



Department of the Navy Competitive Service Direct Hiring Authority Matrix

OCHR Portal HR Policy Link: <https://portal.secnav.navy.mil/orgs/MRA/DONHR/Recruitment/Pages/External-Recruitment-Program.aspx>

| Hiring Authority | Expiration Date | Governing Guidance | Hiring Authority Highlights | Public Notice | Consideration of Veterans | PPP, ICTAP, RPL required | Navy Allocations |
|--|--------------------|---|---|---------------------------|---------------------------|---------------------------------------|---|
| DoD Direct Hiring Authorities | | | | | | | |
| DHA for Post-Secondary Students and Recent Graduates (may be counted as 2 authorities: 1 for Post Secondary Students (PSS) and 1 for Recent Graduates (RG)) DOD Mid-year report | September 30, 2025 | <ul style="list-style-type: none"> • P. L. 115-232, NDAA FY19 Section 1102 • P.L. 114-328, NDAA FY17 Section 1106; • USD (P&R) memorandum, "Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates," February 6, 2017 • DON guidance "Direct Hire Authority for Post-Secondary Students and Recent Graduates," dated August 2017 • DON guidance "Direct Hire Authority for Post-Secondary Students and Recent Graduates," updated April 2021 | <ul style="list-style-type: none"> • Administrative, professional, and Student Trainee xx99 series positions • GS-11 and below (or equivalent) • Post-secondary students are hired via term appointment with noncompetitive conversion eligibility to permanent upon completion of degree requirements • Post-secondary students may also be hired into "Competitive Service Student Trainee" occupational series xx99 and into one-grade interval support positions that directly lead to two-grade interval positions in the Professional or Administrative occupations • Post-secondary students must sign participant agreement / adhere to program requirements • Recent graduates hired via permanent appointment • Appointments are limited to 25% of total number of hires made into professional and administrative occupations at the GS-11 or below (equivalent) under competitive examining procedures during the previous FY <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> • Direct-Hire Auth (DoD Post-Sec Student Appt), Sec 1102, PL 115-232, 8/13/2018 • Direct-Hire Auth (DoD Post-Sec Student Conv), Sec 1102, PL 115-232, 8/13/2018 • Direct-Hire Auth (DoD Recent Grad Appt), Sec 1102, PL 115-232, 8/13/2018 | Yes; Public Advertisement | No | PPP - Waived ICTAP/RPL - No | DOD provides allocations at the beginning of the FY |
| DHA for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD Report Annually by October 31 | September 30, 2025 | <ul style="list-style-type: none"> • P. L. 116-92, NDAAFY20, Section 1107 • P.L. 114-328, NDAA FY17 Section 1125(a)(c) • USD (P&R) memorandum, "Extension of Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the Department of Defense implementation procedures," July 19, 2018 • DON memorandum "Policy for Temporary Direct Hire Authority at Domestic Defense Industrial Base Facilities and the Major Range Test Facilities Bases in the DoD," dated 28 June 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," October 1, 2020 | <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 appointments • May not be used to fill positions overseas <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> • Direct-Hire Authority (Domestic DIB, MRTFB), Sec 1107, PL 116-92, 12/20/2019 | No* | No | PPP - Yes, Modified ICTAP/RPL - No | unlimited |



