

Matrix of OPM & DoD DHAs & Other Appointment Authorities (Changes are highlighted in red text) 12 Jan 2024

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.

The most current DHA matrix may always be found on Service Now in DHA Matrix article.

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		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	https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority AND Service Now: Government-wide Direct Hire Authority	1st LAC: AYM/Reg 337.201 2nd LAC: BAC/GW002 (IT)
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 three (3) days . JOA must include statement "This is a direct hire solicitation"	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	https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority AND 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	Include new PPP applicant eligibilities: • PPP, DoD Military Reserve (MR) & National Guard (NG Technician Eligibles • PPP, DoD MR & NG Preference Eligible Tech receiving Disability Retirement • PPP, DoD Retained Grade Preference Eligible USAJOBS JOA Number should use the following coding: • Info Tech Mgmt (INFOSEC): JOA ends with "HI". Use "HIS" if Open Continuous Annot (OCA) • Med Occupations: JOAs end with "HM". Use "HMS" if OCA. • Iraqi Reconstruction: JOAs end with "HR". Use "HRS" if OCA. • Vet Medical Officer: JOAs end with "HJ". Use "HJS" if OCA. • STEM Positions &	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	https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority AND 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.	Cybersecurity: 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. ** 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	https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority AND 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 Operations Research, GS-1515 Mathematics, GS-1520 Mathematical Statistician and Statistician, GS-1529, 1530 GS-1560, Data Science 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	Cybersecurity: 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.	Expires 28 Sep 2024	Not applicable	https://www.opm.gov/policy-data-oversight/hiring-information/direct-hire-authority/#url=Governmentwide-Authority and, Service Now: Government-wide Direct Hire Authority	STEM Positions: 1st LAC: AYM/Reg 337.201 2nd LAC: BAH/GW007 (STEM & Acq positions) Cybersecurity & related positions: 1st LAC: AYM/Reg 337.201 2nd LAC: BAI/GW008 (Cybersecurity & related positions)	* 5 CFR 337 Subpart B * OPM Memorandum, subject: Announcing Government-wide Direct Hire Appointing Authorities, dtd 29 Sep 2023

