

Priority Considerations

In certain situations, some job applicants have priority consideration over other candidates. Keep these state employment and reemployment policies in mind during the selection process. HRS-Employment will identify applicants with priority status for the hiring department. All employment/reemployment priorities are to be applied in accordance with state policy. All individuals involved in application evaluation, including the hiring manager, are advised to complete the Merit Based Recruitment & Selection Course and Quiz in AsU Learn which further explains priority considerations.

Consideration must be given to applicants with the following priorities: (Click on Link for policy details.)

[Priority Reemployment RIF](#)

Employees separated or scheduled to be separated through reduction-in-force have priority consideration over non-state applicants. RIF candidates must only meet minimum qualifications to receive priority.

[Promotional Priority](#)

Career state employees are eligible for priority consideration over non-state applicants when the candidates have substantially equal qualifications.

[Veteran's Preference](#)

Preference is to be given in employment opportunities to qualified veteran applicants.

[Exempt Policy-Making](#)

Employees separated from exempt positions for reasons other than just cause have priority consideration over non-state applicants and must only meet minimum qualifications to receive priority.

[Exempt Managerial](#)

Mandated reemployment or one-time priority reconsideration, based on years of service, when employee's selection violated G.S. 126-14.2.

Injured-on-the-job/Workers' Compensation

Employees injured-on-the-job, placed on workers' compensation leave, and who have been released by their physician to return to work have reemployment considerations based upon maximum medical improvement.