

**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.

<b>DoD Hiring Authorities</b>					
<b>Hiring Authority</b>	<b>Expiration Date</b>	<b>Governing Statute, Regulation, Policy</b>	<b>Common Uses/Other Features</b>	<b>Ad/Public Notice</b>	<b>Special Requirements for Consideration of Veterans</b>
<p>Direct Hire Authority for Certain Personnel of the Department of Defense (<i>consolidated DHA</i>) <b>-Competitive Service</b></p>	<p>September 30, 2025, except for positions covered by paragraph 3.e. of the USD(P&amp;R) memorandum, for which the authority does not expire</p>	<ul style="list-style-type: none"> <li>• Section 9905 of title 5 U.S.C., as amended by P.L. 116-92, SEC 1109 and further amended by P.L. 116-283, SEC 1117</li> <li>• USD(P&amp;R) memorandum “Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense,” October 15, 2021.</li> </ul> <p>Temporary COVID exceptions:</p> <ul style="list-style-type: none"> <li>• USD(P&amp;R) memorandum “Extension of Waiver of Requirement to Apply 5 USC §3326 When Using Direct Hire authority for Certain Positions Supporting the Response to the Coronavirus Disease 2019 Pandemic”, March 15, 2022 (<i>expires September 30, 2022</i>)</li> <li>• USD(P&amp;R) memorandum, “Extension of Additional Healthcare Occupations Covered by Department of Defense Direct Hire Authority”, March 3, 2022 (<i>expires September 30, 2022</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• Appoint qualified candidates into positions within:               <ul style="list-style-type: none"> <li>• Maintenance activities, including depot-level maintenance and repair;</li> <li>• Cyber workforce (e.g., Information Technology (IT), acquisition, intelligence);</li> <li>• Acquisition (e.g., contracting);</li> <li>• Science, Technology, Engineering, or Mathematics (STEM) workforce;</li> <li>• Medical or healthcare workforce;</li> <li>• Childcare services;</li> <li>• Accounting and financial management;</li> <li>• Business transformation and management innovation; or</li> <li>• Military housing</li> </ul> </li> <li>• GS-15 or below (or equivalent)</li> <li>• Temp, tem, and permanent</li> </ul>	<p>No. Merit factors shall be the basis for selecting individuals for positions.</p>	<p>No</p>

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 DHA for Post- Secondary Students and Recent Graduates <b>-Competitive service</b>	September 30, 2025, unless amended	<ul style="list-style-type: none"> <li>10 U.S.C. 1580, P.L. 114-328, SEC. 1106;</li> <li>10 U.S.C. 1580, P.L. 115-232, SEC. 1102</li> <li>USD (P&amp;R) memorandum, "Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates," February 6, 2017</li> <li>USD (P&amp;R) memorandum, "Modification of Direct-Hire Authority for the Post-Secondary Students and Recent Graduates," January 15, 2019</li> </ul>	<ul style="list-style-type: none"> <li>Appoint qualified post-secondary students and recent graduates</li> <li>Administrative and professional positions, GS-11 and below (or equivalent)</li> <li>Post-secondary students hired via term appointment with noncompetitive conversion eligibility to permanent upon completion of degree requirements.</li> <li>Recent graduates hired via permanent appointment</li> <li>Appointments DoD-wide may not exceed 25% of total competitive like hires during the previous FY (DCPAS provides allocations to Components)</li> </ul>	SEC. 1106 requires DoD to "publicly advertise" positions "to the extent practical"	No
Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the Department of Defense <b>-Competitive service</b>	None	<ul style="list-style-type: none"> <li>10 U.S.C 1580; P.L. 114-328, SEC. 1105(b)</li> <li>DSD memorandum, "Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense," July 14, 2017</li> </ul>	<ul style="list-style-type: none"> <li>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</li> <li>Provides no provision for extension or conversion</li> <li>GS or FWS, up to GS-15 (or equivalent)</li> <li>Temp and term</li> </ul>	No	No

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 DHA for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD <b>-Competitive service</b>	September 30, 2025, unless amended	<ul style="list-style-type: none"> <li>10 U.S.C. 1580; P.L. 114-328, SEC. 1125(a)(c); amended per P.L. 115-91, SEC. 1102; amended per P.L. 116-92, SEC. 1107</li> <li>USD (P&amp;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</li> <li>USD (P&amp;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</li> <li>USD (P&amp;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," October 01, 2020</li> </ul>	<ul style="list-style-type: none"> <li>Appoint qualified candidates at any Domestic Defense Industrial Base Facilities or Major Range and Test Facilities Base</li> <li>GS or FWS, up to GS-15 (or equivalent)</li> <li>Temp, term, and permanent</li> </ul>	No	No

