

Hiring and Other Human Resources (HR) Authorities Overview: Summarizes hiring and other HR authorities specific to the Department of Defense (DoD) competitive service civilian workforce. This list is not exhaustive. Some authorities specific to certain DoD Components or organizations may not be listed. For further information, refer to the respective DoD implementation procedures, applicable DoD Component and lower level policies and procedures, and/or other applicable regulations and procedures. Information is current as of the date of this document, and it is subject to change.

| DoD Hiring Authorities | | | | | |
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| Hiring Authority | Expiration Date | Governing Statute, Regulation, Policy | Common Uses/Other Features | Ad/Public Notice | Special Requirements for Consideration of Veterans |
| Expedited Hiring Authority for Certain Defense Acquisition Workforce Positions -Competitive service | None—end date of 9/30/17, removed per NDAA FY16 | <ul style="list-style-type: none"> 10 U.S.C. 1705(g)-(h); P.L. 110-181, SEC. 852(a)(1); P.L. 110-417, SEC. 833; P.L. 111-84, SEC. 831, 832 (a)-(g); P.L. 112-81, SEC. 804(a); P.L. 112-239, SEC. 803; SEC. 841(a)(3)(A), P.L. 114-92 USD (AT&L) and USD (P&R) memorandum and procedures, "Extension of Expedited Hiring Authority for Select Defense Acquisition Workforce Positions," December 18, 2015 USD (AT&L) and USD (P&R) memorandum, "Extension of Expedited Hiring Authority for Select Defense Acquisition Workforce Positions—Removal of Sunset Date," September 6, 2017 | <ul style="list-style-type: none"> Targeted occupational areas (listed in the procedures) based on critical need or shortage GS-5 through 15 levels (or equivalent) Temp, term, and permanent | Yes | Qualified candidates with veterans' preference should be considered for appointments when they are found to best meet mission requirements |
| Expedited Hiring Authority for Certain Defense Health Care Occupations -Competitive service | December 31, 2020 (extended pursuant to P.L. 113-66, SEC. 1109(a)), unless amended | <ul style="list-style-type: none"> 10 U.S.C. 1599c; P.L. 113-66, SEC. 1109 USD (P&R) memorandum and procedures, "Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations," December 14, 2015 | <ul style="list-style-type: none"> Targeted healthcare occupational series (listed in the procedures) based on critical need or shortage GS-15 level and below (or equivalent) Temp, term, and permanent | Yes | When veterans' preference eligibles and non-preference eligibles are being considered at the same time, the preference eligible must be selected if candidates are essentially equally qualified |

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| Direct Hire Authority (DHA) for Select Technical Acquisition Positions -Competitive service | November 22, 2020 (SEC. 1112), and December 31, 2020 (SEC. 1113), unless amended | <ul style="list-style-type: none"> 10 U.S.C. 1701 Subchapter I; P.L. 114-92, SEC. 1112 and 1113 USD (P&R) memorandum and procedures, "Direct-Hire Authorities for Select Technical Acquisition Positions," December 5, 2016 | Both sections: <ul style="list-style-type: none"> Appointments in the acquisition workforces of the Mil Deps only GS-5 through 15 levels (or equivalent) Temp, term, and permanent SEC. 1112 <ul style="list-style-type: none"> Appoint veterans to scientific, technical, engineering, mathematic, and technician positions Appointments in a calendar year (CY) not to exceed (NTE) 1% of that Mil Dep's acquisition workforce as of the close of the prior FY SEC. 1113 <ul style="list-style-type: none"> Appoint qualified individuals with a scientific or engineering (S&E) degree to S&E positions Appointments in a CY, NTE 5% of that Mil Dep's S&E acquisition workforce as of the close of the prior FY | No | SEC. 1112 authorizes the appointment of qualified veterans as defined by SEC. 101 of title 38, U.S.C. SEC. 1113 does not observe veterans' preference |
| DHA for Post-Secondary Students and Recent Graduates -Competitive service (Note: Amendment per NDAA FY19, SEC. 1102, | September 30, 2021 <i>(amendment pending policy implementation)</i> | <ul style="list-style-type: none"> 10 U.S.C. 1580; P.L. 114-328, SEC. 1106 USD (P&R) memorandum, "Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates," February 6, 2017 | <ul style="list-style-type: none"> Appoint qualified post-secondary students and recent graduates Administrative and professional positions, GS-11 and below (or equivalent) | SEC. 1106 requires DoD to "publicly advertise" positions "to the extent practical" | No |

