

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					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
Consolidation of Direct Hire Authorities for the Department of Defense -Competitive Service	September 30, 2025, except for positions covered by paragraph 3.e. of the USD(P&R) Memo, for which the authority does not expire	<ul style="list-style-type: none"> Section 1109 of FY 2020 NDAA; P.L. 116-92 Section 9905 of title 5, U.S.C. USD(P&R) Memo “Direct Hire Authority for Certain Personnel of the Department of Defense,” April 2, 2020. 	Incorporates and cancels the following DoD DHAs ¹ : <ol style="list-style-type: none"> EHA for Select Defense Acquisition Workforce Positions EHA for Certain Defense Health Care Occupations DHA for Select Technical Acquisition Positions Temporary DHA for Financial Management Experts in the DoD Workforce DHA for Cyber Workforce Positions Temporary DHA for Childcare Services Providers for Department Child Development Centers Temporary DHA for the DoD for Personnel to Assist in Business Transformation and Management Innovation Temporary DHA for Certain Competitive Service Positions 	No. Merit factors shall be the basis for selecting individuals for positions.	No

¹ See pages 7-12
Employment & Compensation

DoD Hiring Authorities					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
Temporary DHA for Post-Secondary Students and Recent Graduates -Competitive service	September 30, 2025, unless amended	<ul style="list-style-type: none"> 10 U.S.C. 1580; P.L. 114-328, SEC. 1106, 10 U.S.C. 1580; P.L. 115-232, SEC. 1102 USD (P&R) memorandum, "Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates," February 6, 2017 USD (P&R) memorandum, "Modification of Direct-Hire Authority for the Post-Secondary Students and Recent Graduates," January 15, 2019 	<ul style="list-style-type: none"> Appoint qualified post-secondary students and recent graduates Administrative and professional positions, GS-11 and below (or equivalent) 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 25% of total competitive like hires during the previous FY (DCPAS provides allocations to Components) 	SEC. 1106 requires DoD to "publicly advertise" positions "to the extent practical"	No

DoD Hiring Authorities					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
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," July 19, 2018 U.S. Office of Personnel Management memorandum, "NDAA for FY 2017 – Eligibility of certain time-limited Defense Industrial Base Facility or the Major Range and Test Facilities Base," March 6, 2019 	<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

DoD Hiring Authorities					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
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 GS-9 through 15 levels (or equivalent) Temp, term, and permanent 	No	No
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

Other Assignment Options					
Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<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 permanent)</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

Other Assignment Options					
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<i>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
Public- Private Talent Exchange <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 1955(g) DSD memorandum "Public- Private Talent Exchange", July 19, 2018. 	<ul style="list-style-type: none"> The SecDef with agreement with a private-sector organization and the consent of the employee, to arrange for the temporary assignment of a DoD civilian employee to that private-sector organization, or an employee of their private-sector organization to the DoD. 	No	No

SUSPENDED AUTHORITIES: Direct Hire Authorities Consolidated by Sec. 1109 FY2020 NDAA					
Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<i>Expedited Hiring Authority for Select Defense Acquisition Workforce Positions</i> -Competitive service	None — end date of 9/30/17, removed per NDAA FY16 Suspended in April 2020 by Sec. 1109 FY20 NDAA	<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	<i>Qualified candidates with veterans' preference should be considered for appointments when they are found to best meet mission requirements</i>
<i>Expedited Hiring Authority for Certain Defense Health Care Occupations</i> -Competitive service	Dec. 31, 2020 (extended by P.L. 113-66, Sec. 1109(a)) Suspended in April 2020 by Sec. 1109 FY20 NDAA	<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	<i>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</i>

SUSPENDED AUTHORITIES: Direct Hire Authorities Consolidated by Sec. 1109 FY2020 NDAA

Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<p><i>Direct Hire Authority (DHA) for Select Technical Acquisition Positions -Competitive service</i></p>	<p>November 22, 2020 (SEC. 1112), and December 31, 2020 (SEC. 1113) Suspended in April 2020 by Sec. 1109 FY20 NDAA</p>	<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 	<p>Both sections:</p> <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 <p>SEC. 1112</p> <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 <p>SEC. 1113</p> <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 	<p>No</p>	<p>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</p>

SUSPENDED AUTHORITIES: Direct Hire Authorities Consolidated by Sec. 1109 FY2020 NDAA

Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<p><i>Temporary DHA for Financial Management Experts in the DoD Workforce -Competitive service</i></p>	<p>December 31, 2022, unless amended Suspended in April 2020 by Sec. 1109 FY20 NDAA</p>	<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, 10 U.S.C. 1580; 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," October 30, 2018 	<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 • 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 	No	No

SUSPENDED AUTHORITIES: Direct Hire Authorities Consolidated by Sec. 1109 FY2020 NDAA

Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<i>DHA for Cyber Workforce Positions - Competitive Service</i>	Upon implementation of SEC. 1599f of title 10, U.S.C., "United States Cyber Command recruitment and retention" Suspended in April 2020 by Sec. 1109 FY20 NDAA	<ul style="list-style-type: none"> 10 U.S.C. 1599f; 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
<i>Temporary DHA for Childcare Services Providers for Department Child Development Centers - Competitive Service</i>	September 30, 2021, unless amended Suspended in April 2020 by Sec. 1109 FY20 NDAA	<ul style="list-style-type: none"> 10 U.S.C. 1792; 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

<u>SUSPENDED AUTHORITIES: Direct Hire Authorities Consolidated by Sec. 1109 FY2020 NDAA</u>					
Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<i>Temporary DHA for the DoD for Personnel to Assist in Business Transformation and Management Innovation -Competitive Service</i>	September 30, 2021, unless amended Suspended in April 2020 by Sec. 1109 FY20 NDAA	<ul style="list-style-type: none"> 10 U.S.C 1580; 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
<i>Temporary DHA for Certain Competitive Service Positions -Competitive Service</i>	September 30, 2025, unless amended Suspended in April 2020 by Sec. 1109 FY20 NDAA	<ul style="list-style-type: none"> NDAA FY19, P.L. 115-232, SEC. 1101 USD (P&R) memorandum, "Department of Defense Temporary Direct Hire Authority for Certain Competitive Service Positions," February 1, 2019 	<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 	No	No

			<p><i>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</i></p> <p><i>Up to GS-15 level (or below)</i></p>		
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