**Hiring and Other Human Resources (HR) Authorities Overview:** Summarizes hiring and other HR authorities and assignment mechanisms commonly used by various segments of the Department of Defense (DoD) civilian workforce. Some authorities are Government-wide, and some are specific to DoD. 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.

### CYBER-SPECIFIC AUTHORITIES

<table>
<thead>
<tr>
<th>Hiring Authority</th>
<th>Expiration Date</th>
<th>Governing Statute, Regulation, Policy</th>
<th>Common Uses/Other Features</th>
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<th>Special Requirements for Consideration of Veterans</th>
</tr>
</thead>
</table>
| DoD Direct Hiring Authority (DHA) for Cyber Workforce Positions | Expires upon implementation of SEC. 1599f of title 10, U.S.C., “United States Cyber Command recruitment and retention” | • 10 U.S.C. 1599; P.L. 114-328, SEC. 1643 | • 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 | Yes | No |
| *Office of Personnel Management (OPM)/Government-wide DHAs* | STEM DHA expires October 10, 2023  
Cybersecurity DHA has no expiration date | • 5 U.S.C. 3304; 5 CFR 337, Subpart B  
• OPM Memorandum, “Announcing Government-wide Direct Hire Appointing Authorities,” October 11, 2018 | • Applicants must meet basic qualification requirements  
• Numerical ranking does not apply  
• Agencies must comply with applicable laws and regulations to make DHA appointments from which the DHA did not exempt the agency, including to merit principles  
• May be used for temporary, term (time-limited), and permanent | Yes | No |
| OPM/Government-wide DHA Information Technology Management (INFOSEC); | N/A | • 5 U.S.C. 3304; 5 CFR 337, Subpart B | • Applicants must meet basic qualification requirements  
• Numerical ranking does not apply  
• Agencies must comply with applicable laws and regulations to make DHA appointments from which | Yes | No |

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Employment & Compensation/Staffing Policy Division

November 1, 2018
<table>
<thead>
<tr>
<th>Hiring Authority</th>
<th>Expiration Date</th>
<th>Governing Statute, Regulation, Policy</th>
<th>Common Uses/Other Features</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Schedule A 213.3102(r) for Fellowship and Similar Appointments in the Excepted Service</td>
<td>N/A</td>
<td>5 CFR 213.3102(r)</td>
<td>Established by OPM in support of fellowship and similar programs operated under criteria developed by the employing agency and/or a non-Federal organization</td>
<td>No</td>
<td>This appointing authority is not covered by SEC. 302.101(c) of title 5, CFR, “Positions exempt from appointment procedures”; positions filled</td>
</tr>
</tbody>
</table>

**GENERAL AUTHORITIES**

<table>
<thead>
<tr>
<th>Hiring Authority</th>
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<th>Governing Statute, Regulation, Policy</th>
<th>Common Uses/Other Features</th>
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</tr>
</thead>
<tbody>
<tr>
<td>GS-2210, positions at GS-09 and above at all locations</td>
<td></td>
<td></td>
<td>the DHA did not exempt the agency, including to merit principles • May be used for temporary, term (time-limited), and permanent appointments, unless the approved authority states otherwise</td>
<td></td>
<td>just as any qualified non-preference eligible candidates would be</td>
</tr>
<tr>
<td>OPM Schedule A Authority for Information Technology (IT) Modernization and Smarter IT Delivery Initiatives</td>
<td>No new appointments may be made after September 30, 2018</td>
<td>5 CFR 213.3102(i)(3) • OPM Memorandum for Heads of Executive Departments and Agencies, November 17, 2017</td>
<td>To address the need for hiring technical staff in direct support of agency efforts to transform and modernize IT • For staffing projects funded during FYs 17 and 18 • Appointments are temporary, NTE: 1 year; may be extended up to a total of 24 months</td>
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</tr>
</tbody>
</table>
### Noncompetitive

**Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense**

| None | 10 U.S.C 1580; P.L. 114-328, SEC. 1105(b) | The Secretary of Defense may make a noncompetitive temporary or term appointment up to a maximum of 18 months to meet a critical hiring need. |
| None | DSD memorandum, “Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense,” July 14, 2017 | Provides no provision for extension or conversion. |
| None | GS or FWS, up to GS-15 (or equivalent) | Temp and term |

*Appointments may not exceed 4 years and do not provide noncompetitive conversion to a permanent or competitive service position.*

### Temporary Appointments

**N/A**

- 5 CFR 316, Subpart D

- Short-term hiring need, NTE 1 year
- May be extended up to 1 additional year

*Yes* | *Yes*

### Term Appointments

**N/A**

- 5 CFR 316, Subpart C

- For project work, future funding uncertainty, or extraordinary workload
- For appointments of more than 1 year, but not more than 4 years

