



PERSONNEL AND  
READINESS

UNDER SECRETARY OF WAR  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

MAY 27 2026

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP  
COMMANDERS OF THE COMBATANT COMMANDS  
DEFENSE AGENCY AND DOW FIELD ACTIVITY DIRECTORS

SUBJECT: Temporary Direct-Hire Authority for Positions Designated as Department of War Integrated Primary Prevention Workforce

- References: (a) Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions," June 6, 2017  
(b) Department of Defense Instruction 6400.11, "DoD Integrated Primary Prevention Policy for Prevention Workforce and Leaders," December 20, 2022, as amended  
(c) Under Secretary of Defense for Personnel and Readiness Memorandum, "Approval of Temporary Direct-Hire Authority for Positions Designated as Department of War Prevention Workforce Positions," September 16, 2022 (hereby cancelled)

This memorandum approves a temporary direct-hire authority (DHA) for positions, at the General Schedule 9 through 15 (or equivalent) level, designated as Department of War (DoW) Integrated Primary Prevention Workforce (IPPW) positions pursuant to reference (b). DoW Components may hire any qualified applicant for an IPPW position without regard to 5 U.S.C. §§ 3309-3318, which prescribe requirements for application of veterans' preference and competitive examining to positions in the competitive service. Reference (c) is hereby cancelled. This authority will be delegated to the hiring manager.

This DHA may be used to fill competitive service positions under a temporary, term, or permanent appointment using the following Legal Authority Code/Legal Authority:

- Z5CAB/Direct Hire Authority for Critical Need, 5 U.S.C. 9902(b)(2), 6/6/2017.

Public notice must be made as described in 5 CFR § 337.203. All requirements of career transition programs, including the Priority Placement Program, the Reemployment Program List, and the Interagency Career Transition Assistance Program, are applicable.

This DHA expires on September 30, 2030, unless earlier terminated in writing.

My point of contact is Mr. Michael A. Cogar, Deputy Assistant Secretary of War for Civilian Personnel Policy, at michael.a.cogar3.civ@mail.mil or (703) 571-9282.

Anthony J. Tata