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	
<p>DHA for Certain Personnel of the DoD Workforce</p> <p>(Eff 7 Apr 2020)</p> <p>Applicants must meet minimum standards IAW OPM "Qualifications Standard for General Schedule Positions". This includes using the "Competitive Service Student Traininee" Quals Standards (xx99 series), however that standard is NOT applicable to students who are temporarily employed during summer vacations AND have not been appointed to a student trainee program in the competitive service.</p> <p>Students may be appointed to any applicable permanent (non-temp/term) position under the "Competitive Service Student Trainee Positions" OPM Quals Standard that leads to qualification in a two-grade interval professional administrative or technical occupational series that allows for the student's growth and development towards the target position.</p>	<p>Both GS & FWS positions in the competitive service (perm, temp & term) at the GS-15 and below (or equivalent)</p> <p>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>	<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</p>	<p>Public notice not required.</p>	<p>As applicable, candidates must possess a bachelors or advanced degree in scientific or engineering field directly related to the position being filled.</p>	<p>PPP: Modified Procedures</p> <p>ICTAP: Exempt</p> <p>RPL: Exempt</p>	<p>PPP: Modified Procedures</p> <p>ICTAP: Exempt</p> <p>RPL: Exempt</p>	<p>** Veteran's preference does not apply.</p> <p>** MSP applicable if an occupational questionnaire is used to identify a BQ group</p> <p>Requirements for a waiver for retired members of the armed forces (5 USC 3326))is permanently waived for ALL positions filled under this DHA.</p>	<p>September 30, 2025</p> <p>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 Postiions) does NOT EXPIRE</p>	<p>Not Applicable</p>	<p>Service Now: DHA for Certain Personnel of the DoD Workforce</p>	<p>Z5C/Direct Hire Auth 5 U.S.C. § 9905, 6/23/2023</p>	<p>Section 1117, NDAA FY21, Public Law 116-283</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</p>	<p>If position being filled is ACWA-considered position, All applicants must receive ACWA assessment prior to appointment.</p>	<p>May use one or a combination of the following announcements options:</p>								<p>5 USC, Section 9905</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</p>	<p>ACWA (if required based on series/grade of position)</p>	<p>ACWA assessment required to be taken by selectee only</p>								<p>PPP Handbook, November 2019, Chap 4 and Appendix B, Modified Procedures for Statutory DHAs</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.</p>	<p>If determination made to use a vacancy announcement, USAJOBS will be used. JOAs should end with "HW". Use</p>	<p>Management Referred Applicant Request (i.e. Name Request)</p>								<p>Include PD and recommended candidates name, resume, DD-214, transcripts, etc.</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 GS-15 and below (or equivalent).</p>	<p>If competitive recruitment procedures are used, PPP MSP would need to be included on the public notice (JOA) open min of three (3) days.</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</p>	<p>Public notice is NOT required, HOWEVER IF a USAJOBS JOA is used WITH rating & ranking (i.e. occupational questionnaire for applicants to self-assess their experience and obtain a score), then the following PPP applicant eligibilities must be included (open min 3 days):</p> <ul style="list-style-type: none"> • PPP, DoD Military Reserve (MR) & National Guard (NG Technician Eligibles • PPP, DoD MR & NG Preference Eligible Tech receiving Disability Retirement • PPP, DoD Retained Grade Preference Eligible 	<p>USA Staffing Assessment</p>								<p>Employee must meet minimum qualifications</p>	<p>DCPAS Message 2023062; Subject: Updated Policy for Direct Hire Authority for Certain Personnel of the Dept of Defense dated 29 Jun 2023</p>
		<p>7 - Positions in medical or health professions with the DoD designated by the Secretary as a shortage category or critical need occupation SEE SPECIAL NOTE in "Announcement Options" Column to the right.</p>		<p>Job Fair/Recruiting Events</p>								<p>Tentative offers may be extended, however, if applicable, ACWA requirements, selective placement factors and competencies must be met</p>	
		<p>8 - Positions in childcare services (Series 1701 and 1702) including family childcare coordinator services and school age childcare coordinator services, ONLY when there is a critical hiring need and where there is a shortage of childcare providers. This provision is specifically for positions typical to those located in teh Childcare Development Center (CDC) that provide day-to-day care of children.</p>		<p>Standing Register (Open Continuous Announcement - OCA).</p>								<p>Identify Acquisition position on RPA and request Open Continuous Announcement with PD.</p>	
		<p>9 - 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.</p>											
		<p>10 - 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 & Mgmnt 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&RA) approval is no longer required.</p>										<p>SPECIAL NOTE: The following additional healthcare occupations were permanently approved for coverage under this DHA (in addition to those <u>medical positions listed in Table 2 of the DoD Implementation Guidance</u>):</p> <p>0622-Medical Supply Aid Tech; 0640 - Health Aid and Technician (will not expire)</p> <p>0646 - Pathology Technician 0670 - Health System Administration</p> <p>0673 - Hospital Housekeeping Management</p> <p>0679 - Medical Support Assistance</p> <p>0688 - Sanitarian</p> <p>0698 - Environmental Health Technician</p> <p>0081 - Paramedics</p>	
		<p>11 - Positions in the military housing office of a military installation, provided the primary function of the military housing office is supervision of military housing covered by subchapter IV of chapter 169 of title 10.</p>										<p>0301- Misc Admin & Program</p> <p>0343-Mgmt and Prog Analysis</p> <p>1101- Gen Business and Industry</p> <p>1170 - Realty</p> <p>1173-Housing Management</p>	

