

## HIRING AND OTHER HUMAN RESOURCES AUTHORITIES FOR CYBER; SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS (STEM); AND OTHER

**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.

<i>CYBER-SPECIFIC AUTHORITIES</i>					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
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"	<ul style="list-style-type: none"> <li>10 U.S.C. 1599; P.L. 114-328, SEC. 1643</li> <li>USD (P&amp;R) memorandum, "Direct Hiring Authority for Cyber Workforce Positions," August 22, 2017</li> </ul>	<ul style="list-style-type: none"> <li>Appointment of qualified individuals into Cyber Workforce</li> <li>Specific occupational series identified in the table at para. 3.c of the procedures</li> <li>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</li> <li>Up to GS-15 level (or equivalent)</li> <li>Temp, term, and permanent</li> </ul>	Yes	No
*Office of Personnel Management (OPM)/Government-wide DHAs  Certain STEM Positions (GS-11 to 15, or equivalent); and Certain Cybersecurity and Related Positions (GS-12 to 15, or equivalent)	STEM DHA expires October 10, 2023  Cybersecurity DHA has no expiration date	<ul style="list-style-type: none"> <li>5 U.S.C. 3304; 5 CFR 337, Subpart B</li> <li>OPM Memorandum, "Announcing Government-wide Direct Hire Appointing Authorities," October 11, 2018</li> </ul>	<ul style="list-style-type: none"> <li>Applicants must meet basic qualification requirements</li> <li>Numerical ranking does not apply</li> <li>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</li> <li>May be used for temporary, term (time-limited), and permanent</li> </ul>	Yes	No, veterans' preference does not apply; however, qualified veterans should be selected as they are found, just as any qualified non-preference eligible candidates would be
OPM/Government-wide DHA  Information Technology Management (INFOSEC);	N/A	<ul style="list-style-type: none"> <li>5 U.S.C. 3304; 5 CFR 337, Subpart B</li> </ul>	<ul style="list-style-type: none"> <li>Applicants must meet basic qualification requirements</li> <li>Numerical ranking does not apply</li> <li>Agencies must comply with applicable laws and regulations to make DHA appointments from which</li> </ul>	Yes	No, veterans' preference does not apply; however, qualified veterans should be selected as they are found,

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GS-2210, positions at GS-09 and above at all locations			<p>the DHA did not exempt the agency, including to merit principles</p> <ul style="list-style-type: none"> <li>• May be used for temporary, term (time-limited), and permanent appointments, unless the approved authority states otherwise</li> </ul>		just as any qualified non-preference eligible candidates would be
OPM Schedule A Authority for Information Technology (IT) Modernization and Smarter IT Delivery Initiatives	No new appointments may be made after September 30, 2018	<ul style="list-style-type: none"> <li>• 5 CFR 213.3102(i)(3)</li> <li>• OPM Memorandum for Heads of Executive Departments and Agencies, November 17, 2017</li> </ul>	<ul style="list-style-type: none"> <li>• To address the need for hiring technical staff in direct support of agency efforts to transform and modernize IT</li> <li>• For staffing projects funded during FYs 17 and 18</li> <li>• Appointments are temporary, NTE: 1 year; may be extended up to a total of 24 months</li> </ul>	No	This appointing authority is not covered by SEC. 302.101(c) of title 5, CFR, “Positions exempt from appointment procedures”; positions filled under this authority for which applicants have been solicited must follow the veterans’ preference provisions stipulated elsewhere in part 302 of title 5, CFR

### *GENERAL AUTHORITIES*

Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
Schedule A 213.3102(r) for Fellowship and Similar Appointments in the Excepted Service	N/A	<ul style="list-style-type: none"> <li>• 5 CFR 213.3102(r)</li> </ul>	<ul style="list-style-type: none"> <li>• Established by OPM in support of fellowship and similar programs operated under criteria developed by the employing agency and/or a non-Federal organization</li> <li>• Programs may include: providing developmental or professional experiences to those</li> </ul>	No	This appointing authority is not covered by SEC. 302.101(c) of title 5, CFR, “Positions exempt from appointment procedures”; positions filled

