

Hiring and Other Human Resources (HR) Authorities Overview: Summarizes hiring and other HR authorities specific to the Department of Defense (DoD) civilian workforce. This list is not exhaustive. Some authorities specific to certain DoD Components or organizations may not be listed. For further information, refer to the respective DoD implementation procedures, applicable DoD Component and lower level policies and procedures, and/or other applicable regulations and procedures. Information is current as of the date of this document, and it is subject to change.

DoD Hiring Authorities					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
Direct Hire Authority for Certain Personnel of the Department of Defense (<i>consolidated DHA</i>) -Competitive Service	September 30, 2030, except for positions covered by paragraph 3.e. of the USD(P&R) memorandum, for which the authority does not expire	<ul style="list-style-type: none"> • 5 U.S.C. 9905, as amended by P.L. 116-92, SEC 1109, further amended by P.L. 116-283, SEC 1117 and further amended by P.L.118-31, SEC 1104 and SEC 1250B • USD(P&R) memorandum “Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense,” August 12, 2024 	<ul style="list-style-type: none"> • Appoint qualified candidates into positions within: <ul style="list-style-type: none"> • Maintenance activities, including depot-level maintenance and repair; • Cyber workforce (e.g., Information Technology (IT), acquisition, intelligence); • Acquisition (e.g., contracting); • Science, Technology, Engineering, or Mathematics (STEM) workforce; • Medical or healthcare workforce; • Childcare services; • Accounting and financial management; • Business transformation and management innovation; or • Military housing • Aircraft operations • Public safety, law enforcement, or first responders • Special Inspector General for Operation Atlantic Resolve • GS-15 or below (or equivalent) • Temp, term, and permanent • Waives application of 5 U.S.C 3326 	No. Merit factors shall be the basis for selecting individuals for positions	No

DoD Hiring Authorities					
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Pilot Program on DHA for Spouses of Members of the Uniformed Services at Locations Outside the United States -Competitive service	December 31, 2026, unless amended	<ul style="list-style-type: none"> • USD (P&R) Memorandum, “Pilot Program on Direct Hire for Spouses of Members of the Uniformed Services at Locations Outside of the United States,” June 23, 2023 • SEC. 625 of NDAA FY 2022, P.L. 117-81 	<ul style="list-style-type: none"> • Appoint qualified spouses of members of the Uniformed Services stationed at locations outside the U.S • Initial appointments shall not exceed 2 years; can be extended for 2 additional terms (not to exceed 2 years each) for a total of 6 years • GS or FWS, up to GS-15 (or equivalent) • Waives application of 5 U.S.C 3326 	No	No
Temporary DHA for Post-Secondary Students and Recent Graduates -Competitive service	September 30, 2030, unless amended	<ul style="list-style-type: none"> • 10 U.S.C. 1580, P.L. 114-328, SEC. 1106; 10 U.S.C. 1580, P.L. 115-232, SEC. 1102, amended by P.L. 118-31, SEC. 1116 • USD (P&R) memorandum, “Direct Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates,” dated July 18, 2024 	<ul style="list-style-type: none"> • Appoint qualified post-secondary students and recent graduates • Administrative and professional positions, GS-11 and below (or equivalent) • Post-secondary students hired via term appointment with noncompetitive conversion eligibility to permanent upon completion of degree requirements • Recent graduates hired via permanent appointment • Appointments DoD-wide may not exceed 25% of total competitive like hires during the previous FY (DCPAS provides allocations to Components) 	SEC. 1106 requires DoD to “publicly advertise” positions “to the extent practical”	No



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Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the Department of Defense -Competitive service	None	<ul style="list-style-type: none"> • 10 U.S.C. 1580; P.L. 114-328, SEC. 1105(b) • DSD memorandum, “Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense,” July 14, 2017 	<ul style="list-style-type: none"> • The Secretary of Defense may make a noncompetitive temporary or term appointment up to a <i>maximum of 18 months</i> to meet a critical hiring need • Provides no provision for extension or conversion • GS or FWS, up to GS-15 (or equivalent) • Temp and term 	No	No
Temporary DHA for Domestic Defense Industrial Base (DIB) Facilities and the Major Range and Test Facilities Base (MRTFB) in the DoD -Competitive service	September 30, 2028, unless amended	<ul style="list-style-type: none"> • 10 U.S.C. 1580; P.L. 114-328, SEC. 1125(a) and (c); amended per P.L. 115-91, SEC. 1102; amended per P.L. 116-92, SEC. 1107; amended per P.L. 118-31, SEC 1107 • USD (P&R) memorandum, “Updated Policy of Temporary Direct-Hire Authority for Domestic DIB Facilities and the MRTFB Facilities in the Department of Defense,” August 26, 2024 	<ul style="list-style-type: none"> • Appoint qualified candidates at any Domestic Defense Industrial Base Facilities or Major Range and Test Facilities Base • GS or FWS, up to GS-15 (or equivalent) • Temp, term, and permanent • Waives the application of 5 U.S.C. 3326 	No	No
Direct-Hire Authority for Advancing Military to Mariner within the Department of Defense	None	<ul style="list-style-type: none"> • 46 U.S.C. 7302; P.L. 116-92, SEC. 3511(d) • USD (P&R) memorandum, “Direct-Hire Authority for Advancing Military to Mariner within the Department of Defense,” October 08, 2020 	<ul style="list-style-type: none"> • Appoint separated members of the uniformed services possessing valid US Coast Guard Merchant Mariner Credential • No application of post- retirement provisions prior to appointment (5 USC 3326) • Temp, term, and permanent 	No	No

