

TOP DOD HIRING OPTIONS AND APPOINTMENT AUTHORITIES (non-inclusive)

INTERNAL HIRING OPTIONS

TITLE	DESCRIPTION
1. Career Ladder	A position that is filled at the entry level that allows an employee to develop through training to the full performance level.
2. Change To Lower Grade	Permanent assignment at a lower level. Competition may be required if the position has promotion potential to a higher level.
3. Detail	Temporary assignment to a position at the same grade with no greater promotion potential with no change in pay or requirement to be qualified. Done in 120 increments up to 1 year.
4. Modification to Qualification Standards	Experience requirements may be modified for certain noncompetitive actions such as reassignments and changes-to-lower grade. This flexibility allows managers to select candidates who clearly show the capability to perform the major task requirements of the position based on closely related experience. Requirements for education, professional certifications and licenses may not be waived.
5. Noncompetitive Promotion	An employee who has previously held a position on a permanent basis under career or career-conditional appointment at or above the full performance level of the position to be filled may be noncompetitively selected.
6. Merit Promotion	Placement, promotion, transfer, reassignment, and other movement of competitive service employees.
7. Promotion	Temporary, term, or permanent assignment to a position at a higher level. Competitive temporary promotions may be made w/o competition up to 120 days in a 12 month period.
8. Reassignment	Assignment to a position at the same grade. Competition may be required for reassignment if it is > 120 days in a 12 month period and has promotion potential to a higher level.
9. Transfer	Movement to your organization to/from another DoD or federal agency (e.g., Navy to DLA, Army to EPA).

NONCOMPETITIVE APPOINTMENTS

TITLE	DESCRIPTION
10. 30% or More Disabled Veterans	Veterans who have a current notice of a Service-connected compensatable disability of 30% or more from the Veterans Administration may be appointed at any level and without competition. The disabled veteran is appointed to a temporary position lasting longer than 60 days or to a term position. The employee may then be converted w/o competition to a career or career conditional appointment during his or her temporary or term appointment.
11. DoD Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations	Medical Occupations covered under this option are Physicians, Dentists, Podiatrists, Optometrists, Nurses, Physicians Assistants, Expanded-Function Dental Auxiliaries, Chiropractors, Pharmacists, Audiologists, Psychologists, Social Workers, Orthotists, Prothetists, Occupational Therapists, Physical Therapists, Rehabilitation Therapists, Respiratory Therapists, Speech Pathologists, Dieticians, Nutritionists, Industrial Hygienists, Psychology Technicians, Social Services Assistants, Practical Nurses, Nursing Assistants, Dental Hygienists, Cytotechnologist, EMT/Paramedic, Nuclear Medicine Technician, Medical Technologist, Medical Technician, Diagnostic Radiologic Technologist, Therapeutic Radiologic Technologist, Medical Instrument Technician, Pharmacy Technician, Medical Records Administrator, Health System Specialist, Medical Records Technician, Dental Laboratory Aid & Technician, Veterinarian, Bioengineer, and Biomedical Engineer.
12. Experts and Consultants	May be appointed to perform work that is temporary or intermittent. Appointments may be made for a maximum of two years. An expert is someone who is specially qualified by education and experience to perform difficult and challenging tasks beyond the usual range of achievement of competent persons in that field. A consultant is a person who can provide valuable and pertinent advice drawn from a high degree of broad administrative, professional, or technical knowledge or expertise.
13. Former Overseas Employees	In order to be eligible, the employee must be a family member accompanying a sponsor officially assigned to an overseas area who had at least 52 weeks of at least fully successful service in an appropriated fund position. Eligibility is limited to three years following the date of return from overseas to the U.S. to resume residence.
14. Former Peace Corps Staff	Agencies may noncompetitively appoint an individual who has completed at least 36 months of continuous, satisfactory service with the Peace Corps (as a staff member, not volunteer). The individual must have a certification from the Director of the Peace Corps that his/her service was satisfactory, and be appointed by the agency within three years after separation from the Peace Corps.



