

Posting Decision Matrix

	External Posting	Internal to UC, UCOP or Div/Dept	Waiver of Recruitment	Exceptions to Posting
<p>Considerations for Posting</p> <p><i>Exempt from Posting, as Needed:</i></p> <p><i>Limited Appointment</i></p> <p><i>Contract Appointment</i></p> <p><i>Casual Restricted Appointment.</i></p>	<p>Broad visibility to attract a broad, diverse competitive candidate pool within and outside the Laboratory</p>	<p>Need sufficient size, quality and diversity of applicant feeder pool to make a meaningful decision.</p> <p>If job group is underutilized, must prove that they can attract a qualified diverse pool of candidates.</p> <p>If requirements of position are such that only internal applicants would meet the minimum qualifications of the position</p> <p>Allows management to support career progress of qualified internal candidates.</p>	<p>UC Career employee uniquely qualified for a position; <u>or</u></p> <p>Highly qualified external candidate with evidence of past recruitment difficulty for the position; <u>or</u></p> <p>Contract or Limited employee who was recruited through an open recruitment process; <u>or</u></p> <p>Career employee who has completed a training program for development; <u>or</u></p> <p>Career employee who is scheduled for layoff.</p>	<p>Demotion or lateral transfer of an employee within the same organizational unit; or</p> <p>Lateral transfer of an employee along with the budgetary provision for that employee's position; or</p> <p>Transfer or reemployment of an employee in accordance with Reasonable Accommodation; Medical Separation; Pregnancy Disability Leave, or Family and Medical Leave; or</p> <p>A qualified employee who has become disabled; or</p> <p>Recall of a laid-off employee or placement of an employee with preference for reemployment or transfer; or</p> <p>An employee whose responsibilities or title have changed as a result of a reassignment of functions among positions within the same organizational unit; or</p> <p>An employee competitively selected for a University-sponsored internship program, and appointed to a vacant position for which he or she meets the minimum qualifications.</p>
<p>Who May Apply</p>	<p>Individuals from inside and outside of UCOP</p> <p>Career, Contract, and Floater employees</p>	<p>Only Career, Contract, and Floater employees within the designated scope.</p>	<p>Current UC employee, or external individual with specialized skills</p>	<p>Pre-identified individuals</p>