

# Matrix of OPM & DoD DHAs & Other Appointment Authorities (Changes highlighted in red text)

**NOTE: When coding actions in DCPDS, always select appropriate LAC/Text in pulldown menu. Do not type LAC text unless specific text for pertinent appointment authority is not available.**

OPM Government-wide Direct Hire Authority	Description	Type of Appt (Excepted or Competitive)	Occupation Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
1	Information Technology Management (INFOSEC)  Note: The only parenthetical title associated with this DHA is "INFOSEC". No other parenthetical title or dual parens that include (INFOSEC) may be used with this DHA	Competitive Service (Permanent, Temp & Term)	2210 series  Grades 09 and above	Required to post JOA on USAJOBS. JOA open minimum of one (1) day.  JOA must include statement "This is a direct hire solicitation"  JOAs end with "HI". Use "HIS" if OCA.	Standard Options. Does not preclude "name request", however all candidates, to include name request and Job fair applicants, must apply to public notice on USAJOBS.	** The Selecting official will submit a RPA and identify the position as DHA in the notes section. ** In accordance with CHRA GM for Government-Wide DHAs - All qualified applicants, to include name requests, will be referred.	PPP: Must be cleared ICTAP: Must be cleared  RPL: Must be cleared	Veteran's preference does not apply.  Military Spouse Preference (MSP) does not apply since a BQ group will not be identified.	Indefinite or until OPM terminates authority	Not applicable	<a href="https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority">https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority</a>  <a href="#">AND</a>  <a href="#">Service Now: Government-wide Direct Hire Authority</a>	1st LAC: AYM/Reg 337.201  2nd LAC: BAC/GW002 (IT)	5 USC 3304(a)(3);  5 CFR Part 337, Subpart B
2	Medical Occupations	Competitive Service (Permanent, Temp & Term)	0602-Physicians 0610-Nurse 0620-Practical Nurse 0647- Diagnostic Radiologic Tech 0660-Pharmacist  All grades.	Required to post JOA on USAJOBS. JOA open minimum of one (1) day.  JOA must include statement "This is a direct hire solicitation"  JOAs end with "HM". Use "HMS" if OCA.	Standard Options. Does not preclude "name request", however all candidates, to include name request and Job fair applicants, must apply to public notice on USAJOBS.	** The Selecting official will submit a RPA and identify the position as DHA in the notes section. **In accordance with CHRA GM for Government-Wide DHAs - All qualified applicants, to include name requests, will be referred.  ** In the event of a name request, if recruited by MEDCELL, the servicing CPAC will retain the RPA and submit a SF-39 to MEDCELL for recruitment	PPP: Must be cleared  ICTAP: Must be cleared  RPL: Must be cleared	Veteran's preference does not apply.  Military Spouse Preference (MSP) does not apply since a BQ group will not be identified.	Indefinite or until OPM terminates authority	Not Applicable	<a href="https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority">https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority</a>  <a href="#">AND</a>  Service Now: Government-wide Direct Hire Authority; and MedCell Toolkit	1st LAC: AYM/Reg 337.201  2nd LAC: BAB/GW001 (MED)	5 USC 3304 and  5 CFR Part 337 Subpart B
3	Positions involved in Iraqi Reconstruction Efforts	Competitive Service (Permanent, Temp & Term)	All occupations.  All WG levels.  General Schedule one-grade interval positions.  General Schedule two-grade interval, GS-09 & above	Required to post JOA on USAJOBS. JOA open minimum of one (1) day.  JOA must include statement "This is a direct hire solicitation"  JOAs end with "HR". Use "HRS" if OCA.	Standard Options. Does not preclude "name request", however all candidates, to include name request and Job fair applicants, must apply to public notice on USAJOBS.	** The Selecting official will submit a RPA and identify the position as DHA in the notes section. ** In accordance with CHRA GM for Government-Wide DHAs - All qualified applicants, to include name requests, will be referred.  ** Individual must be fluent in Arabic or other Middle-Eastern languages.  ** Must be U.S. Citizen	PPP: Must be cleared  ICTAP: Must be cleared  RPL: Must be cleared	Veteran's preference does not apply.  Military Spouse Preference (MSP) does not apply since a BQ group will not be identified.	Indefinite or until OPM terminates authority	Not Applicable	<a href="https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority">https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority</a>  <a href="#">AND</a>  Service Now: Government-wide Direct Hire Authority	1st LAC: AYM/Reg.337.201  2nd LAC: BAD/GW003 (Iraqi)	5 USC 3304 and  5 CFR Part 337 Subpart B  5 CFR 213.3106(b)(9)
4	Veterinarian Medical Officer	Competitive Service (Permanent, Temp & Term)	GS-0701 series  Grades 11 – 15  Nationwide to include overseas territories and commonwealths including Puerto Rico, Guam, and Virgin Islands.	Required to post JOA on USAJOBS. JOA open minimum of one (1) day.  JOA must include statement "This is a direct hire solicitation"  JOAs end with "HJ". Use "HJS" if OCA.	Standard Options. Does not preclude "name request", however all candidates, to include name request and Job fair applicants, must apply to public notice on USAJOBS	** The Selecting official will submit a RPA and identify the position as DHA in the notes section.  ** In accordance with CHRA GM for Government-Wide DHAs - All qualified applicants, to include name requests, will be referred.	PPP: Must be cleared  ICTAP: Must be cleared  RPL: Must be cleared	Veteran's preference does not apply.  Military Spouse Preference (MSP) does not apply since a BQ group will not be identified.	Indefinite or until OPM terminates authority	Not applicable	<a href="https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority">https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority</a>  <a href="#">AND</a>  Service Now: Government-wide Direct Hire Authority;	1st LAC: AYM/Reg 337.201  2nd LAC: BAG/GW006 (VMO)	5 USC 3304(a)(3);  5 CFR Part 337, Subpart B
5	STEM Positions and Cyber Security and related positions	Competitive Service (Permanent/Temp/Term)	Positions at GS-11-15 grade levels: Economist, GS-0110 Biological Science, GS-0401 Fishery Biologist, GS-0482 General Engineer, GS-0801 Civil Engineer, GS-0810 Physical Sciences, GS-1301, 1306, 1310, and 1320 only Actuary, GS-1510 Mathematics, GS-1520 Mathematical Statistician and Statistician, GS-1529, 1530 Acquisitions, GS-1102  Positions at GS 12-15 grade levels: Computer Engineers (Cybersecurity), GS-0854 Computer Scientists (Cybersecurity) GS-1550 Electronics Engineers (Cybersecurity), GS-0855 IT Cybersecurity Specialist, GS-2210	Required to post JOA on USAJOBS. JOA open minimum of one (1) day.  JOAs end with "HK". Use "HKS" if OCA.	Standard Options. Does not preclude "name request", however all candidates, to include name request and Job fair applicants, must apply to public notice on USAJOBS	The Selecting official will submit a RPA and identify the position as DHA in the notes section	PPP: Must be cleared  ICTAP: Must be cleared  RPL: Must be cleared	Veteran's preference does not apply.  Military Spouse Preference (MSP) does not apply since a BQ group will not be identified.	STEM Positions: Expires 11 Oct 2023  Cybersecurity and related positions: Indefinite or until OPM terminates authority	Not applicable	<a href="https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority">https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority</a>  and,  Service Now: Government-wide Direct Hire Authority	STEM Positions: 1st LAC: AYM/Reg 337.201 2nd LAC: BAH/GW007 (STEM)  Cybersecurity & related positions: 1st LAC: AYM/Reg 337.201 2nd LAC: BAI/GW008 (Cybersecurity)	5 CFR 337 Subpart B OPM Memorandum, subject: Announcing Government-wide Direct Hire Appointing Authorities, dtd 11 Oct 2018