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 (Eff 12 Sep 2017) May use OPM "Qualifications Standard for "Competitive Service Student Trainee" (xx99 series), so long as students are appointed to competitive service career/career-conditional appointment AND are NOT temporarily employed during summer vacations..	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) 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". MRTFBs include, but are not limited to, the following Geoloc & UIC combinations: Geoloc 240015025 (APG, MD) & UIC W4QUAA. Geoloc 040185003 (EPG, AZ) w/ UIC W04YAA & W04Y02. Geoloc RM4100000 (Kwajalein Atoll) w/ UIC W4T8AA. Geoloc 490354045 (Dugway PG) w/ UIC W30MAA, W30M01, W30M02, W30M09, Geoloc 350871013, 350871027, 350871035, 350871051, or 380871053 (WSMR) with UICs W04WAA, W04W10, And Geloc 40622027 (Yuma) with UICs W04XAA (positions at YPG, AZ) & W04X03 (positions at Ft. Greely, AK). Also ALL CPAC positions supporting these Geoloc & UIC combinations.	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) NOTE: May be used for positions that allow for maximum telework, so long as duty station for TW position is located at a DIB/MRTFB. Not approved for remote work positions if duty station is not located at a DIB/MRTFB. See Note #5 below re; PPP applicant eligibilities when USAJOBS JOA with rating & ranking is used.	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).	Include PD and recommended candidates name, resume, DD-214, transcripts, etc. Employee must meet minimum qualifications Tentative offers may be extended, however, if applicable, ACWA requirements, selective placement factors and competencies must be met. Commands responsible for forwarding electronic files of all documentation for all non-USAJOBS recruitment Identify details of position on RPA and request Open Continuous Announcement with PD.	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 Requirements for a waiver for retired members of the armed forces (5 USC 3326) is waived for ALL positions filled under this DHA.	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 Authority (Domestic DIB, MRTFB), Sec 1107, PL 116-92, 12/20/2019	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", July 19, 2018 & Extension dated Oct 1, 2020
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. (Eff 17 Aug 2017) DDF Coding: PSS – Enter Date limited appt expires in DDF remarks RG – Code Date Conv	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) Recent Graduates are appointed directly to permanent career/career-conditional appointment in competitive service	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) Applications may be accepted and TJO extended from individuals who expect to complete qualifying education within nine months of appointment. CPACs must verify education is completed prior to appointment.	Job advertisement required, however not required to utilize USAJOBS. Job Ad open min. of one (1) day. JOAs on USAS end with "HS". Use "HSS" if OCA. 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. Recent Graduate is defined as having completed a qualifying education program within two years of APPOINTMENT Uniformed service may be appointment within four years of graduation.	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 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	Post-Secondary Students: 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 DoD for Post-Secondary Students and Recent Graduates", February 6, 2017; amended by "Modification of Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates", January 15, 2019 Memorandum, Office of the Deputy Chief of Staff of the Army, G-1, 11 Oct 2019, Subj:DHA for Post-Secondary Students and Recent Graduates Implementing Guidance. OPM General Schedule Qualification Policies – General Policies tab – Application of Qualification Standards – Para 4.d
9	Noncompetitive Temp/Term Appt Authority to meet Critical Hiring Needs (Eff 3 Nov 2017)	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 determination made to use a vacancy announcement and USAJOBS will be used, JOAs should end with "HT". Use "HTS" if OCA When USAJOBS JOA with rating & ranking is used - See Note #5 below	If public notice is used, announcement should be concise and easily understood.	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. Candidates must meet minimum qualifications Documentation for appointments must be sufficient to allow reconstruction of actions taken.	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	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 and the DoD memorandum "Extensions of Term Appointments in the Competitive Service in the DoD" dated 10 Aug 2018.

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.

