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USAJOBS Updates Federal Job Announcements to Reflect Merit Hiring Principles

Washington, D.C. – As part of the U.S. Office of Personnel Management’s (OPM) ongoing implementation of the Merit Hiring Plan, [USAJOBS](#) has updated its job opportunity announcements to reinforce the values of public service and the principles of merit-based hiring.

“These updates help ensure every applicant understands both the ideals that unite federal service and the merit-based principles that guide our hiring,” **OPM Director Scott Kupor said**. “We are building a modern federal workforce that values excellence, efficiency, and fidelity to the Constitution without bias or favoritism.”

Effective July 18, 2025, every job opening posted on USAJOBS now includes the following statement: “Candidates should be committed to improving the efficiency of the federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution.”

In addition, all job announcements now include a link to USAJOBS’ [Equal Employment Opportunity Policy](#), which affirms: “Candidates will not be hired based on their race, sex, color, religion, or national origin.”

These changes are a key component of OPM’s broader [Merit Hiring Plan](#), which aims to streamline hiring, strengthen the role of assessments, and reaffirm the federal government’s commitment to equal opportunity and accountability.

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