



PERSONNEL AND  
READINESS

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

MAY 27 2026

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP  
DEFENSE AGENCY AND DOW FIELD ACTIVITY DIRECTORS

SUBJECT: Direct Hire Authorities for the Department of War Defense Civilian Training Corps

References: (a) Title 10, United States Code, Section 2200g  
(b) Title 10, United States Code, Section 2200h

The Defense Civilian Training Corps (DCTC), established pursuant to reference (a), is a talent development program administered by the Under Secretary of War for Acquisition and Sustainment that prepares scholars for a direct pathway into acquisition-related careers in the Department of War (DoW). Section 823 of the National Defense Authorization Act for Fiscal Year 2026 (Public Law 119-60) amended reference (b) to enable the Department to non-competitively hire DCTC program participants until December 31, 2029. The attachment to this memorandum provides implementation guidance for the use of these temporary Direct Hire Authorities .

In accordance with reference (b), DoW Components who have partnered with an institution participating in the DCTC program may non-competitively appoint members and graduates of the DCTC program to certain competitive service positions. All appointments must be made following applicable law and policy, including the attached implementation procedures and reporting requirements.

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.

A handwritten signature in black ink, appearing to read "ATATA".

Anthony J. Tata

Attachment:  
As stated

**DIRECT HIRE AUTHORITY FOR THE DEPARTMENT OF WAR DEFENSE  
CIVILIAN TRAINING CORPS**

1. Authority. Section 823(a) of the National Defense Authorization Act (NDAA) for Fiscal Year (FY) 2026, amended 10 U.S.C. § 2200h to authorize temporary direct hiring authorities (DHAs) for members and graduates of the Defense Civilian Training Corps (DCTC) program.
  - a. **Members.** Department of War (DoW) Components that have partnered with an institution participating in the DCTC program may appoint a member of the DCTC to a position in such Component for a term of 1-year, without regard to the provisions of 5 U.S.C., Chapter 33, Subchapter I. This authority shall be known as “DCTC Member DHA.”
  - b. **Graduates.** DoW Components that have partnered with an institution participating in the DCTC program may:
    - (1) Renew the appointment of a successful DCTC graduate serving on a 1-year term under the DCTC Member DHA until such graduate is appointed to a permanent position in such Component, except that the appointment may not be renewed for more than a total of four 1-year terms. This is considered an extension of the DCTC Member DHA.
    - (2) Appoint a DCTC graduate holding a position under the renewed DCTC Member DHA to a vacant position in the civil service, without regard to the provisions of 5 U.S.C., Chapter 33, Subchapter I. Appointments made under this authority shall be known as “DCTC Graduate DHA.”
2. DCTC Member DHA
  - a. The basic pay of an individual appointed under the DCTC Member DHA shall be paid from amounts available in the DoW Acquisition Workforce Development Account established under 10 U.S.C. § 1705.
  - b. Payment under Paragraph 2.a of this policy may be made only during the term of the appointment and may not exceed a total of 4 years of payment for any one individual, including any renewals.
3. DCTC Graduate DHA
  - a. The basic pay of an individual appointed under the DCTC Graduate DHA shall be paid from amounts available in the DoW Acquisition Workforce Development Account established under 10 U.S.C. § 1705.
  - b. Payment under Paragraph 3.a of this policy may be made only during the term of the appointment and may not exceed a total of 4 years of payment for any one individual, including any renewals.

- c. The position of a graduate in a term or permanent position under this DHA shall be classified at the level of GS-9 under the General Schedule under 5 U.S.C., Chapter 53, Subchapter III, or an equivalent level for which the participant is qualified, without regard to any minimum time-in-grade or time-based experience requirements.
  - d. Use of the DCTC Graduate DHA is limited to 60 graduates of the program in any calendar year. The DCTC Program Manager is responsible for ensuring use of the DCTC Graduate DHA does not exceed the limit.
4. Sunset. Appointments under the DCTC Member DHA and the DCTC Graduate DHA may not be made after December 31, 2029, unless 10 U.S.C. § 2200h is amended to remove this limitation.
5. Appointing Authority. Appointments will be made using the following legal authority codes/legal authorities:
- a. For the DCTC Member DHA: Z5CBB/ Direct Hire Auth (DCTC Member) Section 823, PL 119-60, 12/18/2025.
  - b. For the DCTC Graduate DHA: Z5CBC/Direct Hire Auth (DCTC Graduate), Section 823, PL 119-60, 12/18/2025.
6. Oversight and Accountability
- a. The Under Secretary of War for Personnel and Readiness is responsible for the development of DoW implementing policy.
  - b. The Deputy Assistant Secretary of War for Civilian Personnel Policy (DASW(CPP)) will provide oversight and monitor use of this authority throughout DoW.
  - c. The Defense Civilian Personnel Advisory Service (DCPAS) shall work with the DCTC Program Manager and collect usage data for required reporting.
  - d. The DCTC Program Manager is responsible for ensuring use of the DCTC Graduate DHA does not exceed the limit and shall work with DCPAS to collect usage data for required reporting.
  - e. DoW Components are responsible for oversight, accountability, and reporting to the DCTC Program Manager concerning use of these DHAs by their respective Component and serviced organizations.
  - f. DoW Components are responsible for ensuring that documentation on appointments made under these authorities will be sufficient to allow reconstruction of the actions and must be maintained for a time frame consistent with other appointing authorities.

7. Reporting

- a. Section 823(b) of the NDAA for FY 2026 requires the Secretary to submit an annual report on the use of the DCTC Graduate DHA.
- b. The DCTC Program Manager shall prepare an annual report by January 5th of each year on the use of the DCTC Graduate DHA. The DCTC Program Manager, in coordination with the Office of the DASW(CPP), will submit this report to the appropriate congressional committees.
- c. Each report shall include the following:
  - (1) The number of graduates of the DCTC program for which each authority was used for the calendar year covered by the report.
  - (2) An identification of the elements of the DoW that used the authorities to appoint DCTC graduates under each DHA.