4 - See Service Now article detailing announcement/flyer options available when filling positions using DHAs. Article titled "KB0016346 - Alt Announcement Options for DoD DHAs - Flyers & Standard Min Quals w/ Modified Referral in USAS")

5 - Public notice is NOT required, HOWEVER IF a USAJOBS JOA is used WITH rating & ranking (i.e. occupational questionnaire for applicants to self-assess their experience and obtain a score), then the following PPP applicant eligibilities must be included: (1) PPP, DoD Military Reserve (MR) & National Guard (NG Technician Eligibles; (2) PPP, DoD MR & NG Preference Eligible Tech receiving Disability Retirement; (3) PPP, DoD Retained Grade Preference Eligible. Additionally USAJOBS JOA must be open a minimum of three (3) days)

	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 Advancing Military to Mariner within the DoD (Eff 28 Oct 2020)	Competitive Service (Permanent/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	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. See Note #5 regarding PPP applicant eligibilities when USAJOBS JOA with rating & ranking is used.	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	NDAA 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
11	DHA for Spouses of Military Members of the Uniformed Services at Locations Outside of the United States (Eff 24 Feb 2023)	Term appointments in competitive service NTE two years. May be extended two additional times for up to two years each for a total of six years.	Placement of military spouse outside the US into an appropriated fund (AF) position (GS-15 and below and FWS) within the local commuting area, as defined by 5 CFR 351.203, of the military member's assigned duty station in the foreign location	Public notice is not required. If determination made to use a vacancy announcement and USAJOBS will be used, If position being filled is ACWA-considered position, Selectee must receive ACWA assessment prior to appointment. See Note #5 regarding PPP applicant eligibilities when USAJOBS JOA with rating & ranking is used..	If name request, or name outside of USAJOBS is requested, a case file must be created in USAS to upload and store all required documentation (USAS>Onboard New Hire).	Military Spouse must be legally married to a member of the uniformed service with a duty location outside the U.S. The spouse must have relocated to the foreign area and reside with the military member.	PPP: Modified Procedures ICTAP: Exempt RPL: Exempt	Veteran's preference does not apply	31-Dec-26	No - Additionally, does not provide eligibility for non-competitive placement into a career-conditional appointment under EO 12721 upon departure from the overseas area.	CHRP: KB0023515/ Direct Hire Authority for Spouses of Members of the Uniformed Services at Locations OCONUS	Z5C/NDAA 2022 Section 625 - MILITARY SPOUSE, PL 117-81 dtd 12/27/2021	NDAA FY22, Section 625 (PL 117-81), Pilot Program on DHA for Spouses of Members of the Uniformed Srvc at Locations Outside the US USD(PR) Memo Subj: Pilot Program DHA for Spouses of Members of the Uniformed Srvc at Locations outside of the US dtd 28 Sep 2022 ACS, G-1 (CP)Message 2023009 Subj: DHA for Spouses of Military Members of the Uniformed Services at Locations Outside the US dtd 23 Mar 2023

DHA for Shortage Category and/or Critical Need Positions under 5 USC 9902(b)(2) - (See the four current DHAs approved by DoD under this authority below (#12 - 15))

