



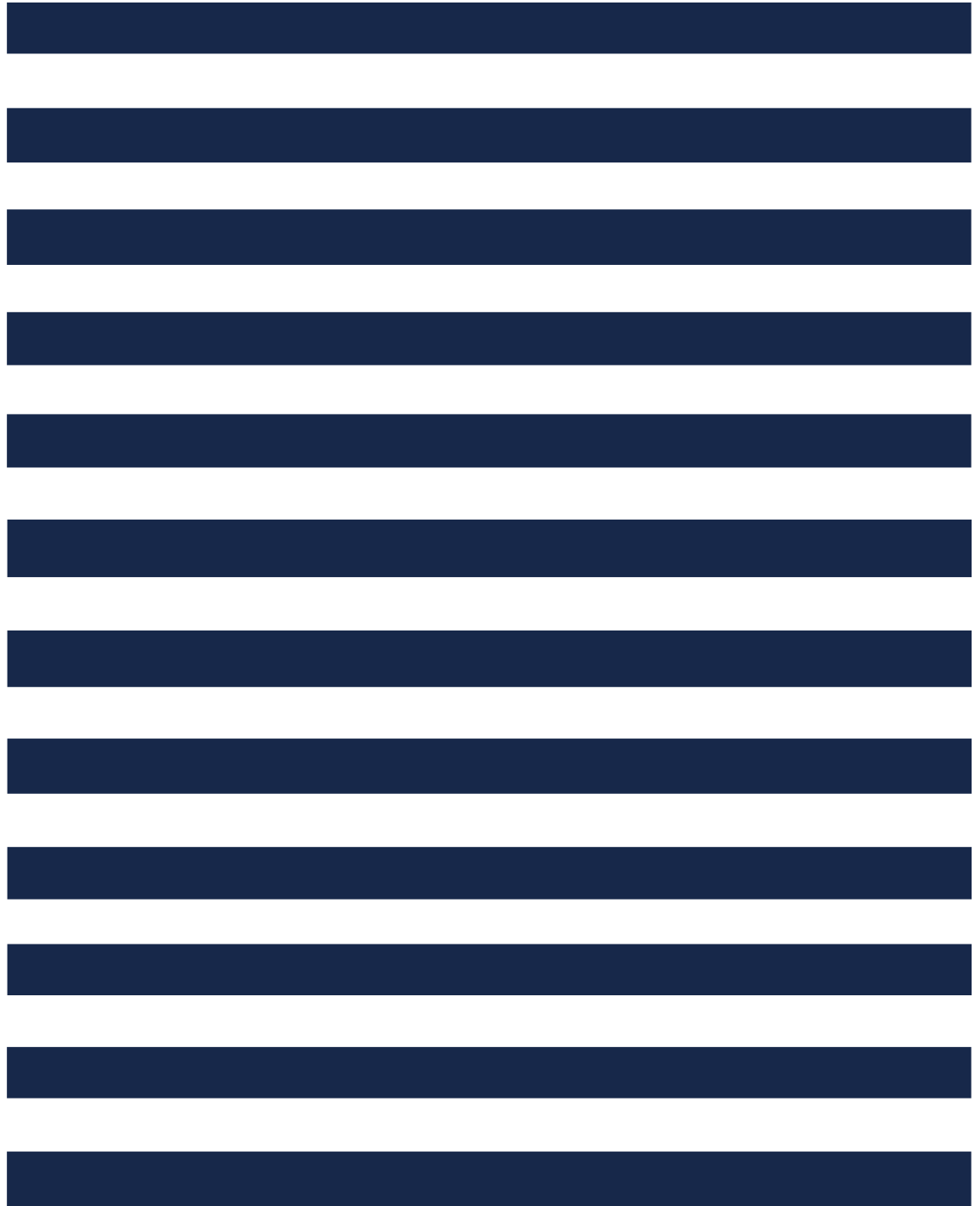
# DEPARTMENT OF DEFENSE HIRING AUTHORITIES DECISION TOOL

# Instructions and Note:

Click the buttons throughout this tool to get the best outcomes for the position(s) needing to be filled.

