



PERSONNEL AND
READINESS

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

OCT 19 2023

**MEMORANDUM FOR ASSISTANT SECRETARY OF THE NAVY FOR MANPOWER
AND RESERVE AFFAIRS**

SUBJECT: Approval of Temporary Direct Hire Authority for the United States Naval
Community College

Reference: Deputy Secretary of Defense Memorandum, "Implementation of Direct-Hire
Authority for Shortage Category and/or Critical Need Positions," June 6, 2017

Pursuant to the reference, I approve a temporary direct hire authority (DHA) based on a critical hiring need for 15 critical positions at the General Schedule 13 through 15 (or equivalent) levels for the following series: Miscellaneous Administration and Programs (GS-0301); General Education and Training (GS-1701); and Education Program (GS-1720) positions at the United States Naval Community College to achieve accreditation, a requirement set forth in section 557 of the National Defense Authorization Act for Fiscal Year 2022 (Public Law 117-81). This temporary authority expires 1 year from the date of this memorandum.

The DHA for critical need positions enables the Department of the Navy to hire any qualified applicant 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. It 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. The requirements of career transition programs, to include the Priority Placement Program, the Reemployment Program List, and the Interagency Career Transition Assistance Program are applicable. When using this DHA, qualified candidates with veterans' preference should be considered as they are found, just as any qualified non-preference eligible candidate would be.

For more information, my point of contact is Ms. Rosemary Meriwether, Associate Director, Employment and Compensation, Defense Civilian Personnel Advisory Service, at (571) 232-3947 or rosemary.m.meriwether.civ@mail.mil.

A handwritten signature in black ink, appearing to read "Ashish S. Vazirani".

Ashish S. Vazirani
Acting