12	DHA for USACE for Real Estate Personnel (Eff 30 Jun 2022)	Competitive Service (Permanent/Temp/Term)	DHA used to hire U.S. Army Corps of Engineers (USACE) real estate positions worldwide in the following positions: REALTY series: GS-1170-09-15 (or equivalent) - APPRAISING series: GS-1171-12-15 (or equivalent)	Required to post JOA on USAJOBS. JOA must state the use of a Direct Hire Authority.	Standard Options. Does not preclude "name request". Applications must be received during the open period of a public notice for the same position at the same grade level, and at the same organization in the same geographical area. IAW CHR GM No. 5 USC 3327-15-CGM-01; Subj: Govt-Wide Direct Hire Authority, all applicants, to include name requests, are required to apply to the vacancy announcement. Tentative offers can be made at the event, if mgmnt provides consideration to those who apply via the public notice for the same/similar positions.	PPP: Must be cleared ICTAP: Must be cleared RPL: Must be cleared	Veterans' preference does not apply, however qualified candidates with veterans' preference should be considered as they are found. MSP applicable if an occupational questionnaire is used to identify a BQ group	30 Jun 2026 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 Department of Army Memorandum, subject: Department of the Army Implementation Guidance - Use of Government wide Direct-Hire Authorities, 15 Jul 2015 Memorandum OSD dated 6 Jun 2017: Subj: Implementation of DHA for Shortage and/or Critical Need Positions	
13	DHA for Police Officers (Eff 29 Oct 2019)		DHA used to hire: Police Officers (0083) Grades 05-09 (or equivalent)	Must use Army Implementation Guidance – Use of Government wide Direct Hire Authorities, dated 15 Jul 2015 AND CHRA GM No. 5 USC 3327-15-CGM-01; Subj: Govt-Wide Direct Hire Authority dated 17 Nov 2015 for procedures when filling positions with this DHA.				Required to post JOA on USAJOBS. JOA open minimum of three (3) days		30 Sep 2026 unless extended		Service Now: DoD DHA for Police Officers (GS-0083) Positions	USD(P&R) Memorandum, Subj: Approval of Temporary Direct-Hire Authority for United States Army Corps of Engineers for Real Estate Personnel, 30 Jun 2022
14	DHA for Department of the Army Criminal Investigators (1811 series)		DHA used to hire: Criminal Investigators (1811 series) within the Criminal Investigative Command (CID) only. Grades 09-14 (or equivalent); Expanded to include appointments to GS-15 (or equivalent) through 14 Oct 2023.	Include new PPP applicant eligibilities: • PPP, DoD Military Reserve (MR) & National Guard (NG Technician Eligibles • PPP, DoD MR & NG Preference Eligible Tech receiving Disability Retirement • PPP, DoD Retained Grade Preference Eligible.				JOA must include statement "This is a direct hire solicitation" JOAs end with "HP". Use "HPS" if OCA.		8 Dec 2024 unless extended		Service Now: DoD DHA for the Department of the Army Criminal Investigators (1811 series)	USD (P&R) Memorandum, subject: Extension of Temporary Direct-Hire Authority for the Department of Defense for Police Officers, 29 Sep 2021 USD Memorandum, subject: Approval of Temporary Direct-Hire Authority for Department of the Army Criminal Investigators, 8 Dec 2021; amended by USD Memorandum, subject: Partial Expansion of Temporary Direct-Hire Authority for Department for the Army Criminal Investigators, 14 Oct 2022
15	DHA for Department of the Defense Prevention Workforce		DHA used to hire: Positions designated as Prevention Workforce positions with the parenthetical title (PREV WF) Grades GS-09-15 (or equivalent)							30-Sep-28		Service Now: DHA for Positions Designated as DoD Prevention Workforce Positions	USD(P&R) Memorandum, subject: Approval of Temporary Direct-Hire Authority for Positions Designated as Department of Defense Prevention Workforce Positions, 16 Sep 2022 USD(P&R) Memorandum, subject: Implementation of a Dedicated Primary Prevention Workforce Model, 13 Jun 2022