This tool contains general information about hiring authorities utilized across the entire Department of Defense. Please refer to your individual Component or Agency policy when utilizing these hiring authorities and contact your servicing HR specialist to discuss what options best work for the position being recruited.

# OCCUPATIONAL GROUPS



# Miscellaneous Occupational Group





# Human Resources Management Group

---

# General Administrative, Clerical, and Office Services Group

---

# Natural Resources Management and Biological Sciences Group





# Accounting and Budget Group

---

# Medical, Hospital, Dental, and Public Health Group

---

# Veterinary Medical Science Group

---



# Legal and Kindred Group

---

# Information and Arts Group

---

# Business and Industry Group

---

# Copyright, Patent, and Trademark Group

---





# Library and Archives Group

---



# Equipment, Facilities, and Services Group

---

# Education Group



# Inspection, Investigation, Enforcement, and Compliance Group



# Quality Assurance, Inspection, and Grading Group

---

# Supply Group





# Transportation Group





# Pathways



# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---



# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---



# Hiring Authorities

---

# Hiring Authorities

Not Utilized at DoD

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---



# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---



# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---

# Hiring Authorities

---



# Hiring Authorities

---

# Hiring Authorities - Students, Recent Graduates, and Other

---

# Hiring Authorities - Students, Recent Graduates, and Other

---

# Hiring Authorities - Students, Recent Graduates, and Other

---

# Excepted Service

Information	Grade Levels	Announcement	Vet Preference	ICTAP	PPP
<p>Excepted service positions are not in the competitive service or the Senior Executive Service.</p> <p>This authority enables agencies to hire when it is not feasible or practical to use traditional competitive hiring procedures.</p> <p>Federal Government civilian positions are generally in the competitive service.</p> <p>To obtain a competitive service job, you must compete with other applicants in open competition.</p>	All	No	Does Not Apply	Exempt	Exempt

# Delegated Examining

Information	Grade Levels	Announcement	Vet Preference	ICTAP	PPP
<p>OPM grants authority to federal agencies to fill competitive civil service jobs with the following applicant sources:</p> <p>All sources (U.S. Citizens):</p> <ul style="list-style-type: none"> <li>-Applicants applying from outside the Federal workforce,</li> <li>-Federal employees who do not have competitive service status, or</li> <li>-Federal employees with competitive service status</li> <li>-Veterans</li> </ul> <p>Appointments are subject to civil service laws and regulations. This is to ensure fair and open competition, recruitment from all segments of society, and selection on the basis of the applicants competencies or knowledge, skills, and abilities (see 5 U.S.C. Sec. 2301).</p>	All	Yes	Yes	Applies	Applies

# Merit Promotion

Information	Required Documents	Grade Levels	Announcement	Vet Preference	ICTAP	PPP
<p>Open to Competitive Status Federal Employees, Military Spouses with Preference, PPP/ ICTAP eligibles, and VEOA eligibles.</p> <p>Internal area of consideration may be limited to an agency.</p>	<p>Resume</p> <p>SF - 50, Notification of Personnel Action</p> <p>Applicable Veterans Documentation to determine VEOA eligibility</p> <p>Performance Appraisal</p>	All	Yes	No	Applies	Applies

# Veterans Recruitment Appointment (VRA) Authority

Information	Grade Levels	Announcement	Vet Preference	ICTAP	PPP
<p>VRA Eligible:</p> <ul style="list-style-type: none"> <li>-Disabled Veteran, or</li> <li>-Veterans who served on active duty during a war, campaign or expedition which a campaign badge has been authorized, or</li> <li>-Veterans who participated in a US military operation while on active duty and was awarded an Armed Forces Service Medal, or</li> <li>-Recently Separated Veterans</li> </ul> <p>Appointed in excepted service and after two years of satisfactory service the veteran must be appointed to a career or career-conditional appointment.</p> <p>If the VRA appointee does not have at least 15 years of education then the VRA appointee will need to be put on a training or education program.</p>	<p>GS - 11 and below. Promotion potential is not a factor.</p>	<p>No</p>	<p>If there are 2 or more VRA candidates then veterans preference will need to be applied.</p>	<p>N/A</p>	<p>N/A</p>