15. Former Peace Corps VISTA/ Volunteers	Individuals who have satisfactorily served in the Peace Corps as a volunteer may be noncompetitively appointed to the Federal service within a one year period after completing his/her volunteer service. The one year period may be extended up to two more years for limited reasons.
16. OPM Government-wide Direct Hire Authorities	Applies to all grades and locations unless otherwise noted: Diagnostic Radiologic Technologist, GS-0647; Medical Officer, GS-0602; Nurse, GS-0610; Pharmacist, GS-0620; Information Technology Management (Information Security), GS-2210, positions at GS-09 and above; Veterinary Medical Officer, GS-0701, positions at GS-11 (or equivalent) through GS-15 (or equivalent) nationwide to include overseas territories and commonwealths including Puerto Rico, Guam, and Virgin Islands; and positions involved in Iraqi Reconstruction Efforts (that require fluency in Arabic or other related Middle Eastern languages), all Wage Grade (WG) levels, single-grade interval occupations in the General Schedule (GS), and two-grade interval GS occupations at GS-9 (or equivalent) grade level and above. Pharmacist, GS-0660
17. National Defense Science and Engineering Graduate Fellowship	For individuals pursuing PhDs in 15 STEM disciplines, this authority creates the availability of research positions in DoD. More information can be found at http://ndseg.asee.org
18. National Security Education Program (NSEP)	This program, born out of post-mortem analysis from Desert Storm, was designed to represent a post-Cold War investment in vital expertise in languages and cultures critical to U.S. national security. The purpose of the NSEP is to enhance the national security of the U.S. by increasing our national capacity to deal effectively with foreign cultures and languages. Boren Scholarships and Fellowships provide unique funding opportunities for U.S. undergraduate and graduate students to add an important international and language component to their educations. The focus is on geographic areas, languages, and fields of study that are critical to U.S. national security, broadly defined, and underrepresented in study abroad. The program also offers non-competitive eligibility for conversion to a permanent position upon successful completion of the academic program.
19. Noncompetitive Appointment of Certain Military Spouses	A military spouse may be noncompetitively appointed to a temporary, term, or permanent position providing he or she meets certain eligibility criteria. Eligibility is limited to a maximum of two years from the date of documented eligibility and to the geographical area indicated on the servicemember's PCS orders. However, the geographic restriction does not apply to unmarried widows/widowers. Additionally, the spouse must have been married to the servicemember at the time the servicemember received their orders to relocate, became 100% disabled, or was killed.
20. Operation Warfighter	Coordinates temporary assignment/internship program for Service members that are being treated in medical facilities in the National Capital Region. Operation Warfighter is designed to provide recuperating service members w/ meaningful activity that assists in their wellness and offers a formal means of transition back to the military or civilian workforce. The average length of an assignment is 3 months at 20 hours per week. There is no promise of permanent employment w/ an agency upon the completion of an OWF assignment.
21. People w/ Disabilities Employment Program	May be hired through the traditional competitive hiring process or, if they qualify, noncompetitively through the use of excepted service appointing options. Candidates must be able to perform the essential functions of the position with or without reasonable accommodation.
22. Pathways Presidential Management Fellows (PMF) Program	An Office of Personnel Management administered program that recruits outstanding graduate students (Master's and doctoral-level) from a wide variety of academic disciplines who have an interest in and commitment to a career in the analysis and management of public policies and programs. Agencies may appoint Presidential Management Fellows at the GS-9, GS-11 or GS-12 level (or equivalent) and STEM disciplines.
23. Re-Employed Annuitants	An annuitant under either the Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) may be employed in any position for which he or she is qualified. With prior approval, re-employed annuitants may be hired on a temporary or indefinite basis. In some situations, an annuitant whose retirement was not based upon disability will continue to receive his or her full retirement annuity and salary during re-employment. Some restrictions apply to rehiring civilian employees who received DoD separation incentives.
24. Reinstatement Eligibles	Re-employment of former federal government employees may be noncompetitively placed in positions at grades or pay bands equal to or lower than the grade or pay band previously held. Reinstatement eligibles may also compete with merit promotion candidates for positions at higher grades or pay bands than they previously held.
25. Schedule A Cyber Security Hiring Authority	This hiring authority is for GS-9-15 positions – to include the following: security, computer engineers, computer analyst, electronics engineers, operations research, computer scientists, criminal investigators, telecommunications specialists, and IT specialists.