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| <i>pending policy implementation; extends the DHA through September 30, 2025, and increases allocations from 15% to 25%)</i> | | | <ul style="list-style-type: none"> • Post-secondary students hired via term appointment with noncompetitive conversion eligibility to permanent upon completion of degree requirements. • Recent graduates hired via permanent appointment • Appointments DoD-wide may not exceed 15% of total competitive like hires during the previous FY (DCPAS provides allocations to Components) | | |
| Temporary DHA for Financial Management Experts in the DoD Workforce -Competitive service | December 31, 2022, unless amended | <ul style="list-style-type: none"> • 10 U.S.C. 1580; P.L. 114-328, SEC. 1110; amended per P.L. 115-91, SEC. 1106 and P.L. 115-232, SEC. 1113 • USD (P&R) memorandum, "Direct-Hire Authority for Financial Management Experts in the Department of Defense Workforce Implementation Procedures," June 1, 2017 • USD (P&R) memorandum, "Temporary Direct-Hire Authority for Financial Management Experts in the Department of Defense Workforce—Expansion of Organizational Coverage," April 2, 2018 • USD (P&R) memorandum, "Inclusion of Office of Secretary of Defense Among Components of the Department of Defense Covered by Direct-Hire Authority for Financial Management Experts," | <ul style="list-style-type: none"> • Appoint qualified candidates possessing a finance, accounting, management, or actuarial science degree, or related degree to specific occupational areas • For appointments in Defense Agencies, Military Departments, the Office of the Chairman of the Joint Chiefs of Staff, the Joint Staff, Combatant Commands, the Office of the Inspector General of the DoD, DoD Field Activities, and the Office of the Secretary of Defense | No | No |

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| | | October 30, 2018 | <ul style="list-style-type: none"> • Appointments in a CY NTE 10% of that Component's FM, accounting, auditing, & actuarial positions in the FM workforce as of the close of the prior FY • GS-5 through 15 levels (or equivalent) • Temp, term, and permanent | | |
| Temporary DHA for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD -Competitive service | September 30, 2021, unless amended | <ul style="list-style-type: none"> • 10 U.S.C. 1580; P.L. 114-328, SEC. 1125(a)(c); amended per P.L. 115-91, SEC. 1102 • USD (P&R) memorandum, "Temporary Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the Department of Defense," June 1, 2017 • USD (P&R) memorandum, "Extension of Temporary Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the Department of Defense," April 2, 2018 | <ul style="list-style-type: none"> • Appoint qualified candidates at any Domestic Defense Industrial Base Facilities or Major Range and Test Facilities Base • GS or FWS, up to GS-15 (or equivalent) • Temp, term, and permanent | No | No |
| Temporary DHA for the DoD Office of the Director of Operational Test and Evaluation -Competitive service | September 30, 2021, unless amended | <ul style="list-style-type: none"> • 10 U.S.C. 1580; P.L. 114-328, SEC. 1125(b) • USD (P&R) memorandum, "Direct-Hire Authority for The Department of Defense Office of the Director of Operational Test and Evaluation Implementation Procedures," June 1, 2017 | <ul style="list-style-type: none"> • Appoint qualified candidates possessing an advanced degree to S&E positions within the Office of the Director of Operational Test and Evaluation | No | No |

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| | | | <ul style="list-style-type: none"> GS-9 through 15 levels (or equivalent) Temp, term, and permanent | | |
| Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense -Competitive service | None | <ul style="list-style-type: none"> 10 U.S.C 1580; P.L. 114-328, SEC. 1105(b) DSD memorandum, “Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense,” July 14, 2017 | <ul style="list-style-type: none"> The Secretary of Defense may make a noncompetitive temporary or term appointment up to a <i>maximum of 18 months</i> to meet a critical hiring need Provides no provision for extension or conversion GS or FWS, up to GS-15 (or equivalent) Temp and term | No | No |
| DHA for Cyber Workforce Positions -Competitive Service | Upon implementation of SEC. 1599f of title 10, U.S.C., “United States Cyber Command recruitment and retention” | <ul style="list-style-type: none"> 10 U.S.C. 1599; P.L. 114-328, SEC. 1643(a)(3) USD (P&R) memorandum, “Direct Hiring Authority for Cyber Workforce Positions,” August 22, 2017 | <ul style="list-style-type: none"> Appointment of qualified individuals into Cyber Workforce Specific occupational series identified in the table at para. 3.c of the procedures Additional occupations may be considered based on the definition for “severe shortage of candidates” and “critical hiring need” in SECs. 337.202(b) and (c) of 5 CFR Up to GS-15 level (or equivalent) Temp, term, and permanent | Yes | No |

