

Appointee Selection Process by Level of Appointee

	SOURCES	VETTING	RESPONSIBLE FOR SELECTION	TIMING
Cabinet-level and key deputies	<ul style="list-style-type: none"> Typically well-known within political circles Former administrative officials NGO and business leaders outside government Campaign/transition staff Other supporters and advisors of President 	<ul style="list-style-type: none"> Initial public vet Deep post-election vet FBI b/g check pre-Senate hearings OGE public financial disclosure form 	<ul style="list-style-type: none"> President and 4-5 key advisors New Cabinet-level nominees as well for their key Deputies 	<ul style="list-style-type: none"> Within a month of election
Other Deputy Secretaries, Under Secretaries and Assistant Secretaries	<ul style="list-style-type: none"> See above Input from agency review teams 	<ul style="list-style-type: none"> Initial public vet Less deep post-election vet by personnel team FBI b/g check pre-Senate hearings OGE public financial disclosure form 	<ul style="list-style-type: none"> Personnel team New agency heads 	<ul style="list-style-type: none"> Many between election and Inauguration Some post-Inauguration
Deputy Assistant Secretaries, Non-career SES and Schedule Cs	<ul style="list-style-type: none"> Input from agency review teams Campaign/transition staff Other supporters and advisors of President 	<ul style="list-style-type: none"> Initial vet FBI, OPM b/g check, OGE public financial disclosure form 	<ul style="list-style-type: none"> New agency heads PPO 	<ul style="list-style-type: none"> Some formal transitioning Most later, after new agency heads confirmed
White House personnel	<ul style="list-style-type: none"> Key campaign and transition staff Other supports and advisors to president, COS Former administrative officials 	<ul style="list-style-type: none"> Initial vet Varies by position FBI, OPM b/g check, OGE public financial disclosure form 	<ul style="list-style-type: none"> President and 4-5 key advisors Incoming Chief of Staff 	<ul style="list-style-type: none"> Within a week of election



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