26. Schedule C Political Appointees	Upon specific authorization by the Office of Personnel Management, agencies may appoint individuals to positions of confidential or policy-determining nature. These positions are excepted from the competitive service.
27. Science, Mathematics And Research for Transformation (SMART) Scholarship for Service Program	This program has been established by the Department of Defense (DoD) to support undergraduate and graduate students pursuing degrees in Science, Technology, Engineering and Mathematics (STEM) disciplines. This program offers non-competitive eligibility for conversion to a permanent position upon successful completion of the academic program.
28. Veterans' Recruitment Appointment (VRA)	A special option by which agencies can appoint an eligible veteran w/o competition. The candidate does not have to be on a list of eligibles but must meet the basic qualification requirements for the position. The VRA is an excepted appointment to a competitive position up to the GS-11 level or equivalent. After two years of satisfactory service, the veteran is converted to a career-conditional appointment.
29. Workforce Recruitment Program (WRP)	The WRP is a recruitment and referral program that connects federal sector employers nationwide with highly motivated postsecondary students and recent graduates w/ disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs. Annually, trained WRP recruiters from federal agencies conduct personal interviews w/ interested students on college and university campuses across the country. Students represent all majors, and range from college freshmen to graduate students and law students. Information from these student interviews is compiled in a searchable database that is available through this website to federal HR Specialists, Equal Employment Opportunity Specialists, and other hiring officials in federal agencies. Employers in the federal government can request a password on https://wrp.gov/ to gain access to the database.
30. Wounded Warriors	May be appointed under the provisions of the 30% or more Disabled Veterans, VEOA, VRA, or people with disabilities.
EXTERNAL COMPETITIVE APPOINTMENTS	
TITLE	DESCRIPTION
31. Administrative Careers with America (ACWA) Option	Recruitment source or examination program available through OPM. Program provides for entry-level hiring at the GS-5 and GS-7 level and can only be used for specific series and job titles.
32. Delegated Examining	The competitive hiring process (i.e., competitive examining/category rating) is open to all U.S. applicants. Requires public notice and application of veterans' preference. Eligibles are rated and ranked according to quality categories. Selections may only be made from the highest quality category. Appointments to the competitive service may be temporary, term, or permanent.
33. Expedited Hiring Authority for Select Defense Acquisition Workforce Positions	Acquisition Positions - At GS-09 through GS-15 and comparable levels in the following Defense Acquisition Workforce Improvement Act (DAWIA) career fields: Auditing (AUD); Business, Cost Estimating, Financial Management (BCEFM); Contracting (CON); Facilities Engineering (FE); Information Technology (IT); Life Cycle Logistics (LCL); Production, Quality and Manufacturing (PQM); Program Management (PM); Science and Technology Management (S&T); System Planning, Research, Development, Engineering and Testing (SPRDE); and Test and Evaluation (T&E). At the entry levels (ACWA required as applicable): Auditing (AUD); Business-Cost Estimating (BCE); Business - Financial Management (BFM); Contracting (CON); Engineers (08XX), any career field; Information Technology (IT); Life Cycle Logistics (LCL); Production, Quality and Manufacturing (PQM); and Program Management (PM).
34. Information Assurance Scholarship Program	c. Under this program, the DoD is working with universities across the country, known as National Centers of Academic Excellence in Information Assurance, often referred to as CAEs, to develop and expand IA-related curricula and to offer programs of study for future IA professionals at the undergraduate and graduate level. Eligibility for this program requires current enrollment at, or accepted for enrollment, at a National CAE; or enrolled at an institution selected by a CAE as a collaborative partner for these purposes; pursuit of a course of study and/or have a declared major with an IA concentration in one of the scientific, technical or managerial disciplines related to computer and network security; and for graduate applicants, they must be eligible to begin the first or second year of a master's degree program; pursue doctoral studies; or complete a graduate IA certificate program. GPA must be at least 3.5 on a 4.0 scale (or an analogous rank based on a comparable scale). The program leads to non-competitive eligibility for appointment following successful completion of a National CAE Education or Research.