Department of Defense (DoD) Direct Hire Authority (DHA)

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Description	Type of Appt (Excepted or Competitive)	Occupation Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
DHA for Certain Personnel of the DoD Workforce	Competitive Service (Permanent, Temp & Term)  The primary objective of this DHA is to appoint qualified candidates who are not existing DoD competitive service employees with permanent status. Commands should follow their Merit Promotion Plans to enable movement of the existing DoD competitive service workforce. If Commands insist on using this DHA to hire competitive service employees with permanent status, the advisory communication with the Command should be filed in the casefolder in the event of future audit.	<p>1 - Positions involved in and supporting DoD maintenance and repair activities, such as maintenance and repair of weapon systems, hardware, equipment, software, installation infrastructure, or any combination thereof, including depot-level maintenance and repair - (Former DHA for Comp Serv Positions - Para a)</p> <p>2 - Positions in the cyber workforce (also known as "cyberspace workforce") as defined in DoDD 8140.01, designated with a cyber work role code - (Former DHA for Comp Serv Positions - Para b);</p> <p>3 - Positions in the acquisition workforce that are responsible for managing any services contracts necessary to the operation and maintenance of programs of the DoD - (Former DHA for Comp Serv Positions - Para c)</p> <p>4 - Positions in science, technology, or engineering, including any such position at the MRTFB, in order to allow development of new systems and provide for the maintenance of legacy systems. - (Former DHA for Comp Serv Positions - Para d)</p> <p>5 - Positions in science, technology, engineering or mathematics, including technician positions within the defense acquisition workforce, or any category of acquisition positions within the DoD designated by the Secretary as a shortage or critical need category Positions in 13 DAWIA Career Field Occupations in grades 09-15 (or equivalent). - Former EHA for Acq)</p> <p>6 - Positions in science, technology, engineering, or mathematics, except any such position within any defense STRL, for which a qualified candidate is required to possess a bachelor's degree or an advanced degree, OR for which a veteran candidate is being considered (Former DHA for Select Tech Acq Positions) ****To be qualifying - positions must be in one of the qualifying acquisition career field which includes: FE, IT, PQM, PM, S&amp;T, ENG, T&amp;E****</p> <p>7 - Positions in medical or health professions with the DoD designated by the Secretary as a shortage category or critical need occupation (Former EHA for Medical Positions)</p> <p>8 - Positions in financial management, accounting, auditing, actuary, cost estimation, operational research, business, or business administration for which a qualified candidate is required to possess a finance, accounting, management, or actuarial science degree or a related degree, or equivalent experience relevant to the functions of the position being filled. Series include: 501, 503, 505, 510, 511, 525, 530, 540, 544, 545, 560, 561, 599, 1510, and 1515. (Former DHA for Financial Mgmt Positions) See former DHA for Financial Mgmt Positions on Service Now for additional details on qualifying positions.</p> <p>9 - Positions, as determined by the Secretary, for the purpose of assisting and facilitating the efforts of the DoD in business transformation and management innovation. (Former DHA for the DoD Personnel to Assist in Business Trans &amp; Mgmt Innov) - To use this category of the DHA, positions must meet the type of work described in Army Implementation Guidance Appendix (Definition 4), in addition to meeting the background/experience described in the Appendix. Allocations and ASA(M&amp;RA) approval is no longer required.</p>	Public notice not required.	As applicable, candidates must possess a bachelors or advanced degree in scientific or engineering field directly related to the position being filled.	PPP: Modified Procedures ICTAP: Exempt RPL: Exempt	** Veteran's preference does not apply. ** MSP applicable if an occupational questionnaire is used to identify a BQ group	September 30, 2025 EXCEPTION: Positions in science, technology, engineering, or mathematics within the Defense Acquisition Workforce, or any acquisition positions designated by the Secretary as shortage or critical need category as outlined in the DoD Implementation Guidance Table 1 (former EHA for Acquisition Postitions) does NOT EXPIRE	Not Applicable	Service Now: DHA for Certain Personnel of the DoD Workforce	Z5C/Modified Direct Hire Auth, Section 1109; PL 116-92, dated 12/20/2019	** Section 1109, NDAA FY20, Public Law 116-92 ** 5 USC, Section 9905 ** PPP Handbook, November 2019, Chap 4 and Appendix B, Modified Procedures for Statutory DHAs	
			If position being filled is ACWA-considered position, All applicants must receive ACWA assessment prior to appointment.	May use one or a combination of the following announcements options:  ACWA (if required based on series/grade of position)	ACWA assessment required to be taken by selectee only							
			If determination made to use a vacancy announcement, USAJOBS will be used. JOAs should end with "HW". Use "HWS" if OCA.	Management Referred Applicant Request (i.e. Name Request)	Include PD and recommended candidates name, resume, DD-214, transcripts, etc.  CPACs should advise Commands of Army Implementation Guidance, Para 2.b(2) which states Commands should follow their Merit Promotion Plans to enable movement of the existing DoD competitive service workforce.							
			If competitive recruitment procedures are used, PPP MSP would need to be included on the public notice (JOA)	USA Staffing Assessment	Employee must meet minimum qualifications							
				Job Fair/Recruiting Events	Tentative offers may be extended, however, if applicable, ACWA requirements, selective placement factors and competencies must be met							
				Standing Register (Open Continuous Announcement - OCA).	Identify Acquisition position on RPA and request Open Continuous Announcement with PD.							

