Title 21 Vacancy Announcement Attorney
Department of Health and Human Services (HHS)
Food and Drug Administration (FDA)
Office of the Commissioner (OC)
Office of the Chief Counsel (OCC)

Application Period: October 26, 2026 - April 26, 2027

Area of Consideration: United States Citizenship is required. You must be a U.S. Citizen or U.S. National. Foreign nationals or legal permanent residents are not eligible for consideration.

Position: Attorney

Series: RC-0905

Location(s): Silver Spring, MD or various locations

Work Schedule: Full Time

Salary: Band A salary range is from $85,447 to $133,730; **Band B salary range** is from $102,415 to $160,910; **Band C salary range** is from $121,785 to $191,352; **Band D salary range** is from $143,913 to $226,144. (The pay range above includes locality pay for the Silver Spring, MD (DMV area) location. Actual pay will vary based on duty location.)

Cures Band(s): Band A through Band D

Full Performance Band Level: Band D

Travel Requirements: Up to 25%

Relocation Expenses Reimbursement: No

This position is being filled under a stream-lined hiring authority, Title 21, Section 3072 of the 21st Century Cures Act. The candidate selected for this position will serve under a career or career-conditional appointment and be paid under the provisions of this authority. Additional information on 21st Century Cures Act can be found here:
21st Century Cures Act Information

Introduction

The Food and Drug Administration (FDA or Agency) is the regulatory, scientific, public health and consumer protection agency responsible for ensuring all human and animal drugs, medical devices, cosmetics, foods, food additives, drugs and medicated feeds for food producing animals, tobacco and radiation emitting devices safe, and effective.

This position is located in the Office of the Chief Counsel, Office of the Commissioner, Food and Drug Administration, Silver Spring, MD. The Office of the Chief Counsel is looking for attorneys with a demonstrated interest in public service and any of the following areas: administrative law; litigation; the regulation of animal drugs; the regulation of food; the regulation of medical products; or the regulation of tobacco products. Our attorneys' work has an immediate impact on public health and law across the country. Candidates must have a record of strong academic achievement, along with outstanding legal research, writing, oral, and analytical skills and be adept at working with and advising clients.

Duties/Responsibilities

As an attorney, you will:

- Research difficult and complex problems and cases concerning interpretation, application,and enforcement of program statutes, rules, and regulations.
- Assimilate and apply legal principles and guidance contained in case law, program rules, regulations, and similar materials.
- Provide legal advice, guidance, and assistance to program officials, agency personnel andothers in such areas as: specific regulatory problems, issues, and actions; development of modified and new program regulations and guidelines; etc.
- Evaluate program specifications for regulations; drafts regulations, notices, and otherdocuments; and prepare legal memoranda in areas which may involve little or no precedent.
- Assist, in conjunction with the Department of Justice (DOJ), the preparation of litigation motions, briefs, supporting memoranda, and affidavits.

Supervisory Responsibilities: This is not a supervisory position.

Conditions of Employment

- U.S. Citizenship requirement or proof of being a U.S. National must be met by closing date.
- Employment is subject to the successful completion of a background investigation, verification of qualifications, completion of onboarding forms, submission of required documents, and any other job-related requirement before or after appointment.
- Applicants must meet all qualification requirements by the closing date of this announcement.
- Direct Deposit: You will be required to have all federal salary payments electronically deposited into a bank account with a financial institution of your choice.
- FDA participates in e-Verify: All new hires must complete the I-9 form; this information will be processed through e-Verify to determine your employment eligibility. If a discrepancy arises, you must take affirmative steps to resolve the matter.
- Males born after December 31, 1959 must be registered with the Selective Service.
- Financial Disclosure may be required.
- Ethics Clearance may be required.

- Background Investigation/Security Clearance is required. All employees must pass a security investigation. Failing to pass the background check may be grounds for removal or legal action. If hired, you may be subject to additional investigations at a later time.

Qualifications

Specialized/Legal Experience

Specialized/legal experience is experience that equipped the applicant with the particular knowledge skills, abilities to successfully perform the duties of the position, and that is typically in or related to the work of the position to be filled.

To be placed into a Cures position, candidates must meet the following criteria:

1. Scientific, Technical, and Professional Fields
2. Qualified and Outstanding Candidates
    a. ***Qualified*** applies to all candidates for Cures appointments. The FDA OTS will use the basic requirements defined in the OPM Qualification Standards as a baseline for comparing experience levels and other candidate attributes for relevant positions.
    b. ***Outstanding*** candidates can be defined by existing outstanding work experience, outstanding performance rating, or both.

In order to qualify for this Title 21 Cures position, the candidate(s) must meet the following **required** qualifications. *Please note: Additional education and experience listed that is not indicated as required is preferable and desired. Candidates who do not meet the "desired" criteria will not be excluded from consideration for this position.*

At the discretion of the General Counsel, one (1) year of legal experience may be credited if an Attorney applicant possesses any one or combination of the following special qualifications:

1. One year of post-law school graduate law study (Full-time or equivalent) related to position for which the candidate is being considered (LLM, combined JD/MPH, combined JD/MBA, or equivalent);
2. One year experience serving in a legal fellowship related to the position for which the candidate is being considered;
3. One year of significant non-legal work experience in a field related to the position for which the candidate is being considered (e.g., working with a Federal Acquisition Regulation, or Equal Employment Opportunity regulations, or other work experience directly applicable to the work of the position for which the candidate is being considered);
4. One year of post-law school judicial clerkship experience (full-time or equivalent);
5. Outstanding academic experience and achievement, to include awards, recognitions and honors bestowed by an academic institution; participation in a clinical program with limited practice of law (typically in third year) or community service legal clinic; participation in moot court and/or othersimilar competitions (e.g., negotiation, mock trial, client counseling, appellate advocacy,

writing, etc.); completion of specialized certificate/curriculum programs designed to build and enhance critical professional legal skills (such as Pathways to Success Professionalism, Health Law and Policy, IndianLaw, Employment Law, Trial Advocacy).