35. Interchange Agreements	Agreements exist between agencies to allow employees to move from the excepted service to the competitive service. Interchange agreements exist with: Certain Foreign Service employees; Postal Career Service employees; Administrative Office of the US Court employees; DoD Non-Appropriated Fund; DHS, TSA; Tennessee Valley Authority; Nuclear Regulatory Commission; Corp for National and Community Service; Postal Rate Commission employees; Government Accountability Office employees;
36. Office of Personnel Management (OPM) Shared Case Examining	Services provided by OPM, paid for by the manager, and used to fill temporary, term, or permanent positions through vacancy announcements which are open the general public.
37. Science and Technology Reinvention Laboratories (STRL)	Received through legislation in NDAA 2009, section 1108 as amended by NDAA 2011, section 1101, this is a direct hire authority for candidates possessing advanced degrees to scientific and engineering positions. This direct hire authority provides that the authority may be exercised in a calendar year for a number of candidates not exceeding 5% of the number of filled scientific and engineering positions at the end of the fiscal year prior to the start of such calendar year. (NOTE: We are working on number of hires made.)
38. Senior Executive Service	<p>Agency heads are authorized to establish Senior Executive Service (SES) positions within the number of slots and appointment authorities by the Office of Personnel Management.</p> <p>Types of Senior Executive Service Appointments</p> <p>Career: An individual whose appointment is based on approval by the Office of Personnel Management.</p> <p>Limited Term: An individual appointed under a nonrenewable appointment for a term of 3 years or less.</p> <p>Limited Emergency: An individual appointed under a nonrenewable appointment, not to exceed 18 months, to meet a bona fide, unanticipated, urgent need.</p> <p>Non-career: An individual who is not a career appointee, a limited term appointee, or a limited emergency appointee.</p> <p>Scientific or Professional: Scientific or Professional (ST) positions are classified above the GS-15 level and involve high-level research and development in the physical, biological, medical, or engineering sciences, or a closely-related field.</p> <p>Senior Biomedical Research Service: The Senior Biomedical Research Service (SBRS) was created for scientists actively engaged in peer-reviewed, original, biomedical research, and who are considered by their peers to be outstanding in his/her work.</p> <p>Senior Level: Senior Level (SL) positions were established by the Federal Employee Pay Comparability Act of 1990 to replace GS-16, 17, and 18 of the General Schedule. Examples of Senior Level positions may include a high level special assistant or a senior attorney in a highly specialist field who is not a manager, supervisor, or policy advisor.</p>
39. Spouse of Relocating DoD Civilian	May apply to vacancy announcements regardless of the Area of Consideration, during the 30 days preceding through the six months following his or her sponsor's relocation to the continuing area.
40. Pathways Recent Graduates Program	For recent college graduates; provides developmental experiences in the Federal government (1-2 year duration); eligibility for conversion to permanent status upon successful completion of the program; requires application under a job opportunity announcement.
41. Pathways Internship Program	Establishes a talent pipeline; allows students to experience working for the agency; eligibility for conversion to a permanent position upon graduation and successful completion of the program; also for temporary summer hires (noncompetitive conversion not applicable); requires application under a job opportunity announcement.
42. Temporary Appointment	Usually for meeting a temporary workload peak, completing a project, or meeting a staffing need that is going to be terminated by contracting out or abolishment. Temporary appointments extended beyond a total of two years must be approved by OPM.
43. Term Appointment	Work of a project nature, where there is uncertainty of future funding, or where a function is scheduled for contracting out or abolishment. An individual may be hired to perform work that is expected to last for more than one year, but no longer than four years (under GS and FWS).
44. Veterans' Employment Opportunity Act (VEOA)	Allows eligible veterans to compete for certain vacancies under merit promotion procedures when vacancies are open to status candidates outside of DoD. Veterans who are selected may be appointed at any level and are given career conditional appointments in the competitive Service.