# Department of Defense (DoD) Direct Hire Authority (DHA)

	Description	Type of Appt (Excepted or Competitive)	Occupation Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
7	DHA for Domestic Defense Industrial Base (DIB) & Major Range and Test Facilities Base (MRTFB) in DoD	Competitive Service (Permanent, Temp, and Term)	Both GS and FWS positions in the competitive service in the DoD at any domestic defense industrial base facility or major range and test facilities base as defined in DoD Implementation Guidance (Para 3.b & c)  <b>Applicable locations include those listed on Service Now in the document titled "Domestic DIB Composition 2018.pdf" and MRTFBs at the specific locations listed on the document titled "MRTFB Composition 2018.pdf".</b>  <b>MRTFB UICs are comprised of the following UICs: 'W3Q222', 'W3Q2AA', 'W3U602', 'W3U604', 'W3U6AA', 'W4QUAA', 'W04WAA', 'W04YAA', 'W30MAA', 'W4T8AA', 'W6B6AA', 'W6CJAA', 'W6CKAA', 'W6DZAA', 'W6X5AA' AND ALL CPAC positions supporting these UICs.</b>	Public notice not required.  If position being filled is ACWA-considered position, Selectee must receive ACWA assessment prior to appointment.  If determination made to use a vacancy announcement, USAJOBS will be used. JOAs should end with "HD". Use "HDS" if OCA.  Job Advertisements must include specific information outlined in Army Implementation Guidance (Para 4)	May use one or a combination of the following announcements options:  ACWA (if required based on series/grade of position)  Management Referred Applicant Request (i.e. Name Request)  USA Staffing Assessment  Job Fair/Recruiting Events  Standing Register (Open Continuous Announcement - OCA).		PPP: Modified Procedures  ICTAP: Exempt  RPL: Exempt	** Veteran's preference does not apply.  ** MSP applicable if an occupational questionnaire is used to identify a BQ group	30-Sep-25	Not applicable	Service Now: DHA for Domestic Defense Industrial Base (DIB) & the Major Range and Test Facilities Base (MRTFB)	Z5C/Direct-Hire Auth (Domestic DIB, MRTFB), Sec 1102, PL 115-91, 12/12/201	P.L. 114-328, National Defense Authorization Act (NDAA) FY2017, Section 1125(a)&(c); amended per PL 115-91 NDAA FY2018, Sec 1102  USD(P&R) memorandum, "Temporary Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the Department of Defense", June 1, 2017  USD (P&R) memorandum, "Extension of Temporary Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the Department of Defense", April 2, 2018
8	DHA for Post-Secondary Students & Recent Graduates  NOTE: Allocations are limited. Consult with Command representative prior to announcing position to ensure availability of allocations.	Competitive Service  Post-Secondary Students appointed to Term appointment > 1 year but not to exceed 4 years.  Extensions to term appointments beyond 4 years are rare and must be approved by AG1CP (90 days prior to appt expiration date)	Occupational series that fall under the OPM group standards for the Administrative and Management Positions, the Professional and Scientific Positions, and/or the Competitive Service Student Trainee Positions (for post-secondary students only)  Professional and administrative occupations that have individual occupational requirements and do not have an associated group standard, may also be appointed under this authority (e.g. 1102, 2210 etc.)  Grades 11 and below (or equivalent). FPL may be higher than GS-11 (or equivalent)	Job advertisement required, however not required to utilize USAJOBS. JOA open min. of one (1) day.  Job ads must remain open during career fairs/recruiting events. Also, job ad must provide link to website that provides further info on how to apply and/or be considered.  Job ads for Post-Secondary Student positions must include potential for conversion; conversion-out grade; and corresponding FPL.  JOAs end with "HS". Use "HSS" if OCA.  <b>Recent Graduate is defined as having completed a qualifying education program within two years of APPOINTMENT</b>	Tentative offers may be extended, however the following criteria must also be met for each announcement option.  May use one or a combination of the following announcements options:  ACWA (if required based on series/grade of position)  Management Referred Applicant Request (i.e. Name Request)  USA Staffing Assessment  Job Fair/Recruiting Events  Standing Register (Open Continuous Announcement - OCA).	Post Secondary Student: ACWA assessment for selectee only prior to conversion Recent Graduate: ACWA assessment for selectee only  Name request's resume, DD-214, transcripts, etc. must be received during public notice period.  Employee must meet minimum qualifications  Tentative offers may be extended, however, if applicable, ACWA requirements, selective placement factors and competencies must be met. Also, job advertisement must be open during job fair/recruiting event.  Identify interest in using this DHA on RPA and request Open Continuous Announcement along with copy of PD.	PPP: Exception  ICTAP: Exempt  RPL: Exempt	Veteran's preference does not apply.  Military Spouse Preference (MSP) does not apply since a BQ group will not be identified.	30-Sep-25	Recent-Graduates: Not applicable  Post-Secondary Students: Non-competitive conversion to permanent appointment in competitive service. Potential for conversion must be included in original public notice.	Service Now: Direct-Hire Authority (DHA) for the Dept of Defense for Post-Secondary Students and Recent Graduates	Post-Secondary Students: Term: Z5C/Direct-Hire Auth (DoD Post-Sec Student Appt), Sec 1102, PL 115-232, 8/13/2018  Non-comp Conv to career/career-conditional: Z5C/Direct-Hire Auth (DoD Post-Sec Student Conv), Sec 1102, PL 115-232, 8/13/2018  Recent Graduates: Career/Career-Cond Appts: Z5C/Direct-Hire Auth (DoD Recent Grad Appt), Sec 1102, PL 115-232, 8/13/2018	P.L. 114-328, National Defense Authorization Act (NDAA) FY2017, Section 1106; amended per P.L. 115-232 NDAA FY2019, Sec 1102  USD(P&R) memorandum, "Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates", February 6, 2017  10 USC 1580
9	Noncompetitive Temp/Term Appt Authority to meet Critical Hiring Needs	Competitive Service (Temp & Term)	GS & FWS positions up to GS-15 (or comparable levels). Used for "critical hiring needs" such as extraordinary workloads or unusual or unanticipated event(s) or circumstances.	Public notice is NOT required.	If public notice is used, announcement should be concise and easily understood.  Candidates must meet minimum qualifications  Documentation for appointments must be sufficient to allow reconstruction of actions taken.	Temp appts: up to 1 year. May be extended up to 6 months. May not exceed 18 months in total.  Term appts: Initial appt may be more than one year but may not exceed 18 months.	PPP: Modified Procedures  ICTAP: Exempt  RPL: Exempt	Veteran's preference does not apply	No expiration date	Not applicable	Service Now: Noncompetitive Temp & Term Appts to Meet Critical Hiring Needs in DoD	Z5C/Direct-Hire Auth (Critical Hiring Need), Sec 1105(b), PL 114-328, 12/23/2016	10 USC 1580; and,  P.L. 114-328 National Defense Authorization Act (NDAA) FY2017, Section 1105(b)  OSD memorandum, "Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the Department of Defense," July 14, 2017