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| DoD Direct Hiring Authorities, cont. | | | | | | | |
| Certain Personnel of the DoD / Modified Direct Hire Authority Report Annually by October 31 | September 30, 2025 | <ul style="list-style-type: none"> • P.L. 116-92, NDAA FY20 Section 1109 • P.L. 115-232, NDAA FY19 Section 1101 • USD (P&R) memorandum "Direct Hire Authority for Certain Personnel of the Department of Defense" dated April 2, 2020 • DON memorandum "Direct Hiring Authority fo Certain Personnel of the Department of Defense" dated April 13, 2020 • USD (P&R) memorandum "Waiver of Requirement to Apply Title 5, United States Code, Section 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Novel Coronavirus Disease Outbreak," dated 24 April 2020 • USD (P&R) memorandum "Additional Healthcare Occupations Temporarily Covered by Department of Defense Direct Hire Authority" dated July 20, 2020 • USD (P&R) memorandum "Extension of Waiver of Requirement to Apply Title 5, United States Code, Section 3326, Wheng Using Direct Hire Authority for Certain Positions Supporting the Response to the Novel Coronavirus Disease Outbreak," dated November 1, 2020 • USD (P&R) memorandum "Designation of the Dental Assistant Series, 0681, as a Shortage Category Occupation," dated March 4, 2021 • USD (P&R) memorandum "Extension of Waiver of Requirement to Apply Title 5, United States Code/, Section 3326, When Using Direct Hire Authority for Certain Positions Supporting the Response to the Coronavirus Disease 2019 Pandemic," dated May 12, 2021 • USD (P&R) memorandum "Extension of Additional Healthcare Occupations covered by Department of Defense Direct hire Authority," dated June 1, 2021 • USD(P&R) Memorandum, "Expansion of Direct Hire Authority for Certain Personnel of the Department of Defense," dated October 15, 2021 | <ul style="list-style-type: none"> • GS-15 and below (or equivalent pay grades) • Temp, Term, and Permanent Appointments • Positions involved with Department maintenance activities, such as maintenance of weapon systems, hardware, equipment, software, installation infrastructure, or any combination thereof, including depot-level maintenance and repair. • Positions in the Cyber workforce (also know as Cyberspace workforce) as defined in DoDD 8140.01, "Cyber Workforce Management," designated with a cyber work role code. • Positions in the Acquisition Workforce that are responsible for managing any services contracts necessary to the operation and maintenance of programs of the Department. • Positions in Science, Technology or Engineering, including any such position at the Major Range Test Facilities Base, in order to allow development of new systems and provide for the maintenance of legacy systems • Positions in the Science, Technology or Engineering, or Mathematics, including technician positions, within the defense acquisition workforce, or any category of acquisition positions within the Department designated by the Secretary as a shortage or critical need category as outlined in Table "1" of DoD's implementing guidance) • Positions in the Science, Technology or Engineering, or Mathematics, except any such position within any defense Science and Technology Reinvention Laboratory (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 • Positions in medical or health professions with the Department designated by the Secretary as a shortage category or critial need occupation (as outlined in Table "2" of DoD's implementing guidance) • Positions in childcare services, including family childcare coordinator services and school age childcare coordinator services, for which there is a critical hiring need and a shortage of childcare providers (as outlined in Table "3" of DoD's implementing guidance) • Positions in financial management, accounting, aduiting, 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 degree equivalent experience • Positions, as determined by the Secretary, for the purpose of assisting and facilitating the efforts of the Department in business transformation and management innovation. Occupational series 0301, 0343, and 1515. • Positions in the military housing office of a military installation • Additional healthcare occupations temporarily covered: 0081, 0622, 0640, 0646, 0670, 0673, 0679, 0681, 0688, 0698 • Temporarily covered occupational series expires on March 1, 2022 • Temporary waiver of 180-day waiting period to hire retired service members into medical or health professionals, acquisition, engineering, installation infrastructure, and other positions with duties that support the DoD response to the National Emergency Concerning the Novel Coronavirus outbreak expires March 1, 2022 <p>LEGAL AUTHORITY CODE: Direct Hire Auth 5 U.S.C. § 9905, 10/15/2021</p> | No* | No | PPP - Yes, Modified ICTAP/RPL - No | unlimited |
| DoD Direct Hiring Authorities, cont. | | | | | | | |
| Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense Report upon request | Indefinite | <ul style="list-style-type: none"> • 10 U.S.C 1580; • P.L. 114-328, NDAA FY17 Section 1105(b) • OSD memorandum, "Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense," July 14, 2017 • DON Memorandum "Policy for Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the Department of Defense," dated 23 October 2017 | <ul style="list-style-type: none"> • Apointments are limited to a maximum of 18 months (Initial appointment is one (1) year, up to six month extension • Provides no provision for extension or conversion • May be used for any occupation, any pay plan, up to GS-15 (or equivalent) • Temp and term appointments • Reappointment using this DHA to a successor position beyond 18 months is not permissible <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> • Direct-Hire Auth, (Critical Hiring Need), Sec 1105(b), PL 114-328, 12/23/2016 | No* | No | PPP - Yes, ICTAP/RPL - No | unlimited |



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|---|--------------------|---|---|---------------|---------------------------|-----------------------------|------------------|
| DHA for Police Officer Positions | September 30, 2026 | <ul style="list-style-type: none"> OSD memorandum, " Temporary DHA for Police Officer positions, September 30, 2019 OSD memorandum, " Extension of Temporary DHA for Police Officer positions, September 30, 2021 | <ul style="list-style-type: none"> Positions covered; GS-0083 at GS-05 to GS-09 (or equivalent) level Temp, term, and permanent appointments <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> Direct Hire Authority for Shortage Category/Critical Need, 5 U.S.C. 9902(b)(2), 6/6/2017 | Yes | No | PPP- Yes ICTAP/RPL - Yes | unlimited |