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
16	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)
17	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
18	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; ©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: Must be cleared RPL: Must be cleared	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 for	E.O. 13749 E.O. 13750
19	Workforce Recruitment Program (WRP) Student Intern OR Direct Hire Program	Student Intern: Central DoD Funding for 14-weeks (may cross over FYs) OR Direct Hire Program: Local Funding for Temp/Term/Permanent	No restrictions on grade level or job series WRP Database (www.wrp.gov) may be filtered by type of degree, geographical locations, academic major, area of occupational interest, veteran status, etc. Applications on database include resume and transcripts and may be downloaded from WRP website by either CPAC or Command POC.	Public notice not required.	Selectees may be submitted as name request, if known. Otherwise, Commands may be advised to access list of potential applicants on WRP Database located at www.wrp.gov.	Centrally-funded positions (current college students for 14 weeks): Command must obtain approval from WRP Program Office for pre-approved authorization. Participants hired with DoD Centralized funding are authorized to work up to 14-weeks full time (560 hours).. Any time beyond that must be compensated through Command-local funding sources..(Commands responsible for requesting POA with new UIC - Must use UIC W40W03 and Payroll Office OA regardless of Command or location of position). Notify CPAC once loaded in DCPDS. CPAC will then coordinate directly with the WRP CSR. Locally-funded position (Typically extension on Student beyond 14 weeks OR for a permanent/temp/term individuals not currently in college): No pre-approval required other than Command G-8 approval for funding of position	PPP - Exempt ICTAP: Not required for Excepted Service Positions Priority Reemployment List (PRL) - Must be cleared in accordance with 5 CFR Part 302.	Must use vet preference provisions outlined in 5 CFR 302	No expiration date	Individuals may be non-competitively converted to the competitive service upon completion of two-years of satisfactory service under this appointment authority in accordance with guidelines outlined in 5 CFR 213.3102 (u)(6).	Service Now: Workforce Recruitment Program (WRP)	WUM/213.3102(u) Severe Physical Disabilities WTA/213.3102(u) - Intellectual Disability WTB/213.3102(u) - Psychiatric Disability	5 CFR 213.3102, Subpart C, Schedule A
20	Schedule A Appt Authority for Individuals with Disabilities	Excepted Service (Permanent or Time Limited)	No restrictions on grade level or job series	Public notice not required	May apply to open JOA or be considered under noncomp authority. This appointment option is most effective in reducing time-to-hire when used as a for noncompetitive placement (no JOA)	CPACs should search PIWD Resume repository for potential candidates, located at https://army.deps.mil/army/cmds/CHRA_Secure/piwd/SitePages/Home.aspx	PPP - Exempt ICTAP: Not required for Excepted Service Positions Priority Reemployment List (PRL) - Must be cleared in accordance with 5 CFR Part 302.	Must use vet preference provisions outlined in 5 CFR 302	No expiration date	Individuals may be non-competitively converted to the competitive service upon completion of two-years of satisfactory service under this appointment authority in accordance with guidelines outlined in 5 CFR 213.3102 (u)(6).	Service Now: Recruitment Sources: Programs for Individuals with Disabilities (PIWD)	WUM/213.3102(u) Severe Physical Disabilities WTA/213.3102(u) - Intellectual Disability WTB/213.3102(u) - Psychiatric Disability	5 CFR 213.3102, Subpart C, Schedule 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	
21	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: Exempt ICTAP: Exempt RPL: Exempt	Qualified candidates with veterans' preference should be considered when best meet mission requirements	31-Dec-26	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 https://acqdemo.hci.mil/ For the Army Supplement to the DoD AcqDemo Operation Guide, go to https://asc.army.mil/web/acqdemo	Z5C - DoD Direct Hire - FRN Vol. 82, No 216 dated 11/9/17, (Acq-Bus and Tech Mgmt) Section II.B.4.b; AND 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.	