Notes:  
**1 - The DHA for Post-Secondary Students and Recent Graduates (#8 above) follows the term timelines specified in 5 CFR 316.302. All other DHAs should follow the modified temp and term time limits outlined in the DoD memorandum "Modification of Temporary and Term Appointments within DoD" dated 12 Jun 2017.**  
**2 - These DHAs may also be used to fill positions overseas, so long as the requirements for positions covered includes the positions being filled. One exception would be the DHA for Domestic DIBs and MRTFBs (#7 above) since the acceptable locations listed does not include any overseas locations. Additionally, DoDI 1400.25 Vol 1232 "Employment of family members in foreign areas" must be taken into consideration to ensure spouses and family members are given consideration when filling positions using DHAs.**  
**3 - Reference CHRA GM ADM-17-GM-05, Required Coding for External Competitive Hires (other than Delegated Examining) when coding actions filled through appointment authorities on this matrix.**

**Department of Defense (DoD) Direct Hire Authority (DHA)**

	Description	Type of Appt (Excepted or Competitive)	Occupation Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
10	DHA for Military Housing Offices	Competitive Service (Permanent/Temp/Term)	Positions at GS-15 and below (or equivalent).  Position must reside within an office with a primary function for installation military housing.  0301-Misc Admin & Program 0343-Mgmt and Prog Analysis 1101-Gen Business and Industry 1170-Realty 1173-Housing Management	Public notice is NOT required  If position being filled is ACWA-considered position, Selectee must receive ACWA assessment prior to appointment.	If public notice is used, announcement should be concise and easily understood.	N/A	PPP: Modified Procedures  ICTAP: Exempt  RPL: Exempt	Veteran's preference does not apply	30-Sep-21	N/A	Service Now: DHA Military Housing Offices	Z5C/Direct Hire Auth (Mil Housing Office), Sec 3035, PL 116-92, 12/20/2019	Memorandum USD for Personnel & Readiness, Subj: Temporary Direct Hire Authority for Employees of Installation Military Housing Offices of the Department of Defense dated 24 Apr 2020  NDA FY18, Section 559, PL 115-91  NDA FY20, Section 3035, PL 116-92
11	DHA for Advancing Military to Mariner within the DoD	Competitive Service (Permanent/Temp/Term)	DHA to employ separated members of uniformed services with valid merchant mariner licenses or sea service experience in support of US national maritime needs.  Qualified candidates appointed without regard to the 180-day post retirement waiting period  GS & FWS positions up to GS-15 (or equivalent pay grade)	Public notice is NOT required  If position being filled is ACWA-considered position, Selectee must receive ACWA assessment prior to appointment.  JOA ends with "HA". Use "HAS" if OCA.	If public notice is used, announcement should be concise and easily understood.	Qualified candidates must: Possess a valid US Coast Guard (USCG) Merchant Marine Credential (see definition of 'valid' in DHA DoD Implementation Guidance)  Must be "separated member of the uniformed services" who will or has received an honorable or general (under honorable conditions) discharge, and: (1) Is retiring or has retired as a member of the uniformed services; (2) Is voluntarily separating or has voluntarily separated from the uniformed services at the end of enlistment or service obligation; or (3) is administratively separating or has administratively separated from the uniformed services.	PPP: Modified Procedures  ICTAP: Exempt  RPL: Exempt	Veteran's preference does not apply	No expiration date	N/A	Service Now: DHA for Advancing Military to Mariner within DoD	Z5C/Direct-Hire Auth (Military to Mariner), Sec 3511(d), PL 116-92, 12/20/2019	NDA FY20, Sec 3511(d) PL 116-92  5 USC Sec 3326  PPP Handbook dated Nov 2019  Memorandum USD for Personnel & Readiness, Subj: Direct-Hire Authority for Advancing Military to Mariner within the Department of Defense dtd 8 Oct 2020
<b>DHA for Shortage Category and/or Critical Need Positions (See the two current DHAs approved by DoD under this authority below (#11 &amp; #12))</b>													
12	DHA for USACE for Real Estate Personnel	Competitive Service (Permanent/Temp/Term)	Non-acquisition coded (Non-DAWIA coded) positions  GS-1170-09-14 GS-1171-09-14	Required to post JOA on USAJOBS.  Must specify date, event, and location where resumes will be accepted on JOA.  JOAs end with "HP". Use "HPS" if OCA.	May use one or a combination of the following:  Hard-Copy Resumes  USA Staffing	Locations where accepted must be listed on JOA  Assessment not required. If used, must apply MSP preference.	PPP: Must be cleared  ICTAP: Must be cleared  RPL: Must be cleared	Veterans' preference does not apply. MSP applicable if an occupational questionnaire is used to identify a BQ group	12 Sep 2021 unless extended by OPM	N/A	Service Now: DHA for USACE for Real Estate Positions	Z5C/Direct Hire Authority for Shortage Category/Critical Need, 5 U.S.C. 9902(b)(2), 6/6/2017	5 USC 9902(b)(2)  5 CFR, Part 337  Memorandum OSD dated 6 Jun 2017: Subj: Implementation of DHA for Shortage and/or Critical Need Positions
