

## Moderate Talent Pipeline: FAQ

### **Am I guaranteed a job through the Moderate Talent Pipeline?**

The Moderate Talent Pipeline **does not** have direct hiring power. We work to help place selected candidates in our pipeline—which includes regularly tracking job openings and sharing our recommended candidates with people who hire in the White House and federal agencies, congressional offices and committees, and Democratic campaigns. In addition to our advocacy for moderate candidates, we encourage individuals to continue applying directly to roles they are interested in.

### **Are there options for remote roles and/or telework? Do I need to live in the Washington, DC area?**

Positions in the White House, federal agencies, Capitol Hill, or Democratic campaigns are primarily in-office and based in Washington, DC. Although some roles may allow occasional remote work, these typically are not fully remote opportunities.

### **Am I qualified for a political appointment, a position on Capitol Hill, or a role in a campaign?**

Typically, to be eligible for employment with the federal government, you need to be a US citizen or a US national. However, there are certain exceptions to this rule. For further information on the exceptions applicable to non-US citizens at federal agencies, please click [here](#). Additionally, you can find details about the current Congressional requirements [here](#).

### **Can I apply to the Moderate Talent Pipeline if I already work in government?**

Absolutely! If you are currently employed in Congress or the Executive Branch, you can still confidentially apply. The Moderate Talent Pipeline is eager to recommend federal government employees who want to advance their careers. If you are a congressional staffer seeking a position in another office, committee, or aiming to transition into a federal agency or White House, the Moderate Talent Pipeline can help. The same applies to those in the Executive Branch looking to explore new roles, switch agencies, or transition into a congressional staff position.

### **Where can I learn more about government salaries?**

Each office within Congress has the authority to establish its own staff salary structures. As a result, there can be notable variations in compensation for similar positions across different offices, committees, and leadership roles—as well as between the House and Senate. For further details, you may refer to the CRS Reports on Staff Pay Levels for both the [House](#) and [Senate](#).

Most political appointees in the executive branch are compensated according to the General Schedule pay scale, which consists of 15 grades, each with 10 steps, combining base pay with locality pay adjustments. Additional information can be found through the [Partnership for](#)

[Public Service](#) and the [US Office of Personnel Management](#). The 2024 Salary Tables are available for review [here](#), and further insights into salaries for political appointment roles can be accessed [here](#) as well.

**When can I apply for the Moderate Talent Pipeline?**

The confidential application process for the Moderate Talent Pipeline is currently open. We are accepting applications on an ongoing basis.

**What if I have more questions?**

Please contact Destine Hicks-Lundy at [dhickslundy@thirdway.org](mailto:dhickslundy@thirdway.org).