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<p>New Beginnings: DHA in DoD -Competitive service <i>(This is a delegation of authority—until the request for a DHA is approved, it does not constitute a hiring authority in itself)</i></p>	None	<ul style="list-style-type: none"> • 5 U.S.C. 9902(b)(2) • DSD memorandum, “Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions,” June 6, 2017 	<ul style="list-style-type: none"> • DoD assumes from the Office of Personnel Management (OPM) the responsibility for determining a severe shortage of candidates or critical hiring need for civilian occupations within the Department (e.g., Police Officers; Certain Air Force Pilots) • Enables the Department to approve DoD Components’ DHA requests based on the criteria for “severe shortage of candidates” and “critical hiring need” in sections 337.204(b) and 337.205(b) of 5 CFR 	Yes	No
<p>New Beginnings: Modification of Temporary and Term Appointments Within the DoD -Competitive service <i>(This authority provides a flexibility-- it does not constitute a hiring authority in itself; however, it provides eligibility for noncompetitive conversion to permanent appointment under specific conditions)</i></p>	None	<ul style="list-style-type: none"> • 5 U.S.C. 9902(b)(2) • USD (P&R) memorandum, “Modification of Temporary and Term Appointments Within the Department of Defense,” June 12, 2017 	<ul style="list-style-type: none"> • Modification of current OPM regulations for temporary and term appointments allowing longer durations <ul style="list-style-type: none"> • Temporary appointments up to a total of 3 years • Term appointments up to a total of 6 years • Allows noncompetitive conversions of term appointments to permanent appointments under specific conditions 	See implementation procedures	N/A



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DHA for Army Corps of Engineers Real Estate Personnel	June 30, 2026, unless amended	<ul style="list-style-type: none"> DSD memorandum, "Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions," June 6, 2017 USD (P&R) memorandum "Approval of Temporary Direct-Hire Authority for United States Army Corps of Engineers for Real Estate Personnel," June 30, 2022 	<ul style="list-style-type: none"> Appoint qualified candidates into Army Corps of Engineer positions worldwide in the following occupations: <ul style="list-style-type: none"> Realty series (GS-1170) in grades GS-09 through 15 (or equivalent); and Appraising series (GS-1171) at grades GS-12 through 15 (or equivalent) Appointments are without regards to 5 U.S.C. 3309 – 3318 Public notice is required per 5 CFR 337.203 Requirements of career transition programs (PPP, RPL, and ICTAP) are applicable Temp, term, and permanent 	Yes	No
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DHA for DoD Prevention Workforce	September 30, 2028, unless amended	<ul style="list-style-type: none"> • DSD memorandum, “Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions,” June 6, 2017 • USD(P&R) memorandum “Approval of Temporary Direct-Hire Authority for Positions Designated as Department of Defense Prevention Workforce Positions,” September 16, 2022 • USD(P&R) memorandum “Implementation of a Dedicated Primary Prevention Workforce Model,” June 13, 2022 	<ul style="list-style-type: none"> • Appoint qualified candidates into positions at the GS-09 through 15 (or equivalent) designed as Prevention Workforce positions (integrating prevention efforts across the areas of sexual assault, harassment, suicide, domestic abuse, child abuse, and retaliation) • Executive Director, Force Resiliency establishes enterprise-wide procedures for tracking and accountability of Prevention Workforce designations. • Appointments are without regards to 5 U.S.C. 3309 – 3318 • Public notice is required per 5 CFR 337.203 • Requirements of career transition programs (PPP, RPL, and ICTAP) are applicable • Temp, term, and permanent 	Yes	of Veterans No
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DoD Hiring Authorities

Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
Temporary Direct-Hire Authority for Positions Designated as Department of Defense Sexual Assault Program Response Workforce Positions	September 30, 2027, unless amended	<ul style="list-style-type: none"> • DSD Memorandum, “Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions,” June 6, 2017 • Deputy Secretary of Defense Memorandum, “Updates to Department of Defense Policies to Enhance Support of Adult Sexual Assault Victims,” dated July 19, 2024 	<ul style="list-style-type: none"> • Appoint qualified candidates at the GS-15 (or equivalent) or below into positions described in the Sexual Assault Response Workforce Model • Appointments are without regards to 5 U.S.C. 3309 – 3318 • Public notice is required per 5 CFR 337.203 	Yes	No