13	DHA for Police Officers	Competitive Service (Permanent/Temp/Term)	DHA used to hire: Police Officers (0083)  Grades 05-09 (or equivalent)	Required to post JOA on USAJOBS.  Must use Army Implementation Guidance - Use of Government wide Direct Hire Authorities, dated 15 Jul 2015 for procedures when filling positions with this DHA.	Required to post JOA on USAJOBS. JOA open minimum of one (1) day.  JOA must include statement "This is a direct hire solicitation"  JOAs end with "HP". Use "HPS" if OCA.	Standard Options. Does not preclude "name request", however all candidates, to include name request and Job fair applicants, must apply to public notice on USAJOBS	PPP: Must be cleared  ICTAP: Must be cleared  RPL: Must be cleared	Veterans' preference does not apply. MSP applicable if an occupational questionnaire is used to identify a BQ group	29 Sep 2021 unless extended by OPM	N/A	Service Now: DoD DHA for Police Officers (GS-0083) Positions	Z5C/Direct Hire Authority for Shortage Category/Critical Need, 5 U.S.C. 9902(b)(2), 6/6/2017	5 USC 9902(b)(2)  5 CFR, Part 337  OSD Memorandum, Subj: Implementation of DHA for Shortage and/or Critical Need Positions 6 Jun 2017  Department of Army Memorandum, subject: Department of the Army Implementation Guidance - Use of Government wide Direct Hire Authorities, 15 Jul 2015

Other Appointment Authorities

	Description	Type of Appt (Excepted or Competitive) *See Note (pg 5)	Occupations Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
14	5 CFR 213.3102(r) The "R" authority	Excepted Service NTE 4 years	* Position related to cybersecurity * No grade limitation (provided they qualify) * No limitation on promotion potential (provided they qualify)	Not required	* No specific requirements although announcements should include current SFS recipients in the area of consideration. * TIG restrictions do not apply	Student (employee) is obligated to serve in the Federal Government for a period equivalent to the length of their scholarship (typically two years)	Not required for Excepted Service	ICTAP; Not applicable	None (Appointments under this authority are limited to four years)	Does not provide for non-competitive conversion	Service Now: Cyber Corps Scholarship for Service	W9S/213.3102(r)	5 CFR 213 Subpart C, Schedule A 213.3102(r)
15	Land Management Workforce Flexibility Act	Competitive (Permanent Positions)	Employees who currently are or formerly were under time-limited competitive service appointments at certain land management agencies (see guidance for definition)	Until OPM issues regulations to help agencies apply the provisions of this Act, Army will use merit promotion procedures to fill these positions. Individuals must be within the BQ group to be considered. Eligible candidates will then compete with other applicants (i.e. no priority is provided to these individuals)	Must follow merit promotion procedures as they define public notice requirements	Current & former land management eligibles are allowed to apply and compete for permanent positions in the competitive service when the hiring agency is otherwise accepting applications from individuals outside its own workforce under merit promotion procedures.	PPP: Must be cleared  ICTAP: Exempt  RPL: Exempt	Veterans preference does not apply	No expiration date	N/A	Service Now: Implementing Policy Guidance for the Land Management Workforce Flexibility Act	ZLM/P.L. 114-47	P.L. 114-47, Sec 9601; amended by P.L. 114-328, Sec 1135 5 USC 9602
16	Noncompetitive appointment for Certain State Dept Student Scholarship Programs & Certain Employees of the Foreign Service	Competitive Service	Alumni of: (a) Fulbright U.S. Student Program; (b) Benjamin A. Gilman International Scholarship Program; (c) Critical Language Scholarship Program; (d) Certain Foreign Service employees with noncompetitive appointment eligibility	Public Notice required in accordance with 5 CFR 330, Subpart A	N/A	None	PPP: Must be cleared  ICTAP: Exempt  RPL: Exempt	Veterans preference does not apply	No expiration date	N/A	Service Now: EO 13749 & 13750 - Appointment of Certain Foreign Service and Fulbright, Gilman & Critical Language	ZLM/E.O. 13749 f	E.O. 13749  E.O. 13750
17	Hiring Flexibility for Critical Positions During a Pandemic	Excepted Service NTE 1 year (may be extended an additional year)	Limited to individuals needed in direct response to the effects of COVID-19. * Positions at any grade level	Public notice not required. Rules for accepting applications must be documented and matter of record IAW 5 CFR 302.	If public notice is used, announcement should be concise and easily understood	Commands responsible for forwarding electronic files of all documentation for all non-USAJOBs recruitment	PPP - Must be cleared ICTAP- N/A PRL - May be cleared through the SCT tracker	Must use vet preference provisions outlined in 5 CFR 302	31 Mar 2021 (or upon termination of public health emergency)	N/A	Service Now	W9R/Sch A, 5 CFR 213.3102(i)(3) ZLM/COVID-19	5 CFR 213.3102(i)(3) 5 CFR 302 <a href="https://www.opm.gov/policy-data-oversight/covid-19/opm-fact-sheet-covid-19-excepted-service-hiring-authority/">https://www.opm.gov/policy-data-oversight/covid-19/opm-fact-sheet-covid-19-excepted-service-hiring-authority/</a>