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| OPM Direct Hiring Authorities | | | | | | | |
| OPM DHA for Medical Occupations | Indefinite | <ul style="list-style-type: none"> 5 USC § 3304 5 CFR § 337, Subpart B GW-001, issued 6/20/03 | <ul style="list-style-type: none"> Positions covered: <ul style="list-style-type: none"> Diagnostic Radiologic Tech GS-0647 Medical Officer GS-0602 Nurse GS-0610 / 0620 Pharmacist GS-0660 Temp, term, and permanent appointments | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| OPM DHA for Information Technology Management (Information Security) | Indefinite | <ul style="list-style-type: none"> 5 USC § 3304 5 CFR § 337, Subpart B GW-002, issued 6/20/03 | <ul style="list-style-type: none"> Positions covered: GS-2210-09 & above (INFOSEC) parenthetical positions only Temporary, term and permanent appointments | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| OPM DHA Iraq Reconstruction Efforts | Indefinite | <ul style="list-style-type: none"> 5 USC § 3304 5 CFR § 213.3106(b)(9) 5 CFR § 337, Subpart B GW-003, issued 7/1/03 | <ul style="list-style-type: none"> Positions at all Wage Grade levels and GS-09 level and above Positions require fluency in Arabic/Middle Eastern languages Temporary, term and permanent appointments | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| OPM DHA for Veterinary Medical Officers | Indefinite | <ul style="list-style-type: none"> 5 USC § 3304 5 CFR § 337.206 GW-006, issued 2/12/09 | <ul style="list-style-type: none"> Positions covered: GS-0701-11 through 15 Temporary, term and permanent appointments | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| OPM DHA for STEM Positions Report upon request | Indefinite | <ul style="list-style-type: none"> 5 CFR § 337, Subpart B OPM Memorandum, issued 10/11/2018 | <ul style="list-style-type: none"> Specific STEM positions covered at the GS 11 through 15 Temp, term, and permanent appointments | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| OPM DHA for Cybersecurity | Indefinite | <ul style="list-style-type: none"> 5 CFR § 337, Subpart B OPM Memorandum, issued 10/11/2018 | <ul style="list-style-type: none"> Positions covered: <ul style="list-style-type: none"> Computer Engineers (Cybersecurity) GS-0854 Computer Scientists (Cybersecurity) GS-1550 Electronics Engineers (Cybersecurity) GS-0855 IT Cybersecurity Specialist* GS-2210 Positions at the GS-12 through 15 levels Temp, term, and permanent appointments | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |



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| STRL Direct Hiring Authorities | | | | | | | |
| DHA for Students at Science and Technology Reinvention Labs | Indefinite | <ul style="list-style-type: none"> 10 USC 2358a NDAA FY15, § 1105 NDAA FY16, §1104 Federal Register Vol 82, No. 123, 6/28/17 | <ul style="list-style-type: none"> Positions in Scientific and Engineering (S&E) occupations Student must be enrolled in a Scientific or Engineering Program leading to a Bachelor's or Advanced degree in a STEM course of study Temporary or term Appointments may not exceed 10% of the total S&E workforce Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> Direct Hire Auth (STRL-Student), Section 1103, PL 112-81 | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |
| DHA For Student Conversion of Appointment at Science and Technology Reinvention Labs | Indefinite | <ul style="list-style-type: none"> 10 USC 2358a | <ul style="list-style-type: none"> Positions in Scientific and Engineering (S&E) occupations Candidates hired under the Student STRL DHA may be non-competively converted to another appointment Candidate must have graduated from the applicable institution of higher learning Temporary, term and permanent appointments Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> Direct Hire Auth (STRL-Student Conv), 10 USC 2358a | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |
| DHA for Advanced Degree Candidates at Science and Technology Reinvention Labs | Indefinite | <ul style="list-style-type: none"> Sec 1103, PL 112-81 NDAA FY09 §1108 NDAA FY11 §1101 NDAA FY12 §1103 NDAA FY16, §1104 5 USC §9902(c)(2) 5 USC §3303, 3325 and 3328 Federal Register Vol. 79, No. 144, dated July 28, 2014 | <ul style="list-style-type: none"> Professional positions in Scientific and Engineering occupations Candidates must possess an Advanced degree Limited to 5% of S&E workforce Temporary, term and permanent appointments Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> Direct Hire Auth (STRL-Advanced Degree), Section 1103, PL 112-81 | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |
| DHA for Bachelor Degree Candidates at Science and Technology Reinvention Labs | Indefinite | <ul style="list-style-type: none"> 10 USC 2358a NDAA FY14 §1107 10 USC 2358a NDAA FY16, §1104 Federal Register Vol. 79, No. 144, dated July 28, 2014 | <ul style="list-style-type: none"> Professional positions in Scientific and Engineering Candidates must possess a Bachelor's degree Limited to 6 % of S&E workforce Temporary, term and permanent appointments Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> Direct Hire Auth (STRL-Bachelor's Degree), 10 USC 2358a | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |