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| Temporary DHA for Childcare Services Providers for Department Child Development Centers -Competitive Service | September 30, 2021, unless amended | <ul style="list-style-type: none"> • NDAA FY18, P.L. 115-91, SEC. 559 • USD (P&R) memorandum, "Temporary Direct-Hire Authority for Childcare Services Providers for Department Child Development Centers," April 27, 2018 | <ul style="list-style-type: none"> • The SecDef may recruit and appoint qualified childcare service providers to positions within CDCs without regard to subchapter I of chapter 33 of 5 U.S.C. if the SecDef determines there is a critical hiring need or shortage • Current coverage for 1701 and 1702 occupational series at GS-02 through 11 levels (or equivalent) • Temp, term, and permanent | No | No |
| Temporary DHA for the DoD for Personnel to Assist in Business Transformation and Management Innovation -Competitive Service | September 30, 2021, unless amended | <ul style="list-style-type: none"> • NDAA FY18, P.L. 115-91, SEC. 1101 • USD (P&R) memorandum, "Temporary Direct Hire Authority for the Department of Defense for Personnel to Assist in Business Transformation and Management Innovation," August 10, 2018 | <ul style="list-style-type: none"> • The SecDef may recruit and appoint qualified candidates for the purpose of assisting and facilitating the efforts of the Department in business transformation and management innovation • Up to GS-15 level (or equivalent) • Requests for allocation(s) must be submitted by DoD Components to DCPAS for approval • Limited to no more than 10 appointees DoD-wide • Term | No | No |

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| DHA for the DoD for Certain Competitive Service Positions -Competitive Service <i>(Pending policy implementation)</i> | September 30, 2025, unless amended | <ul style="list-style-type: none"> NDAF FY19, P.L. 115-232, SEC. 1101 | <ul style="list-style-type: none"> The SecDef may appoint qualified candidates to any of the following positions in the competitive service in DoD: positions involved with Department maintenance activities, including depot-level maintenance and repair; any position involved with cybersecurity; any individual in the acquisition workforce that manages any services contracts necessary to the operation and maintenance of programs of the Department; any science, technology, or engineering position, including any such position at the Major Range and Test Facilities Base, in order to allow development of new systems and provide for the maintenance of legacy systems | TBD | TBD |

| Other Assignment Options | | | | | |
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| <p>New Beginnings: DHA in DoD -Competitive service</p> <p><i>(This is a delegation of authority—it does not constitute a hiring authority in itself)</i></p> | None | <ul style="list-style-type: none"> 5 U.S.C. 9902(b)(2) DSD memorandum, “Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions,” June 6, 2017 | <ul style="list-style-type: none"> DoD assumes from the Office of Personnel Management (OPM) the responsibility for determining a severe shortage of candidates or critical hiring need for civilian occupations within the Department Enables the Department to adjudicate DoD Components’ DHA requests based on the criteria for “severe shortage of candidates” and “critical hiring need” in SECs. 337.204(b) and 337.205(b) of 5 CFR | Yes | No |
| <p>New Beginnings: Modification of Temporary and Term Appointments Within the DoD -Competitive service</p> <p><i>(This authority provides a flexibility-- it does not constitute a hiring authority in itself; however, it provides eligibility for noncompetitive conversion to</i></p> | None | <ul style="list-style-type: none"> 5 U.S.C. 9902(b)(2) USD (P&R) memorandum, “Modification of Temporary and Term Appointments Within the Department of Defense,” June 12, 2017 | <ul style="list-style-type: none"> Modification of current OPM regulations for temporary and term appointments allowing longer durations <ul style="list-style-type: none"> ✓ Temporary appointments up to a total of 3 years ✓ Term appointments up to a total of 6 years Allows noncompetitive conversions of term appointments to permanent appointments under specific conditions | See implementation procedures | N/A |

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| <i>permanent appointment under specific conditions)</i> | | | | | |
| Extensions of Term Appointments in the Competitive Service in the DoD -Competitive Service <i>(This authority provides a flexibility-- it does not constitute a hiring authority in itself)</i> | None | <ul style="list-style-type: none"> 10 U.S.C 1580; P.L. 114-328, SEC. 1105(a) and (d) Reference USD (P&R) memorandum, "Modification of Temporary and Term Appointments Within the Department of Defense," June 12, 2017 DSD memorandum, "Extensions of Term Appointments in the Competitive Service in the DoD," August 10, 2018 | <ul style="list-style-type: none"> Extensions of term appointments from 6 years up to 8 years Requests for extensions beyond 8 years must be submitted by DoD Components to DCPAS for approval | The potential for extensions beyond 6 years must be stated in the vacancy announcement (if applicable) or otherwise documented before the appointment of the employee | N/A |