AcqDemo Hiring Authorities

	Description	Type of Appt (Excepted or Competitive) *See Note (pg 5)	Occupations Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference	
18	DHA for AcqDemo Business and Technical Management Career Path (NH)	Competitive Service - Permanent (Career, Career-Conditional), Term and Temp	Non-Acquisition Workforce (non-AWF) positions involving 51% or more of time in Direct support to Acquisition Workforce and Acquisition Workforce (AWF) positions in 13 DAWIA Career Field Occupations in entry grade and at mid-level grades GS-09-15 (or equivalent).  Career fields include: 1 - Auditing 2 - Business-Cost Estimating 3 - Business-Financial Mgmt 4 - Contracting 5 - Facilities Engineering 6 - Information Technology 7 - Life Cycle Logistics 8 -Prodctn,Quality&Manufctrng 9 - Program Management 10 - Science & Technology 11 -Engineering 12 - Test & Evaluation 13 - Small Business	Public Notice not required.  If positions being filled is ACWA considered positions, selectee must receive ACWA assessment prior to appointment.  If determination made to use a vacancy announcement, USAJOBS will be used.	Short-term or long-term job announcements may be posted for current and/or projected vacancies, multiple vacancies, broadband levels, and/or geographic locations as appropriate based upon the availability of qualified candidates and the type of position being filled. Vacancy announcement are used to attract and access applicant sources through any legal means such as OPM, USAJOBS, website, ICTAP, DoD PPP, DoD Component hosted websites, newspaper and periodic publications; College recruiting activities ; employee referral programs; or other means consistent with the merit system principles.		PPP: Must be cleared  ICTAP: Exempt  RPL: Exempt	Qualified candidates with veterans' preference should be considered when best meet mission requirements	31-Dec-23	Employees hired under the modified term appointment may be eligible for conversion to career-conditional appointments or career appointments, if applicable. To be converted, the employee must meet all of the following: a) Have been selected for the term position under competitive procedures, with the announcement specifically stating that the individual(s) selected for the term positions(s) may be eligible for conversion to career-conditional or career appointments at a later date; and; b) Have served two years of continuous service in the term positions; and (c) Have been considered to have adequate contributions and a fully successful performance rating for two assessment cycles (including the current assessment cycle) immediately preceding conversion. Service under a modified term appointment immediately prior to permanent appointment shall count toward the probationary period requirements described in 10 USC Section 1599e	For the DoD AcqDemo Operations Guide, go to <a href="https://acqdemo.hci.mil/">https://acqdemo.hci.mil/</a>  For the Army Supplement to the DoD AcqDemo Operation Guide, go to <a href="https://asc.army.mil/web/acqdemo">https://asc.army.mil/web/acqdemo</a>	Z5C - DoD Direct Hire - FRN Vol. 82, No 216 dated 11/9/17, (Acq-Bus and Tech Mgmt) Section II.B.4.b; <b>AND</b> Z2W - Pub L. 111-383, dated 1/7/2011  Z5C - DoD Direct Hire - FRN Vol 82, No. 216 dated 11/9/17. (Acq-Vet Bus and Tech Mgmt) Section II.B.4.c <b>AND</b> Z2W - Pub L. 111-383 dated 1/7/2011  Z5C - DoD Direct Hire - FRN Vol 82, No. 216 dated 11/9/17. (Acq-Student Intern) Section II.B.4.d <b>AND</b> Z2W - Pub L. 111-383 dated 1/7/2011  Z5C - DoD Direct Hire - FRN Vol 82, No. 216 dated 11/9/17. (Acq-Scholastic Achievement) Section II.B.4.e <b>AND</b> Z2W - Pub L. 111-383 dated 1/7/2011	Federal Register Notice 82 FR 52104-52172 dtd 9 Nov 2017  10 USC 1762  For these authorities, AcqDemo Participating Organizations may appoint qualified candidates without regard to the provisions of 5 USC Chap 33, Subchapter 1, other than 3303, 3308, and 3328.	
	19	Veteran DHA for AcqDemo NH and Technical Management Support Career Path (NJ)			Job Ad must include specific information outlined in the AcqDemo Op Guide, Chapter 4  If determination made to use a vacancy announcement, USAJOBS will be used. JOAs should end with "HQ". Use "HQS" if OCA	ACWA (if required based on series/grade of position)	Selectee only							
		Acquisition Student Intern Appointments				Name Request	Include PRD and recommended candidates name, resume, DD-214, transcripts, etc. If mgmt does not request a referral list to consider alongside their name requested candidate, then only the name request is reviewed.							
							USA Staffing Assessment	None						
20	Scholastic Achievement Appointment				Job Fair/Recruiting Events	Tentative offers may be extended, however, if applicable, ACWA requirements, vet preference, and priority program requirement must be met.								
21					Standing Register(Open Continuous Announcement)	Identify acquisition position on RP and request Open Continuous Announcement with PRD								