	22	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						Z5C - DoD Direct Hire - FRN Vol 82, No. 216 dated 11/9/17. (Acq-Vet Bus and Tech Mgmt) Section II.B.4.c AND Z2W - Pub L. 111-383 dated 1/7/2011	
		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.						Z5C - DoD Direct Hire - FRN Vol 82, No. 216 dated 11/9/17. (Acq-Student Intern) Section II.B.4.d AND Z2W - Pub L. 111-383 dated 1/7/2011	
		Scholastic Achievement Appointment				USA Staffing Assessment	None						Z5C - DoD Direct Hire - FRN Vol 82, No. 216 dated 11/9/17. (Acq-Scholastic Achievement) Section II.B.4.e AND Z2W - Pub L. 111-383 dated 1/7/2011	
23					Job Fair/Recruiting Events	Tentative offers may be extended, however, if applicable, ACWA requirements, vet preference, and priority program requirement must be met.								
24					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
25	DHA for Candidates with Advanced Degrees for Scientific and Engineering Positions	Competitive Service - Permanent (Career, Career-Conditional), ModifiedTerm and Temp	NDA FY 1995, PL 103-337, Sec 342(b) , as amended by NDA FY2000, PL 106-65, Section 1109 & NDA FY2001, PL 106-398, Section 1114 authorizes the SECDEF to conduct personnel demonstration projects at DoD laboratories designated as STRLs. All STRLs authorized by section 1105 of the NDA for FY 2010, Public Law 111-84 (10 U.S.C. 2358 note), as amended by section 1104 of the NDA for FY 2018, Public Law 115-91 (10 U.S.C. 2358 note), as well as any newly designated STRLs authorized by the SECDEF or future legislation, may use the provisions described in this Federal Register Notice (FRN). Each STRL will establish internal operating procedures(IOPs) as appropriate to identify covered positions: 1) positions that involve 51 percent or more of time spent in direct support of STRL activities; 2) That has been identified by the STRLs as hard to fill; 3) that have a history of high turnover; or 4) that require unique, laboratory related skillsets	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.	ICTAP - Exempt RPL: Exempt PPP - Must be cleared for DHAs #25, 26, 27,and 29 PPP - Exception for DHA #28 at time of initial appointment and at time of conversion to permanent appointment	Qualified candidates with veterans' preference should be considered when best meet mission requirements	No expiration date	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 postions; 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. https://chra.aep.army.mil/sites/ne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo%2Faaw%2FShared%20Documents%2FSTR%20Files%20%28LAB%20Demo%29&FolderCTID=0x0120000B158AD6BDA730468B72A7EA2F9C3F3A&View=%7BB0FC9C3F3%2D1508%2D4A54%2D9315%2DB66391A1F832%7D	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: https://chra.aep.army.mil/sites/ne_rdo/aaw/Shared%20Documents/Forms/AllItems.aspx?RootFolder=%2Fsites%2Fne_rdo%2Faaw%2FShared%20Documents%2FSTR%20Files%20%28LAB%20Demo%29&FolderCTID=0x0120000B158AD6BDA730468B72A7EA2F9C3F3A&View=%7BB0FC9C3F3%2D1508%2D4A54%2D9315%2DB66391A1F832%7D Also: USD(R&E) Memorandum, Subj: STRL-Specific Direct Hire Authorities, 23 Feb 2021
26	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	
27	DHA for Veteran Candidates to Scientific, Technical, Engineering and Mathematics Positions, Including Technicians		Each STRL shall establish internal operating procedures as appropriate.	See Note #5 regarding PPP applicant eligibilities when USAJOBS JOA with rating & ranking is used..								Z5C - Direct-Hire Auth (STRL-Veterans), Sec 1107(a)(2), PL 113-66, 12/26/2013 AND Z2U - Public Law 103-337	
28	Direct Hire Authority (STRL-Student)		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 Automotative Research, Development and Engineering Center (TARDEC) * Armament Research, Development and Engineering Center (ARDEC) * Space and Missile Defense Command (SMDC)									Z5C - Direct-Hire Auth (STRL-Student), 10 USC 2358a, 08/13/2018 AND Z2U - Public Law 103-337	
29	DHA for STRL Mission Support Positions											Z5C - Direct-Hire Auth (STRL-Direct Support), 85 FR 78829, dtd 12/7/2020 AND Z2U - Public Law 103-337	