*Yes* | *Yes*
| Schedule A for Persons With Disabilities and the Workforce Recruitment Program (WRP) | N/A | 5 CFR 213.3102(u) | A special authority allowing agencies to hire persons with disabilities without requiring them to compete for the job  
Builds a diverse talent pipeline  
WRP is a recruitment and referral program that connects Federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs | No | No |
| --- | --- | --- | --- | --- | --- |
| 30% or More Disabled Veterans | N/A | 5 U.S.C. 3112; 5 CFR 316.402(b)(4); 5 CFR 315.707 | Provides agencies an effective way to quickly hire eligible disabled veterans to any position for which they are qualified on a temporary or term basis  
May be converted to career or career-conditional  
No grade level limitation | No | No |
| Non-Competitive Appointment of Certain Military Spouses | N/A | E.O. 13473; 5 CFR 315.612, Subpart F | Agencies may appoint to competitive service positions qualified military spouses who relocate with their service member spouse as a result of permanent change of station orders; whose service member spouse incurred a 100% disability because of active duty service; or whose service member spouse was killed while on active duty  
No, Public notice requirement under provisions of 5 U.S.C. 3330 for any position filled for more than 1 year. | No | No |
| Special Schedule A Appointing Authority for Family Members of Active Duty Military and Civilians Stationed in Foreign Areas | N/A | 5 CFR 315.608 | To provide employment opportunities to spouses and family members of active duty military members and civilian employees stationed in foreign areas | No | No |
| Experts and Consultants | N/A | 5 CFR 304 | Authority to appoint experts and consultants as Federal employees
Consultants provide advice, views, opinions, alternatives, or recommendations
Experts provide specialized skills superior to those of others in the same profession
Employment is on a temporary and/or intermittent basis, and is excepted from competition and position classification
Employment may be with (up to the rate of GS-15, step 10) or without compensation | No | No |
|---|---|---|---|
| Highly Qualified Experts (HQEs) and HQE-Senior Mentors (HQE-SMs) | N/A | 5 U.S.C. 9903 | HQEs may be appointed to bring enlightened thinking and innovation to advance the DoD national security mission
HQEs are a temporary infusion of talent and provide non-permanent support for short-term endeavors
HQE-SMs may be appointed to provide expert experience-based mentoring, teaching, training, advice, and recommendations to senior military officers, staffs, and students as they participate in war games, warfighting courses, operational planning, operational exercises, and decision-making exercises
HQEs and HQE-SMs may be used, as needed, to support mission requirements and help meet DoD workforce planning challenges | No | No |
<table>
<thead>
<tr>
<th>Program</th>
<th>Reference</th>
<th>Details</th>
<th>N/A</th>
<th>N/A</th>
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</thead>
</table>
| Public – Private Talent Exchange             | • 10 U.S.C. 1599g; P.L. 114-328, SEC. 1104  
• DSD memorandum, “Public-Private Talent Exchange,” July 19, 2018   | • Allows for the temporary assignment of DoD employees to private-sector organizations, or for private-sector employees to the DoD  
• For a period between 3 months and 2 years (renewable for up to 4 years)  
• Participants retain their position of record and continue to be paid by their home organization  
• The ability to exchange talent with private-sector organizations will build on the success of programs like the IPA and the ITEP  
• Provides opportunities not previously available—for-profit private companies cannot be included in IPAs, and ITEP is exclusively for IT workers | N/A          | N/A          |
| Intergovernmental Personnel Act (IPA)        | • 5 U.S.C. 3371 through 3375; 5 CFR 334                                    | • Eligible non-Federal organizations include state and local governments, academic institutions, Indian tribal governments, federally funded research and development centers, and non-profit organizations which offer professional advisory, research, educational, or development services, or related services, to governments or universities concerned with public management  
• For-profit organizations are not eligible to participate  
• IPAs are for 2 years duration and may be extended for an additional 2 years | N/A          | N/A          |
| Details (Government-wide Authority) | N/A | • Can be reimbursed fully, partially, or not at all by the gaining organization, as agreed upon by the parties involved. • Agencies are responsible for certifying eligibility of the non-Federal entity for participation in an IPA assignment.  