**Science & Technology Reinvention Laboratory (STRL) Hiring Authorities**

	Description	Type of Appt (Excepted or Competitive) *See Note (pg 5)	Occupations Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	PPP/ ICTAP/ RPL	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
22	DHA for Candidates with Advanced Degrees for Scientific and Engineering Positions	Competitive Service - Permanent (Career, Career-Conditional), Modified Term and Temp	NDAAs FY 1995, PL 103-337, Sec 342(b) , as amended by NDAAs FY2000, PL 106-65, Section 1109 & NDAAs FY2001, PL 106-398, Section 1114 authorizes the SECDEF to conduct personnel demonstration projects at DoD laboratories designated as STRLs.	Public Notice not required.  If positions being filled is ACWA-considered positions, selectee must receive ACWA assessment prior to appointment.  If determination made to use a vacancy announcement, USAJOBS will be used.  USAJOBS Flyers are another option	May use one or a combination of the following announcement options:  Name Request  USA Staffing Assessment  Job Fair/Recruiting Events	Include PRD and recommended candidates name, resume, DD-214, transcripts, etc. If mgmt does not request a referral list to consider alongside their name requested candidate, then only the name request is reviewed.  None  Tentative offers may be extended, however, if applicable, ACWA requirements, vet preference, and priority program requirement must be met.	PPP: Must be cleared  SCT: Must be cleared  RPL: Must be cleared	Qualified candidates with veterans' preference should be considered when best meet mission requirements	31-Dec-23	Employees hired under the modified term appointment may be eligible for conversion to career-conditional appointments or career appointments, if applicable. To be converted, the employee must meet all of the following: a) Have been selected for the term position under competitive procedures, with the announcement specifically stating that the individual(s) selected for the term position(s) may be eligible for conversion to career-conditional or career appointments at a later date; and; b) Have served two years of continuous service in the term positions; and (c) Have been considered to have adequate contributions and a fully successful performance rating for two assessment cycles (including the current assessment cycle) immediately preceding conversion. Service under a modified term appointment immediately prior to permanent appointment shall count toward the probationary period requirements described in 10 USC Section 1599e	Applicable Lab Demo guidance may be found on CHRA Sharepoint under the AAW CoE tab. <a href="https://chra.aep.army.mil/sites/ne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo/aaw/Shared%20Documents%2FSTRL%20Fil">https://chra.aep.army.mil/sites/ne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo/aaw/Shared%20Documents%2FSTRL%20Fil</a>	Z5C - Direct-Hire Auth (STRL-Advanced Degree), Sec 1108, PL 110-417, 10/14/2008 AND Z2U - Public Law 103-337	See info on CHRA Sharepoint - AAW CoE tab: <a href="https://chra.aep.army.mil/sites/ne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo/aaw/Shared%20Documents%2FSTRL%20Fil">https://chra.aep.army.mil/sites/ne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo/aaw/Shared%20Documents%2FSTRL%20Fil</a>
	23	DHA for Candidates with Bachelor's Degrees for Scientific and Engineering Positions		STRLs implementing these flexibilities must have an approved personnel management demonstration project plan published in a FRN and shall fulfill any collective bargaining obligations.  Each STRL shall establish internal operating procedures as appropriate.	JOAs should end with "HL". Use "HLS" if OCA	Standing Register (Open Continuous Announcement)	Identify acquisition position on RP and request Open Continuous Announcement with PRD					Z5C - Direct-Hire Auth (STRL-BachelorDegree), Sec 1107(a)(1), PL 113-66, 12/26/2013 AND Z2U - Public Law 103-337	
		DHA for Veteran Candidates to Scientific, Technical, Engineering and Mathematics Positions, Including Technicians		The 11 current STRLs within Army are: * Army Research Institute (ARI) * Army Research Laboratory (ARL) * Aviation and Missile Research Development, and Engineering Center (AMRDEC) * Communications-Electronics Research, Development, and Engineering Center (CERDEC) * Edgewood Chemical Biological Center (ECBC) * Engineer Research and Development Center (ERDC) * Medical Research and Materiel Command (MRMC) * Natick Soldier Research, Development and Engineering Center (NSRDEC) * Tank Automotive Research, Development and Engineering Center (TARDEC) * Armament Research, Development and Engineering Center (ARDEC) * Space and Missile Defense Command (SMDC)								Z5C - Direct-Hire Auth (STRL-Veterans), Sec 1107(a)(2), PL 113-66, 12/26/2013 AND Z2U - Public Law 103-337	
25	Direct Hire Authority (STRL-Student)											Z5C - Direct-Hire Auth (STRL-Student), Sec 1105(1)(a)(3), PL 113-291, 12/19/2014 AND Z2U - Public Law 103-337	