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| DHA for Veteran Candidates at Science and Technology Reinvention Labs | Indefinite | <ul style="list-style-type: none"> 10 USC 2358a NDAF FY14 §1107 NDAF FY16, §1104 Federal Register Vol. 79, No. 144, dated July 28, 2014 | <ul style="list-style-type: none"> Professional positions in STEM occupations Candidates must be a veteran as defined by Section 101 of title 38, U.S.C. Limited to 3% of STEM positions Temporary, term and permanent appointments Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE</p> <ul style="list-style-type: none"> Direct Hire Auth (STRL-Veterans), 10 USC 2358a | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |
| DHA for Science and Technology Reinvention Labs Mission Support | Indefinite | <ul style="list-style-type: none"> Omnibus Federal Register, Federal Register/Vol. 85, No. 235, dated December 7, 2020 Command-specific guidance must also be established | <ul style="list-style-type: none"> Permanent, term including flexible and renewable term appointments) and temporary appointments Positions can be in the Personnel Demonstration Project (Demo) including Senior Scientific Technical Managers, the General Schedule, and the Federal Wage System Positions that involve 51% or more of time spent in direct support of STRL activities; identified by the STRLs as hard to fill; have a history of a high turnover; or unique, laboratory-related skillsets Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE:</p> <p>Direct Hire Auth (STRL-Direct Support), 85 FR 78829 dtd 12/07/2020</p> | No | No | PPP - Yes ICTAP/RPL - No | Unlimited |



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| Acquisition Demo Direct Hiring Authorities | | | | | | | |
| DHA for Acquisition Demo - Vet Business and Tech Mgmt | Indefinite | <ul style="list-style-type: none"> Federal Register Vol. 82, No. 216, dated November 9, 2017 DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018 | <ul style="list-style-type: none"> Candidates must be a veteran as defined by Section 101 of title 38, U.S.C. Acquisition workforce positions and/or direct support (51%) of acquisition positions in the NH or NJ Career Path All Boradband levels of the NH or NJ career path | No* | Qualified candidates with veterans' preference should be considered for appointment when they are found to best meet mission requirements | PPP - Yes ICTAP/RPL - No | unlimited |
| DHA for Acquisition Demo - Scholastic Achievement | Indefinite | <ul style="list-style-type: none"> Federal Register Vol. 82, No. 216, dated November 9, 2017 DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018 | <ul style="list-style-type: none"> Candidates may be appointed to acquisition positions which have positive education requirements Candidates must have a Bachelor's degree in a course of study required by the qualification standards for the position OR a degree that provides the knowledge, skills, and competencies that are directly related to the acquisition position requirements for a critical career field, plus any selective factors, quality ranking factors, and/or DAWIA certification NH II and NH III career path Cumulative GPA of 3.25 or better (3.5 for NH III career oath) Permanent or term positions | No* | | PPP - Yes ICTAP/RPL - No | unlimited |
| DHA for Acquisition Demo - Student Intern | Indefinite | <ul style="list-style-type: none"> Federal Register Vol. 82, No. 216, dated November 9, 2017 DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018 | <ul style="list-style-type: none"> Candidates enrolled in an undergraduate or graduate level institution of higher education leading to either a Bachelor's degree in a course of study required by the qualification standards for the position OR a degree that provides the knowledge, skills, and competencies that are directly related to the acquisition position requirements in critical career fields. | No* | | PPP - Yes ICTAP/RPL - No | unlimited |
| DHA for Acquisition Demo - Business and Tech Mgmt | Indefinite | <ul style="list-style-type: none"> Federal Register Vol. 82, No. 216, dated November 9, 2017 DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018 | <ul style="list-style-type: none"> Acquisition workforce positions and/or direct support (51%) of acquisition positions in the NH Career Path Candidates must possess a Bachelor's degree or higher where required under regulation NH career path | No* | | PPP - Yes ICTAP/RPL - No | unlimited |

THINGS TO REMEMBER

When filling positions overseas, any DHA may be used other than the DHA for Domestic DIBs and MRTFBs to recruit and fill positions. However, the procedures outlined in the DON implementing guidance "Hiring Local United States Citizen Employees Overseas," dated March 2016, must first be followed which supports hiring of local military spouses and family members within the DoD in the overseas area.

* While a specific DHA may not require public notice, public notice will be required when selecting a retired member of the Armed Forces within 180 days of retirement