DoD Hiring Authorities					
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Direct-Hire Authority for Advancing Military to Mariner within the Department of Defense	None	<ul style="list-style-type: none"> <li>46 U.S.C. 7302; P.L. 116-92, SEC. 3511(d)</li> <li>USD (P&amp;R) memorandum, "Direct-Hire Authority for Advancing Military to Mariner within the Department of Defense," October 08, 2020</li> </ul>	<ul style="list-style-type: none"> <li>Appoint separated members of the uniformed services possessing valid US Coast Guard Merchant Mariner Credential</li> <li>No application of post-retirement provisions prior to appointment (5 USC 3326)</li> <li>Temp, term, and permanent</li> </ul>	No	No
New Beginnings: DHA in DoD - <b>Competitive service</b> (This is a delegation of authority—until the request for a DHA is approved, it does not constitute a hiring authority in itself)	None	<ul style="list-style-type: none"> <li>5 U.S.C. 9902(b)(2)</li> <li>DSD memorandum, "Implementation of Direct-Hire Authority for Shortage Category and/or Critical Need Positions," June 6, 2017</li> </ul>	<ul style="list-style-type: none"> <li>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)</li> <li>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</li> </ul>	Yes	No

Other Assignment Options					
Hiring Authority	Expiration Date	Governing Statute, Regulation, Policy	Common Uses/Other Features	Ad/Public Notice	Special Requirements for Consideration of Veterans
<p>New Beginnings: Modification of Temporary and Term Appointments Within the DoD <b>-Competitive service</b> <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"> <li>5 U.S.C. 9902(b)(2)</li> <li>USD (P&amp;R) memorandum, "Modification of Temporary and Term Appointments Within the Department of Defense,"</li> <li>June 12, 2017</li> </ul>	<ul style="list-style-type: none"> <li>Modification of current OPM regulations for temporary and term appointments allowing longer durations               <ul style="list-style-type: none"> <li>Temporary appointments up to a total of 3 years</li> <li>Term appointments up to a total of 6 years</li> </ul> </li> <li>Allows noncompetitive conversions of term appointments to permanent appointments under specific conditions</li> </ul>	See implementation procedures	N/A
<p>Extensions of Term Appointments in the Competitive Service in the DoD <b>-Competitive Service</b> <i>(This authority provides a flexibility - it does not constitute a hiring authority in itself)</i></p>	None	<ul style="list-style-type: none"> <li>10 U.S.C. 1580; P.L. 114-328, SEC. 1105(a) and (d)</li> <li>Reference USD (P&amp;R) memorandum, "Modification of Temporary and Term Appointments Within the Department of Defense," June 12, 2017</li> <li>DSD memorandum, "Extensions of Term Appointments in the Competitive Service in the DoD," August 10, 2018</li> </ul>	<ul style="list-style-type: none"> <li>Extensions of term appointments from 6 years up to 8 years</li> <li>Requests for extensions beyond 8 years must be submitted by DoD Components to DCPAS for approval</li> </ul>	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					
Hiring Authority	Expiration Date	<ul style="list-style-type: none"> <li>Governing Statute, Regulation, Policy</li> </ul>	<ul style="list-style-type: none"> <li>Common Uses/Other Features</li> </ul>	Ad/Public Notice	Special Requirements for Consideration of Veterans
Public- Private Talent Exchange <i>(This authority provides a flexibility - it does not constitute a hiring authority in itself)</i>	None	<ul style="list-style-type: none"> <li>10 U.S.C 1955(g)</li> <li>DSD memorandum “Public- Private Talent Exchange”, July 19, 2018.</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>	No	No
Temporary Authority to Immediately Appoint Retired Members of the Armed Forces to Certain Positions in the Department of Defense <b>-Competitive Service</b> <i>(This authority provides a flexibility does not constitute a hiring authority in itself)</i>	January 1, 2024, unless amended	<ul style="list-style-type: none"> <li>SEC 1108 of NDAA FY 2021; P.L. 116-283</li> <li>USD (P&amp;R) memorandum “Temporary Authority to Immediately Appoint Retired Members of the Armed Forces to Certain Positions in the Department of Defense,” September 29, 2021</li> </ul>	<ul style="list-style-type: none"> <li>Temporarily waives the application of 5 USC 3326 to competitive service positions that are: <ul style="list-style-type: none"> <li>At or below the GS-13 (or equivalent level);</li> <li>Located at a defense industrial base facility that is part of core logistics capabilities; and</li> <li>Have been certified by the Secretary of the Military Department concerned as lacking sufficient number of candidates</li> </ul> </li> <li>Authority is distinct from the authority delegated in DoDI 1402.01.</li> <li>Authority may be used in conjunction with any applicable hiring authority to appoint the retired military member into a covered position</li> <li>Temp, term, and permanent</li> </ul>	N/A	No