# Pathways Appointment Authorities

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Description	Type of Appt (Excepted or Competitive) *See Note (pg 5)	Occupations Covered	Public Notice Requirements	Announcement Options	Command/Employee Requirement	ICTAP	Veterans' Preference	Expiration Date of Authority	Non-Competitive Conversion	Link for additional information	LAC/Legal Authority	Statute/Reg/GPPA Reference
Pathways Internships	Excepted Service	GS Pay Band: Classified as Student Trainees in the XX99 series.  FWS Pay Band: Classified as Student Trainees in the XX01 series.	Public notice required.  JOA's end with "PI". Use "PIS" if OCA  Use appropriate naming convention <i.e. Student Trainee (Financial Management)>  When generating referral list, must override applicants with NOR IO CZ which screens-out non-US Citizens. NOTE: Per 5 CFR § 362.105(e)(2), a Pathways Participant must be a United States citizen to be eligible for noncomp conv to the comp service	Traditionally, Intern (indefinite)  But may use: Intern NTE (initial appt maximum NTE 1 year. May be extended for no more than 1 additional year).  JOA must state the promotion potential while in program; potential for conversion; the anticipated grade upon conversion to a term/perm position; and the FPL of the term/perm position.	No specific Command/Employee requirement in advance of recruitment.  OPM ACWA test requirements are waived for Pathways Program Internship positions both upon initial appointment and non-competitive conversion to the competitive service.	ICTAP: Not required for Excepted Service positions  PPP - Exempt  RPL - Must be cleared	Must use vet preference provisions outlined in 5 CFR 302	Currently 17 Jul 2020 (May be extended via MOU between OPM & DoD)	U.S. Citizens may be non-competitively converted to term or perm position once requirements are met (if potential for noncompetitive conversion was included in JOA from which employee was appointed). Non-comp onversion to comp service required PRIOR to 120-days after education requirements are met. This 120-day period may NOT be used to complete program service requirements (i.e. 640 work experience hours). Additionally, the 120-day period may NOT be extended  Terminations when employee completed requirements and would have been converted but for budget shortfalls MUST be raised through CHRA HQs to Pathways Program Coordinator (PPC).  Terminations for any other reason (i.e. performance) should be well documented and worked through local MER Office.	Service Now: Pathways Folder	YEA/Sch D, 213.3402(a)  5 CFR 362  5 CFR 213.3402	E.O. 13562 dated 27 Dec 2010

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Pathways Recent Graduate  Recent Graduate is defined as having completed a qualifying education program within two years of APPLICATION to Pathways position	Excepted Service	All series	Public notice required – Occupational Questionnaire; ACWA assessment (if applicable), USA Hire or other valid assessment tool.  JOA's end with "PR". Use "PRS" if OCA.  Use appropriate naming convention <i.e. Biologist (Recent Graduate)>  When generating referral list, must override applicants with NOR IO CZ which screens-out non-US Citizens.  NOTE: Per 5 CFR § 362.105(e)(2), a Pathways Participant must be a U.S. citizen to be eligible for noncomp conv to the competitive service	JOA must state the promotion potential while in program; potential for conversion; the anticipated grade upon conversion to a term/perm position; and the FPL of the term/perm position.	HR Specialist advises manager during the SRD of the ability to accept applications from students who are within nine-months of graduating. Mgr makes the decision in advance of recruitment. This is documented in case file. and For applicable positions, the ACWA assessment is required prior to final conversion out of the Pathways Program to a competitive service position.	ICTAP: Not required for Excepted Service positions  PPP - Exempt  RPL - Must be cleared	Must use vet preference provisions outlined in 5 CFR 302	Currently 17 Jul 2020 (May be extended via MOU between OPM & DoD)	U.S. Citizens may be non-competitively converted to term or perm position once requirements are met (if potential for noncompetitive conversion was included in JOA from which employee was appointed).  Conversions required PRIOR TO one year of initial appointment. Some exceptions available that allow for two year conversions - see OPM & DoD MOU for details. Extensions up to 120-days may be requested through Command to PPC for approval on case-by-case basis  Use OPM/DoD MOU guidance in place AT TIME of initial appointment to determine whether one or two year conversion is appropriate for the Pathways individual.  Terminations when employee completed requirements and would have been converted but for budget shortfalls MUST be raised through CHRA HQs to Pathways Program Coordinator (PPC).	Service Now: Pathways Folder	Initial RG appt: YEB/Sch D, 213.3402(b)  If already employed as a RG in a different agency: YEP/Reg. 362.304	E.O. 13562 dated 27 Dec 2010  5 CFR 362  5 CFR 213.3402
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Pathways Presidential Management Fellows (PMFs)	Excepted Service	All series	CP FCR, in coordination with the sponsoring Command HRD/G1, submits a cmltd "PMF Appointment Opportunity Template for Agencies" to usarmy.belvoir.ag1cp.mbx.career-program-proponency@mail.mil or the ACTEDS Intern Program Management Office (IPMO),	Position announced by Career Program (CP) Functional Career Representative (FCR)	Works closely with CP FCR to obtain approval to fill position with Pathways PMF appointment, and if approved, provides required documentation to CP FCR.	ICTAP: Not required for Excepted Service positions  PPP - Exempt  RPL - Must be cleared	Must use vet preference provisions outlined in 5 CFR 302	Currently 17 Jul 2020 (May be extended via MOU between OPM & DoD)	Terminations for any other reason (i.e. performance) should be well documented and worked through local MER Office.	Service Now: Pathways Folder	Initial PMF appt: YEC/Sch D, 213.3402(c)  If already employed as a RG in a different agency: YER/Reg. 362.406  If being readmitted as a PMF: YES/Reg. 362.407	E.O. 13562 dated 27 Dec 2010  5 CFR 362  5 CFR 213.3402
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