Pathways Appointment Authorities

	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
30	<p>Pathways Internships</p> <p>Code the following DDFs: * Pathways Program Start Date * Pathways Program End Date * Date Recmmd Conversion Due</p>	Excepted Service	<p>Any grade for which intern is qualified up to the GS-12 (or equivalent level under another pay and classification system).</p> <p>GS Pay Band: Classified as Student Trainees in the XX99 series.</p> <p>FWS Pay Band: Classified as Student Trainees in the XX01 series.</p> <p>Use OPM Quals Standard for Schedule D Pathways Internship Program</p>	<p>Public notice required.</p> <p>JOA's end with "PI". Use "PIS" if OCA</p> <p>Use appropriate naming convention <i.e. Student Trainee (Financial Management)></p> <p>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</p>	<p>Traditionally, Intern (indefinite)</p> <p>But may use: Intern NTE (initial appt maximum NTE 1 year. May be extended for no more than 1 additional year).</p> <p>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.</p>	<p>No specific Command/Employee requirement in advance of recruitment.</p> <p>OPM ACWA test requirements are waived for Pathways Program Internship positions both upon initial appointment and non-competitive conversion to the competitive service.</p>	ICTAP: Not required for Excepted Service positions	Must use vet preference provisions outlined in 5 CFR 302	15-Jul-24	<p>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</p> <p>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).</p> <p>Terminations for any other reason (i.e. performance) should be well documented and worked through local MER Office.</p>	Service Now: Pathways Folder	YEA/Sch D, 213.3402(a)	<p>E.O. 13562 dated 27 Dec 2010</p> <p>5 CFR 362</p> <p>5 CFR 213.3402</p>
31	<p>Pathways Recent Graduate</p> <p>Code the following DDFs: * Pathways Program Start Date * Pathways Program End Date * Date Recmmd Conversion Due</p>	Excepted Service	<p>Any grade level up to a GS-09 (or equivalent level under another pay and classification system). All series</p> <p>Recent Graduate is defined as having completed a qualifying education program within two years of APPLICATION to Pathways position</p>	<p>Public notice required – Occupational Questionnaire; ACWA assessment (if applicable), USA Hire or other valid assessment tool.</p> <p>JOA's end with "PR". Use "PRS" if OCA.</p> <p>Use appropriate naming convention <i.e. Recent Graduate (Biologist)></p> <p>When generating referral list, must override applicants with NOR IO CZ which screens-out non-US Citizens.</p> <p>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</p>	<p>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.</p>	<p>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.</p>	<p>PPP – Exempt</p> <p>Priority Reemployment List (PRL) - Must be cleared in accordance with 5 CFR Part 302. See "CHRA_PRL Section Order and Registration" guidance available on Service Now CHRA Guidance article for procedures.</p> <p>RPL - N/A</p>	Must use vet preference provisions outlined in 5 CFR 302	15-Jul-24	<p>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).</p> <p>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</p> <p>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.</p> <p>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).</p>	Service Now: Pathways Folder	<p>Initial RG appt: YEB/Sch D, 213.3402(b)</p> <p>If already employed as a RG in a different agency: YEP/Reg. 362.304</p>	<p>E.O. 13562 dated 27 Dec 2010</p> <p>5 CFR 362</p> <p>5 CFR 213.3402</p>
32	<p>Pathways Presidential Management Fellows (PMFs)</p> <p>Code the following DDFs: * Pathways Program Start Date * Pathways Program End Date * Date Recmmd Conversion Due</p>	Excepted Service	<p>GS-09, GS-11 or GS-12 level (or equivalent under another pay and classification system). All series</p>	<p>CP FCR, in coordination with the sponsoring Command HRD/G1, submits a cmlptd "PMF Appointment Opportunity Template for Agencies" to usarmy.belvoir.ag1cp.mbx.career-program-proponency@mail.mil or the ACTEDS Intern Program Management Office (IPMO),</p>	<p>All JOAs will be posted in OPM's PMF Talent Management System (TMS) – JOAs are posted by the Army Civilian Career Management Activity (ACCMA). Applications will only be accepted through TMS.</p>	<p>Works closely with CP FCR to obtain approval to fill position with Pathways PMF appointment, and if approved, provides required documentation to CP FCR.</p>		Must use vet preference provisions outlined in 5 CFR 302	15-Jul-24	<p>Terminations for any other reason (i.e. performance) should be well documented and worked through local MER Office.</p>	Service Now: Pathways Folder	<p>Initial PMF appt: YEC/Sch D, 213.3402(c)</p> <p>If already employed as a RG in a different agency: YER/Reg. 362.406</p> <p>If being readmitted as a PMF: YES/Reg. 362.407</p>	<p>E.O. 13562 dated 27 Dec 2010</p> <p>5 CFR 362</p> <p>5 CFR 213.3402</p>