# 30% or More Disabled Veteran Appointing Authority

Information	Grade Levels	Announcement	Vet Preference	ICTAP	PPP
<p>Allows for appointment of 30% or more disabled veterans without competition to various positions across DoD.</p> <p>Noncompetitive temporary appointment of more than 60 days or a term appointment.</p> <p>May convert the disabled veteran without a break in service to a career or career-conditional appointment.</p> <p>30% Veteran Eligibility:</p> <ul style="list-style-type: none"> <li>-Retired active military service with a disability rating of 30% or more, or</li> <li>-Rated by the Department of Veterans Affairs since 1991 or later to include disability determinations from a branch of the Armed Forces at any time, as having a compensable service-connected disability of 30% or more.</li> </ul>	All	No	N/A	N/A	N/A

# Schedule A - Individuals with Disabilities

Information	Required Documents	Grade Levels	Announcement	Vet Preference	ICTAP	PPP
<p>Schedule A is a special authority that can be used to non-competitively appoint individuals, including eligible veterans, who have a severe physical, psychiatric or intellectual disability.</p> <p>After 2 years of satisfactory service, the agency may convert the individual, without competition, to permanent status in the competitive service.</p>	<p>Applicants must have a Schedule A letter. <a href="#">Example of Schedule A Letter</a></p>	All	N/A	N/A	N/A	N/A

# Pathways Program Overview

Pathways Program							
Pathways Type	Appointment Length	Grade Level	Vet Preference	GPA	Requirements	Participant Agreement	Program Requirement
Pathways Internship	Non Competitive Conversion eligible upon graduation	GS - 9 and below	Yes	2.5 or higher	Must be enrolled at least half-time	Yes	640 Hours
Pathways Internship NTE	NTE 1 year, extended for additional years, terminates upon graduation. Required to have an end date	GS - 9 and below	Yes	2.5 or higher	Must be enrolled at least half-time	Yes	N/A
Recent Graduates	1 year program unless there is an exception based on component and/or position. Non Competitive Conversion eligible. See MOU for details	GS - 9 and below. STEM with Masters up to GS - 11. STEM with PhD up to GS - 12	Yes	N/A	Must have graduated in the last 2 years or up to 6 years for veterans	Yes	1 year of service and 40 hours of training
Presidential Management Fellows (PMF)	2 year program, Non Competitive Conversion eligible.	GS - 9, GS - 11, or GS - 12 depending on qualifications	Yes	N/A	Advanced degree (Masters or higher) required prior to appointment	Yes	2 years, a 4 to 6 month rotation, and 80 hours per year of training for 2 years

# OPM Direct Hiring Authority

Medical Occupations							
Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Diagnostic Radiologic Technologist, Medical Officer, Nurse, Pharmacist	All	None	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	Globally	Standard	N/A

[OPM Direct Hiring Authority - Medical Occupations Policy](#)

# OPM Direct Hiring Authority

## Information Technology Management (Information Security)

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Information Technology Management (Information Security)	GS - 9 to GS - 15	None	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	Globally	Standard	N/A

[OPM Direct Hiring Authority - Information Technology Management \(Information Security\) Policy](#)

# OPM Direct Hiring Authority

STEM Positions							
Areas of Consideration/Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Economist, Biological Science, Fishery Biologist, General Engineer, Civil Engineer, Physical Sciences, Actuary, Mathematics, Mathematical Statistician and Statistician, Acquisitions	GS - 11 to GS - 15	10/10/2023	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	Nationwide	Standard	N/A

[OPM Direct Hiring Authority - STEM Positions Policy](#)

# OPM Direct Hiring Authority

## Veterinary Medical Officer Positions

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Veterinary Medical Officer	GS - 11 to GS - 15	Until OPM Terminates	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	Nationwide including territories	Standard	N/A

[OPM Direct Hiring Authority - Veterinary Medical Officer Positions Policy](#)