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			<p>who completed their formal education; training and associateship programs designed to increase the pool of qualified candidates in a particular specialty; professional/ industry exchange programs that provide cross-fertilization between the agency and the private sector; residency programs so participants gain experience in a Federal clinical environment; and programs requiring a period of Government service in exchange for educational, financial, or other assistance</p> <ul style="list-style-type: none"> <li>• Appointments may not exceed 4 years and do not provide noncompetitive conversion to a permanent or competitive service position</li> </ul>		<p>under this authority for which applicants have been solicited must follow the veterans' preference provisions stipulated elsewhere in part 302 of title 5, CFR</p>
Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense	None	<ul style="list-style-type: none"> <li>• 10 U.S.C 1580; P.L. 114-328, SEC. 1105(b)</li> <li>• DSD memorandum, "Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense," July 14, 2017</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• Provides no provision for extension or conversion</li> <li>• GS or FWS, up to GS-15 (or equivalent)</li> <li>• Temp and term</li> </ul>	No	No
Temporary Appointments	N/A	<ul style="list-style-type: none"> <li>• 5 CFR 316, Subpart D</li> </ul>	<ul style="list-style-type: none"> <li>• Short-term hiring need, NTE 1 year</li> <li>• May be extended up to 1 additional year</li> </ul>	Yes	Yes
Term Appointments	N/A	<ul style="list-style-type: none"> <li>• 5 CFR 316, Subpart C</li> </ul>	<ul style="list-style-type: none"> <li>• For project work, future funding uncertainty, or extraordinary workload</li> <li>• For appointments of more than 1 year, but not more than 4 years</li> </ul>	Yes	Yes

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Schedule A for Persons With Disabilities and the Workforce Recruitment Program (WRP)	N/A	<ul style="list-style-type: none"> <li>5 CFR 213.3102(u)</li> </ul>	<ul style="list-style-type: none"> <li>A special authority allowing agencies to hire persons with disabilities without requiring them to compete for the job</li> <li>Builds a diverse talent pipeline</li> <li>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</li> </ul>	No	No
30% or More Disabled Veterans	N/A	<ul style="list-style-type: none"> <li>5 U.S.C. 3112; 5 CFR 316.402(b)(4); 5 CFR 315.707</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>May be converted to career or career-conditional</li> <li>No grade level limitation</li> </ul>	No	No
Non-Competitive Appointment of Certain Military Spouses	N/A	<ul style="list-style-type: none"> <li>E.O. 13473; 5 CFR 315.612, Subpart F</li> </ul>	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
Special Schedule A Appointing Authority for Family Members of Active Duty Military and Civilians Stationed in Foreign Areas	N/A	<ul style="list-style-type: none"> <li>5 CFR 315.608</li> </ul>	To provide employment opportunities to spouses and family members of active duty military members and civilian employees stationed in foreign areas	No	No

## HIRING AND OTHER HUMAN RESOURCES AUTHORITIES FOR CYBER; SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS (STEM); AND OTHER

Experts and Consultants	N/A	<ul style="list-style-type: none"> <li>• 5 CFR 304</li> </ul>	<ul style="list-style-type: none"> <li>• Authority to appoint experts and consultants as Federal employees</li> <li>• Consultants provide advice, views, opinions, alternatives, or recommendations</li> <li>• Experts provide specialized skills superior to those of others in the same profession</li> <li>• Employment is on a temporary and/or intermittent basis, and is excepted from competition and position classification</li> <li>• Employment may be with (up to the rate of GS-15, step 10) or without compensation</li> </ul>	No	No
Highly Qualified Experts (HQEs) and HQE-Senior Mentors (HQE-SMs)	N/A	<ul style="list-style-type: none"> <li>• 5 U.S.C. 9903</li> </ul>	<ul style="list-style-type: none"> <li>• HQEs may be appointed to bring enlightened thinking and innovation to advance the DoD national security mission</li> <li>• HQEs are a temporary infusion of talent and provide non-permanent support for short-term endeavors</li> <li>• 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</li> <li>• HQEs and HQE-SMs may be used, as needed, to support mission requirements and help meet DoD workforce planning challenges</li> </ul>	No	No

