Military Rank to Federal Civilian Grades

Resource developed by The Resume Place®

Determing the government grade level based on your military rank is challenging. Here are some ways to determine the appropirate grade:

 Salary: Match the salary you are earning now against the OPM General Schedule charts.

 Specialized Experience: Read USAJOBS announcements for the Specialist Experience required and see if you quality for the grade level they are advertising.

 Certification and Training: Read job announcement and see if you have the spefic certifcation and training

required.

NOTE: This chart is not an offical federal government grade to military rank conversion chart. This chart was developed out of years of analyzing rank agaist the requirments of USAJobs vacancy announcements for specific positions. Grade levels for these role smay differ based on an agency’s organization structure, geographical location, and/or size. Remember also that changing career fields may result in entering the new field at a lower GS level while experience is gained.

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| Federal Civilian Grade | Military Commissioned Officer | Military Warrant Officer | Military Enlisted |
| Assistants |  |  | Trainee/Assistants |
| GS 2, 3, 4, 5 |  |  | E-2, 3, 4 |
| GS 6, 7, 8 |  |  | E-5, 6 |
| Specialist/Technician | Junior Leaders/ First-line Supervisors |  | Specialist/First-line Supervisors |
| GS 7 |  |  | E-3, 4 |
| GS 9 | O-1 |  | E-5, E-7 |
| GS 11 | O-2 | WO-1 | E-5, E-7 |
| GS 12 | O-3 | WO-1 | E-7 |
| Team Lead/Section Leader | Mid-Level Leaders/ Section Manager |  | Operations Supervisor/ Supervisor of First-line Supervisors |
| GS 12 | O-3, 4 | WO-2 | E-7, 8 |
| GS 13 | O-4 | WO-3 | E-8 |
| Supervisor/ Branch Chief | Leaders of Mid-Level Leaders/ Manage Organizations |  | Superintendent/ Supervisor of Ops Supervisors |
| GS 13 | O-4 | WO-4 | E-8, 9 |
| GS 14 | O-5 | WO-5 | E9 |
| Manager | Senior Leader/ Head of Organizations |  | Senior Enl Advisor/ Career Field Manager |
| GS 14 | O-5 | WO-5 |  |
| GS 15 | O-6 |  |  |

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