# OPM Hiring Authorities

Cyber Positions							
Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Computer Engineer (Cybersecurity), Computer Scientist (Cybersecurity), Electronics Engineer (Cybersecurity), IT Cybersecurity Specialist	GS - 12 to GS - 15	Until OPM Terminates	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	Nationwide	Standard	N/A

[OPM Direct Hiring Authority - Cyber Positions Policy](#)



# DoD Direct Hiring Authority

Post-Secondary Students and Recent Graduates							
Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Administrative, Professional, Scientific & Tech, Information Technology, Engineering, and Financial Management	GS - 11 and below	9/30/2025	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	DoD	Excepted	N/A

[Post-Secondary Students and Recent Graduates Guidance](#)

# DoD Direct Hiring Authority

## Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Positions located at a Domestic Defense Industrial Base Facility or Major Range and Test Facility Base	GS or FWS  Up to GS - 15 or equivalent	9/30/2021	No	Not Required - Consider all qualified candidates (veterans and non-veterans)	Domestic Defense Industrial Base Facilities or Major Range and Test Facilities Base	Modified	N/A

[Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD Positions Guidance](#)

# DoD Direct Hiring Authority

## DoD Office of the Director of Operational Test and Evaluation

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Individuals with an advanced degree to scientific and engineering positions	GS - 9 to GS - 15	9/30/2021	No	Not Required - Consider all qualified candidates (veterans and non-veterans)	Office of the Director of Operational Test and Evaluation	Modified	N/A

[DoD Office of the Director of Operational Test and Evaluation Guidance](#)

# DoD Direct Hiring Authority

## Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs - Max 18 Months Appointment

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Temp and term appointments, not to exceed 18 months	GS or FWS up to GS - 15 or equivalent	None	No	Not Required - Consider all qualified candidates (veterans and non-veterans)	DoD	Standard	N/A

[Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs Guidance](#)

# DoD Direct Hiring Authority

Police Officers							
Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Police Officers	GS - 5 to GS - 9	9/30/2021	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	DoD	Standard	N/A

[Police Officers Guidance](#)

# DoD Direct Hiring Authority

## U.S. Army Corps of Engineers (USACE) Real Estate Personnel

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Real Estate Positions	GS - 9 to GS - 14	9/13/2021	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	USACE	Standard	Applies

[U.S. Army Corps of Engineers \(USACE\) Real Estate Personnel Guidance](#)

# DoD Direct Hiring Authority

## Science and Technology Reinvention Laboratories (STRL) - Advanced Degrees

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified candidates with advanced degrees for science and engineering positions. May not exceed 5 % of total scientists and engineering positions	Appointments may be at the highest grade or level for which the participant is qualified	None	No	Not Required - Consider all qualified candidates (veterans and non-veterans)	Laboratories	Standard	Applies

[Science and Technology Reinvention Laboratories Guidance](#)

# DoD Direct Hiring Authority

## Science and Technology Reinvention Laboratories (STRL) - Bachelors Degree

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified candidates with a bachelors degree for science and engineering positions. May not exceed 5 % of total scientists and engineering positions.	GS - 5 to GS - 11	None	No	Not Required - Consider all qualified candidates (veterans and non-veterans)	Laboratories	Standard	Applies

[Science and Technology Reinvention Laboratories Guidance](#)



# DoD Direct Hiring Authority

## Science and Technology Reinvention Laboratories (STRL) - Veterans

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified veterans for scientific, technical, engineering, and mathematics positions. May not exceed 5 % of total scientists and engineering positions.	Appointments may be at the highest grade or level for which the participant is qualified	None	No	Authorizes the appointment of qualified veterans	Laboratories	Standard	Applies

[Science and Technology Reinvention Laboratories Guidance](#)

# DoD Direct Hiring Authority

## Science and Technology Reinvention Laboratories (STRL) - Students

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Students enrolled in a scientific or engineering program leading to a bachelors or advanced degree in a STEM course of study. May not exceed 5 % of total scientists and engineering positions.	GS - 2 to GS - 11	None	No	Not Required - Consider all qualified candidates (veterans and non- veterans)	Laboratories	Excepted	Applies

[Science and Technology Reinvention Laboratories Guidance](#)