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Public – Private Talent Exchange	N/A	<ul style="list-style-type: none"> <li>• 10 U.S.C. 1599g; P.L. 114-328, SEC. 1104</li> <li>• DSD memorandum, “Public-Private Talent Exchange,” July 19, 2018</li> </ul>	<ul style="list-style-type: none"> <li>• Allows for the temporary assignment of DoD employees to private-sector organizations, or for private-sector employees to the DoD</li> <li>• For a period between 3 months and 2 years (renewable for up to 4 years)</li> <li>• Participants retain their position of record and continue to be paid by their home organization</li> <li>• The ability to exchange talent with private-sector organizations will build on the success of programs like the IPA and the ITEP</li> <li>• Provides opportunities not previously available—for-profit private companies cannot be included in IPAs, and ITEP is exclusively for IT workers</li> </ul>	N/A	N/A
Intergovernmental Personnel Act (IPA) Mobility Program (Government-wide Authority)	N/A	<ul style="list-style-type: none"> <li>• 5 U.S.C. 3371 through 3375; 5 CFR 334</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• For-profit organizations are not eligible to participate</li> <li>• IPAs are for 2 years duration and may be extended for an additional 2 years</li> </ul>	N/A	N/A

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			<ul style="list-style-type: none"> <li>• Can be reimbursed fully, partially, or not at all by the gaining organization, as agreed upon by the parties involved</li> <li>• Agencies are responsible for certifying eligibility of the non-Federal entity for participation in an IPA assignment</li> </ul>		
Details (Government-wide Authority)	N/A	<ul style="list-style-type: none"> <li>• 5 CFR 300.301; 5 CFR 335.103</li> <li>• DoDI 1000.17, “Detail of DoD Personnel to Duty Outside the Department of Defense”;</li> <li>• DoDI 4000.19, “Support Agreement” (pertains to details of DoD employees from other Federal agencies);</li> <li>• DoDI 1100.23, “Detail of Personnel to OSD”</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• An employee on detail is considered for pay and strength purposes to be permanently occupying his or her regular position of record</li> <li>• Details may be within or between agencies—in which case the detail may be reimbursable or non-reimbursable</li> <li>• Details may be to unclassified duties (no established position description (PD)), or to classified positions (established PD) at the same, lower, or higher grade</li> <li>• Qualification requirements (except for specific education requirements and/or licensure requirements, if applicable) and time-in-grade requirements do not apply to details</li> <li>• 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</li> </ul>	Details to higher grade positions (or to positions with promotion potential) over 120 days require competition	N/A

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SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS (STEM) AUTHORITIES					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
*See page 1, OPM/Government-wide DHAs for Certain STEM Positions (GS-11 to 15, or equivalent); and Certain Cybersecurity and Related Positions (GS-12 to 15, or equivalent)					
Direct Hire Authority (DHA) for Select Technical Acquisition Positions	November 22, 2020 (SEC. 1112), and December 31, 2020 (SEC. 1113), unless amended	<ul style="list-style-type: none"> <li>10 U.S.C. 1701 Subchapter I; P.L. 114-92, SEC. 1112 and 1113</li> <li>USD (P&amp;R) memorandum and procedures, “Direct-Hire Authorities for Select Technical Acquisition Positions,” December 5, 2016</li> </ul>	<p><b>Both sections:</b></p> <ul style="list-style-type: none"> <li>Appointments in the acquisition workforces of the Mil Deps only</li> <li>GS-5 through 15 levels (or equivalent)</li> <li>Temp, term, and permanent</li> </ul> <p><b>SEC. 1112</b></p> <ul style="list-style-type: none"> <li>Appoint veterans to scientific, technical, engineering, mathematic, and technician positions</li> <li>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</li> </ul> <p><b>SEC. 1113</b></p> <ul style="list-style-type: none"> <li>Appoint qualified individuals with a scientific or engineering (S&amp;E) degree to S&amp;E positions</li> <li>Appointments in a CY, NTE 5% of that Mil Dep’s S&amp;E acquisition workforce as of the close of the prior FY</li> </ul>	No	<p><b>SEC. 1112</b> authorizes the appointment of qualified veterans as defined by SEC. 101 of title 38, U.S.C.</p> <p><b>SEC. 1113</b> does not observe veterans’ preference</p>