5 CFR 300.301; 5 CFR 335.103  
DoDI 1000.17, “Detail of DoD Personnel to Duty Outside the Department of Defense”;  
DoDI 4000.19, “Support Agreement” (pertains to details of DoD employees from other Federal agencies);  
DoDI 1100.23, “Detail of Personnel to OSD” | • A detail is a temporary assignment to a different position for a specified period when the employee is expected to return to his or regular duties at the end of the assignment. • An employee on detail is considered for pay and strength purposes to be permanently occupying his or her regular position of record. • Details may be within or between agencies—in which case the detail may be reimbursable or non-reimbursable. • Details may be to unclassified duties (no established position description (PD)), or to classified positions (established PD) at the same, lower, or higher grade. • Qualification requirements (except for specific education requirements and/or licensure requirements, if applicable) and time-in-grade requirements do not apply to details. • Prior service during the preceding 12 months under noncompetitive details to higher graded positions and noncompetitive time-limited promotions count toward the 120-day total. | Details to higher grade positions (or to positions with promotion potential) over 120 days require competition | N/A |
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<tr>
<td>Direct Hire Authority (DHA) for Select Technical Acquisition Positions</td>
<td>November 22, 2020 (SEC. 1112), and December 31, 2020 (SEC. 1113), unless amended</td>
<td>10 U.S.C. 1701 Subchapter I; P.L. 114-92, SEC. 1112 and 1113</td>
<td>Both sections:</td>
<td>No</td>
<td><strong>SEC. 1112</strong> authorizes the appointment of qualified veterans as defined by SEC. 101 of title 38, U.S.C. <strong>SEC. 1113</strong> does not observe veterans’ preference</td>
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<td>USD (P&amp;R) memorandum and procedures, “Direct-Hire Authorities for Select Technical Acquisition Positions,” December 5, 2016</td>
<td>• Appointments in the acquisition workforces of the Mil Deps only</td>
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<td>• GS-5 through 15 levels (or equivalent)</td>
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<td>• Temp, term, and permanent</td>
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<td><strong>SEC. 1112</strong></td>
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<td>• Appoint veterans to scientific, technical, engineering, mathematical, and technician positions</td>
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<td>• 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</td>
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<td><strong>SEC. 1113</strong></td>
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<td>• Appoint qualified individuals with a scientific or engineering (S&amp;E) degree to S&amp;E positions</td>
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<td>• Appointments in a CY, NTE 5% of that Mil Dep’s S&amp;E acquisition workforce as of the close of the prior FY</td>
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<tr>
<td>Information Technology Exchange Program (ITEP) (DoD Authority)</td>
<td>Expires September 30, 2022 (extended pursuant to P.L. 114-840, SEC. 1123)</td>
<td>• 5 U.S.C. 3702 note; P.L. 113-84, SEC. 1110; P.L. 113-66, SEC 1106; P.L. 114-840, SEC. 1123&lt;br&gt;• CIO memorandum and procedures, “Extension of the Information Technology Exchange Program,” May 20, 2014</td>
<td>• Temporary assignment of DoD employees to private-sector organizations, or private-sector employees to the DoD&lt;br&gt;• The employee must work in the field of information technology and cyber (pursuant to NDAA FY17 SEC. 1123)&lt;br&gt;• GS-11 level and above (or equivalent)&lt;br&gt;• DoD assignments must include 20% of small business concerns&lt;br&gt;• 50 allocations pursuant to NDAA FY17 SEC. 1123</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Information Assurance Scholarship Program (IASP) (DoD Authority)</td>
<td>• 10 U.S.C. 2200a; P.L. 111-84 (NDAA FY10), SEC. 1103&lt;br&gt;• USD (P&amp;R) memorandum and procedures, “Implementation of Authority to Employ Individuals Completing Department of Defense Scholarship or&lt;br&gt;• For graduate students and rising junior or senior undergraduates&lt;br&gt;• Scholarships for students pursuing a bachelor’s, master’s, doctoral degree, or graduate (post-baccalaureate) certificate program for certain IASP disciplines&lt;br&gt;• Service commitment required following award of the DoD IASP-authorized degree&lt;br&gt;• Initial 2 year excepted service appointment&lt;br&gt;• Noncompetitive conversion eligibility to permanent, competitive service appointment</td>
<td>• Development of specific academic/professional expertise&lt;br&gt;• Yields success in recruitment and retention (service commitment)&lt;br&gt;• Increased ability to compete with the private sector and other Federal agencies for entry talent</td>
<td>Qualified veterans should be considered for appointments when they are found to best meet mission requirements</td>
<td>Information Assurance Scholarship Program (IASP) (DoD Authority)</td>
<td></td>
</tr>
</tbody>
</table>
| Science, Mathematics, and Research for Transformation Program (SMART) (DoD Authority) | None | 10 U.S.C. 2192a; P.L. 111-84 (NDAA FY10), SEC. 1102  
USD (P&R) memorandum and procedures, “Implementation of Authority to Employ Individuals Completing Department of Defense Scholarship or Fellowship Programs,” April 5, 2010  
DoDI 1025.09 (USD (AT&L)), “Science, Mathematics, and Research for Transformation (SMART) Defense Education Program,” October 27, 2016 | Scholarships or fellowships for students pursuing undergraduate or advanced degrees in STEM fields  
Skills critical to DoD national security functions increased  
Service commitment required following award of the authorized degree  
Initial 2 year excepted service appointment  
Noncompetitive conversion eligibility to permanent, competitive service appointment  
Development of specific academic/professional expertise  
Yields success in recruitment and retention (service commitment)  
Increased ability to compete with the private sector and other Federal agencies for entry talent | Upon successful completion of the service agreement requirements, SMART recipients may be hired in accordance with Section 2192a of Title 10, U.S.C., the April 5, 2010, USD(P&R) Memorandum, and DoDI 1025.09  
Qualified veterans should be considered for appointments when they are found to best meet mission requirements |

| Federal cyber scholarship-for-service program  
(This program is managed by the National Science Foundation and the Department of Homeland Security) | None | P.L. 113-274, SEC. 302 | Agencies may appoint participants into the excepted service  
Upon completion of their obligation, participants may be noncompetitively converted to a career-conditional appointment  
OPM has indicated it will neither regulate nor promulgate guidance for this authority | N/A  
N/A |