# DoD Direct Hiring Authority

## Acquisition Demonstration (AcqDemo) - Business and Technical Management

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified candidates with at least a bachelors degree for positions in critical acquisition career fields	NH Career Path	12/31/2023	No	Qualified veterans with preference should be considered for appointment when they are found to best meet mission requirements	AcqDemo	Standard	Applies

[Acquisition Demonstration \(AcqDemo\) Guidance-See page 153](#)

# DoD Direct Hiring Authority - AcqDemo

## Acquisition Demonstration (AcqDemo) - Veteran Business and Technical Management

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified veteran candidates for positions in critical acquisition career fields	NH or NJ Career Path	12/31/2023	No	Qualified veterans with veterans preference should be considered for appointment when they are found to best meet mission requirements	AcqDemo	Standard	Applies

[Acquisition Demonstration \(AcqDemo\) Guidance-See page 153](#)

# DoD Direct Hiring Authority

## Acquisition Demonstration (AcqDemo) - Student Intern

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified Post-Secondary Students and Graduate candidates for positions in critical acquisition career fields.  This is only for interns, not graduates.	NH, NJ, and NK Career Path	12/31/2023	No	Qualified veterans with veterans preference should be considered for appointment when they are found to best meet mission requirements	AcqDemo	Excepted	Applies

[Acquisition Demonstration \(AcqDemo\) Guidance-See page 153](#)

# DoD Direct Hiring Authority

## Acquisition Demonstration (AcqDemo) - Scholastic Achievement

Areas of Consideration/Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Qualified candidates with degrees for positions in acquisition career fields with a positive education requirement which are classified to either the NH-II or NH-II broadband levels of the Business and Technical Management Professional career path and the candidate has a GPA of 3.5 or higher	NH-II and NH-III	12/31/2023	No	Qualified veterans with veterans preference should be considered for appointment when they are found to best meet mission requirements	AcqDemo	Standard	Applies

[Acquisition Demonstration \(AcqDemo\) Guidance-See page 153](#)

# DoD Direct Hiring Authority

## Certain Personnel of the Department of Defense

Areas of Consideration/Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Maintenance Activities, Cyber Workforce, Acquisition Workforce, STEM, Child Care, Financial Management, Accounting, Auditing, Actuary, Cost Estimate, Operational Research, Business, Business Administration, Business Transformation	GS - 15 and below	9/30/2025	No	No	DoD	Modified	N/A

[Certain Personnel of the Department of Defense Guidance](#)

# OPM Schedule A-Coronavirus

## Coronavirus (COVID - 19) Schedule A Hiring Authority

Areas of Consideration/Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Positions related to the Coronavirus (COVID - 19) Pandemic Response, appointments not to exceed 1 year. Appointments may be extended 1 additional year	Any Grade Level	3/31/2021 or termination of public health emergency	Yes	Not Required - Consider all qualified candidates (veterans and non-veterans)	DoD	Standard	Applies

[Coronavirus Schedule A Hiring Authority Guidance](#)



# DoD Direct Hiring Authority

## Employees of Installation Military Housing

Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
Employees of Installation Military Housing.  Qualified candidates who are not existing DoD competitive service employees with permanent status.	GS - 15 and below	09/30/2021	No	No appointment when they are found to best meet mision requirements	Military Housing Offices	Standard	Applies

[Employees of Installation Military Housing Guidance](#)

# DoD Temporary Direct Hiring Authority

Certain USAF Positions							
Areas of Consideration/ Position Fields	Grade Levels	Expiration Date	Announcement	Vet Preference	Location	PPP	ICTAP
<p>Aircraft Operation Series - 2181 positions.</p> <p>Specifically all Air Reserve Technicians pilot positions, pilot instructors, and civilian simulator instructor positions in certain geographic locations</p>	GS - 9 to GS - 14	05/26/2022	Yes	Qualified candidates with veterans preference should be considered just as any qualified non-preference eligible candidate.	Columbus, Laughlin, Sheppard, Tyndall, and Vance AFB	Standard	Applies

[Temporary DHA for Certain USAF Aircraft Operations Positions - See Page 10](#)