

  
Approved for Release  
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Date

Director for Human Resources  
Management

**DEPARTMENT OF COMMERCE  
OFFICE OF HUMAN RESOURCES MANAGEMENT**

**HUMAN RESOURCES (HR) BULLETIN #083, FY 08**

**SUBJECT:** Hiring of Non-Citizens Under Title V

**EFFECTIVE DATE:** Upon release of this HR Bulletin

**EXPIRATION DATE:** Effective until canceled or superseded

**SUPERCEDES:** HR Bulletin #071, FY'07, Hiring of Non-Citizens

**BACKGROUND:** On July 20, 2007, HR Bulletin #071, FY'07, Hiring of Non-Citizens, was issued to provide Department of Commerce (the Department) policy and approval process for the hiring non-U.S. citizens.

**PURPOSE:** The purpose of this HR Bulletin is to revoke HR Bulletin #071, FY'07, and to implement current Departmental policy on the hiring of non-U.S. citizens or nationals.

**COVERAGE:** This HR Bulletin applies to all positions within the Department and its Operating Units.

**POLICY:** It is the policy of the Department to employ only U.S. citizens or nationals of the United States of America. The Office of Security does not have the necessary authority to complete the comprehensive risk assessment needed in foreign countries to properly assess the threat, consequences, and vulnerabilities related to the hiring and employment of a non-U.S citizen or national. Without an appropriate source of information in foreign countries and the authority to conduct the necessary risk assessments, employment of non-U.S. citizens or nationals could potentially place the Department at risk.

**REFERENCES:** Title 5 CFR § 7.3 (a)(b)

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