Education Requirement: J.D or LL.B. OPM Occupational Series Qualification Requirements

Professional Experience: Bar Membership is required.

Below are the qualification requirements: **Band Level**	**J.D. or LL.B.**	**Bar Membership**	**Legal Experience Requirements**
Band A (Attorney)	Required	Required	None
Band B (Attorney)	Required	Required	1 year of professional legal experience post bar admission equivalent to the Band A level
Band C (Attorney)	Required	Required	2 years of professional legal experience post bar admission, with one year of experience equivalent to the Band B level
Band D (Attorney)	Required	Required	3 years of professional legal experience post bar admission with one year of experience equivalent to the Band C level

Education Transcripts

Applicants must submit official or unofficial law school transcripts. Transcripts and relevant coursework may be reviewed as part of the overall evaluation process to assess academic achievement and subject-matter foundation relevant to the duties of the position. Academic performance will be considered in conjunction with experience, demonstrated competencies, writing samples, and interviews, and will not be the sole basis for selection.

SUBMITTING YOUR TRANSCRIPTS: Positions which are scientific or technical in nature often have very specific educational requirements. A transcript is required to verify educational achievement. Pay careful attention to the Qualifications and Education sections to identify vacancies where a transcript is required. Even if you hold a similar position or are a current FDA employee, you are not exempt from transcript requirements.

FOREIGN EDUCATION: Applicants using part, or all of their education completed outside of the U.S. to meet the qualification requirements, must have their foreign education evaluated by an accredited organization to ensure that the foreign education is comparable to education received in accredited educational institutions in the U.S. Some positions require the completion of specific courses or a specified number of credit hours. Therefore, the foreign credential evaluation should provide information similar to that of an official transcript, to include a list of the courses taken, quarter and/or semester hours awarded, the cumulative grade point average (GPA), honors received, if any, date degree awarded. Applicants can request an evaluation from a member organization of one of the two national associations of credential evaluation services listed below:

1. National Association of Credential Evaluation Services (NACES)
2. Association of International Credentials Evaluators (AICE)

Credential evaluations are not free, and applicants are responsible for the cost of the selected service. See the U.S. Department of Education for more information.

Security Clearance Requirements

Background Investigation/Security Clearance Requirements: **Non-Sensitive/ Moderate Risk**
This is not a Testing Designated Position. Applicants selected for this position will be subject to reasonable suspicion and post-accident drug testing upon hiring.

Ethics Clearance Requirements

This position may require financial disclosure reporting and will be subject to FDA's prohibited financial interest regulation. If you are hired, you may be required to divest of certain financial interests. You are advised to seek additional information on this requirement from the hiring official before accepting any job offers. For more information please visit the FDA Ethics web page: https://www.fda.gov/about-fda/jobs-and-training-fda/ethics.

Equal Employment Opportunity

Equal Employment Opportunity Policy
The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.
Equal Employment Opportunity (EEO) for federal employees & job applicants

Reasonable Accommodation

Reasonable Accommodation Policy
Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits. Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when: An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job. An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace. An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events. You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis. Learn more about disability employment and reasonable accommodations or how to contact an agency.

E-Verify

The Food and Drug Administration participates in the USCIS Electronic Employment Eligibility Verification Program (E-Verify). E-Verify helps employers determine employment eligibility of new hires and the validity of their Social Security numbers.

How to Apply

How to Apply: Submit resume or curriculum vitae with cover letter by 04/26/27 to OC-employment-opportunities@fda.hhs.gov. Candidate resumes may be shared with hiring official within OC with a similar job vacancy. Candidates can opt out of this process by annotating resume with "do not share".

1. **Resume**: Current resume (2-page limit), which summarizes the work experience relevant to this position.
2. **Law school transcript**
3. **Proof of bar status:** Must be active, in good standing and eligible to practice in a state, territory of the US, the District of Columbia or the Commonwealth of Puerto Rico. If, as a current law student orjudicial clerk, you have not yet been admitted to practice in a state, territory of the US, the District ofColumbia or the Commonwealth of Puerto Rico , please note in your cover letter the date which youtook the bar exam or when you plan to take the bar exam and indicate which jurisdiction's exam youhave taken/will take.
4. **An analytical legal writing sample**
5. **Cover Letter:** describing (1) your interest in a position with FDA's Office of the Chief Counsel, including any areas you are particularly interested in; and (2) your legal experience, education, or training that would qualify you for this position.

For questions please contact OCHiringActions@fda.hhs.gov
Please reference Job Reference ID: OCC Attorney, Band A-D position in the email subject line.

Announcement Contact

For questions regarding this Cures position, please contact OCHiringActions@fda.hhs.gov

The Department of Health and Human Services is an equal opportunity employer with a smoke free environment.

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