program, offered by NSF and co-sponsored by the Department of Homeland Security (DHS), trains high-caliber students from institutions designated by the National Security Agency (NSA) and DHS as Centers of Academic Excellence in Information Assurance Education (CAE/IAE) and selected by NSF through a competitive process. SFS scholars receive full scholarship support for up to two years. Upon graduation, scholars are required to serve at a Federal agency for the period equivalent to the length of the scholarship, or one year, whichever is longer.

The San Antonio Services Section of the Office of Personnel Management (OPM) works with NSF by providing placement assistance and coordinating student compliance with the program's service component. An Interagency Coordinating Committee (ICC) provides strategic support. ICC members include representatives from:

- NSF
- DHS
- OPM
- NSA
- Office of Management and Budget (OMB)
- Department of Treasury

Program Requirements

Students participating in the SFS program must be:

- Enrolled in the final two years of a bachelor’s, master’s, or doctorate degree program at an NSF-selected CAE/IAE;
- Attending school on a full-time basis while receiving a scholarship under the SFS program;
- A United States citizen;
- Eligible for Federal employment; and
- Able to obtain a security clearance, if necessary.

Students are selected to participate in the SFS program based on merit, evidence of intensive academic training in the information assurance field, and clear indicators they can apply their education to real-world work experiences in the public sector.

Recruiting

Finding the talent needed to protect the information systems at Federal agencies can be challenging. The SFS program, modeled after other successful programs like the Presidential Management Fellows Program, helps hiring managers at Federal agencies by selecting the finest candidates to participate through a competitive process at NSF-selected, CAE/IAE designated institutions. Students become part of a select pool of candidates you may recruit for internships during their academic term and permanent placement after graduation. Although students receive scholarships and stipends, agencies may offer them a recruiting incentive if the agency determines the use of such an incentive is appropriate.

Recruitment Process

SFS students are required to post their resumes on the SFS website managed by OPM, www.sfs.opm.gov. Recruiting agents can register on the website and begin to explore internships and long-term, full-time, permanent placement opportunities with SFS participants by reviewing their resumes and contacting them directly. Registering also allows recruiting agents to make their contact information available to participating students conducting job searches.

Program Costs and Agency Responsibility

While the SFS program covers the costs of study, the employing agency is responsible for the student’s salary and applicable benefits during the internship and employment periods, as well as any costs associated with acquiring the required level of security clearance.

Agency Requirements Following an Offer

When an offer or match is made, the agency must report the selection immediately to the SFS Program Office through the website.

Students are required to serve an internship followed by an academic term before they begin their service requirements. Therefore, it is recommended that offers be made early so that students have enough time for getting security clearances processed if needed.

Hiring Procedures

Under Title 5, United States Code, Federal agencies can use the direct hire authority issued by OPM on June 20, 2003 to appoint students who qualify to GS-2210 information assurance positions at the GS-9 level and above. For information assurance positions classified as other series or GS-2210 positions at lower grade levels, numerous avenues are available “to appoint” SFS students to internship or long-term positions. These include competitive examining, merit promotion, the Federal Career Intern Program, the Student Career Experience Program, the authority for hiring individuals in fellowship and intern programs—the “r” authority—5 CFR 213.3102(r) and any appropriate noncompetitive placement authority for which the student may be eligible. Using the “r” authority has several advantages including:

- public notice is not required;
- no limitations on the grade level to which individuals may be appointed (provided they qualify);
- no limitations on promotion potential (provided they qualify);
- agencies can develop their own qualifications for positions filled through this authority because it is a schedule A excepted authority, and time-in-grade restrictions do not apply.