		<ul style="list-style-type: none"> • USD (P&R) Memorandum, “Approval of Temporary Direct Hire Authority for Positions Designated as Department of Defense Sexual Assault Program Workforce Positions,” dated August 12, 2024 	<ul style="list-style-type: none"> • Requirements of career transition programs (PPP, RPL, and ICTAP) are applicable • Temp, term and permanent • 		
<p>Extensions of Term Appointments in the Competitive Service in the DoD -Competitive Service <i>(This authority provides a flexibility - it does not constitute a hiring authority in itself)</i></p>	None	<ul style="list-style-type: none"> • 10 U.S.C. 1580; P.L. 114-328, SEC. 1105(a) and (d) • DSD memorandum, “Extensions of Term Appointments in the Competitive Service in the DoD,” August 10, 2018 • USD (P&R) memorandum, “Modification of Temporary and Term Appointments Within the Department of Defense,” June 12, 2017 	<ul style="list-style-type: none"> • Extensions of term appointments from 6 years up to 8 years • Requests for extensions beyond 8 years must be submitted by DoD Components to DCPAS for approval • Recommended for use to make term appointments for Science, Technology, Engineering, and Mathematics (STEM) related occupations in lieu of the similar authority in title 5 Code of Federal Regulations (CFR), Chapter I, Subchapter B, Part 316 Subpart C, §316.301(c). 	The potential for extensions beyond 6 years must be stated in the vacancy announcement (if applicable) or otherwise documented before the appointment of the employee	N/A

Other Assignment Options

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<p>Public- Private Talent Exchange <i>(This authority provides a flexibility - it does not constitute a hiring authority in itself)</i></p>	None	<ul style="list-style-type: none"> • 10 U.S.C 1955(g) • DSD memorandum “Public- Private Talent Exchange”, July 19, 2018 	<ul style="list-style-type: none"> • The SecDef with agreement with a private-sector organization and the consent of the employee, to arrange for the temporary assignment of a DoD civilian employee to that private-sector organization, or an employee of their private-sector organization to the DoD 	No	No
Pathways Program	None	<ul style="list-style-type: none"> • Executive Order 13562 “Recruiting and Hiring Students and Recent Graduates” 	<ul style="list-style-type: none"> • Appoint qualified students and recent graduates into Schedule D 	Yes	Yes

		<ul style="list-style-type: none"> Title 5 CFR, Part 362 Pathways Program Memorandum of Understanding between the Office of Personnel Management and the Department of Defense, effective July 15, 2022 (set for renewal in 2024) 	<p>excepted service, with potential to noncompetitively convert into the competitive service</p> <ul style="list-style-type: none"> The Pathways Program is composed of three different subprograms: Internship, Recent Graduates, and Presidential Management Fellowship Provides paid employment opportunities to support early career or entry-level talent streams Separate hiring authority from the DHA for Post-Secondary Students and Recent Graduates 		
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Other Assignment Options

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Noncompetitive Appointment of Certain Military Spouses	None; however temporary changes expire on December 31, 2028, unless amended	<ul style="list-style-type: none"> 5 U.S.C. 3330d; amended by SEC 573 of NDAA FY19, PL 115-232; as further amended by SEC 1111 of NDAA FY23, PL 117-263 5 CFR 315.612 	<ul style="list-style-type: none"> Noncompetitively appoint a spouse of a member of the Armed Forces on active duty or the spouse of a disabled or deceased member of the Armed Forces Spouses of active-duty service members may receive unlimited noncompetitive appointments and such appointments are not restricted to a geographical area (temporary changes through 	Yes	No

			December 31, 2028) <ul style="list-style-type: none"> • Appointment of a spouse of a disabled or deceased member of the Armed Forces is limited to one permanent appointment 		
Noncompetitive Appointment of Certain Former Overseas Employees	An individual is eligible for appointment under this authority for a period of 3 years following the date of returning from overseas to the United States to resume residence or until March 31, 1998, whichever date is later.	<ul style="list-style-type: none"> • 5 CFR 315-608 	<ul style="list-style-type: none"> • Noncompetitively appoint Family members of Federal civilian employees; Federal NAF employees; or a member of the uniformed service who are/were officially assigned to an overseas area to a competitive service position within the United States (including Guam, Puerto Rico, and the Virgin Islands). • An individual must have completed 52 weeks of creditable overseas service as defined in 5 CFR 315.608. • Family member is defined in 5 CFR 315.608. 	No	No