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### SCHOLARSHIP FOR SERVICE

Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
Information Technology Exchange Program (ITEP) (DoD Authority)	Expires September 30, 2022 (extended pursuant to P.L. 114-840, SEC. 1123)	<ul style="list-style-type: none"> <li>5 U.S.C. 3702 note; P.L. 113-84, SEC. 1110; P.L. 113-66, SEC 1106; P.L. 114-840, SEC. 1123</li> <li>CIO memorandum and procedures, "Extension of the Information Technology Exchange Program," May 20, 2014</li> </ul>	<ul style="list-style-type: none"> <li>Temporary assignment of DoD employees to private-sector organizations, or private-sector employees to the DoD</li> <li>The employee must work in the field of information technology and cyber (pursuant to NDAA FY17 SEC. 1123)</li> <li>GS-11 level and above (or equivalent)</li> <li>DoD assignments must include 20% of small business concerns</li> <li>50 allocations pursuant to NDAA FY17 SEC. 1123</li> </ul>	N/A	N/A
Information Assurance Scholarship Program (IASP) (DoD Authority)	<ul style="list-style-type: none"> <li>10 U.S.C. 2200a; P.L. 111-84 (NDAA FY10), SEC. 1103</li> <li>USD (P&amp;R) memorandum and procedures, "Implementation of Authority to Employ Individuals Completing Department of Defense Scholarship or</li> </ul>	<ul style="list-style-type: none"> <li>For graduate students and rising junior or senior undergraduates</li> <li>Scholarships for students pursuing a bachelor's, master's, doctoral degree, or graduate (post-baccalaureate) certificate program for certain IASP disciplines</li> <li>Service commitment required following award of the DoD IASP-authorized degree</li> <li>Initial 2 year excepted service appointment</li> <li>Noncompetitive conversion eligibility to permanent, competitive service appointment</li> </ul>	<ul style="list-style-type: none"> <li>Development of specific academic/professional expertise</li> <li>Yields success in recruitment and retention (service commitment)</li> <li>Increased ability to compete with the private sector and other Federal agencies for entry talent</li> </ul>	Qualified veterans should be considered for appointments when they are found to best meet mission requirements	Information Assurance Scholarship Program (IASP) (DoD Authority)

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	<p>Fellowship Programs,” April 5, 2010</p> <ul style="list-style-type: none"> <li>DoDI 8145.01 (DoD CIO), “DoD Information Assurance Scholarship Program,” July 28, 2017</li> </ul>				
<p>Science, Mathematics, and Research for Transformation Program (SMART) (DoD Authority)</p>	None	<ul style="list-style-type: none"> <li>10 U.S.C. 2192a; P.L. 111-84 (NDAA FY10), SEC. 1102</li> <li>USD (P&amp;R) memorandum and procedures, “Implementation of Authority to Employ Individuals Completing Department of Defense Scholarship or Fellowship Programs,” April 5, 2010</li> <li>DoDI 1025.09 (USD (AT&amp;L)), “Science, Mathematics, and Research for Transformation (SMART) Defense Education Program,” October 27, 2016</li> </ul>	<ul style="list-style-type: none"> <li>Scholarships or fellowships for students pursuing undergraduate or advanced degrees in STEM fields</li> <li>Skills critical to DoD national security functions increased</li> <li>Service commitment required following award of the authorized degree</li> <li>Initial 2 year excepted service appointment</li> <li>Noncompetitive conversion eligibility to permanent, competitive service appointment</li> <li>Development of specific academic/professional expertise</li> <li>Yields success in recruitment and retention (service commitment)</li> <li>Increased ability to compete with the private sector and other Federal agencies for entry talent</li> </ul>	<p>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&amp;R) Memorandum, and DoDI 1025.09</p>	<p>Qualified veterans should be considered for appointments when they are found to best meet mission requirements</p>
<p>Federal cyber scholarship-for-service program  (This program is managed by the National Science Foundation and the Department of Homeland Security)</p>	None	<ul style="list-style-type: none"> <li>P.L. 113-274, SEC. 302</li> </ul>	<ul style="list-style-type: none"> <li>Agencies may appoint participants into the excepted service</li> <li>Upon completion of their obligation, participants may be noncompetitively converted to a career-conditional appointment</li> <li>OPM has indicated it will neither regulate nor promulgate guidance for this authority</li> </ul>	N/A	N/A