



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, NDAA FY20, Section 1107 P.L. 115-91, NDAA FY18, Section 1102 P.L. 114-328, NDAA FY17, Section 1125(a)(c) 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 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 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 <u>any</u> 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. 116-283, NDAA FY21 Section 1107 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, 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 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 September 30, 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 September 30, 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 GW001, issued 6/20/03 	<ul style="list-style-type: none"> Positions covered: <ul style="list-style-type: none"> Diagnostic Radiologic Technologist, GS-0647 Medical Officer, GS-0602 Nurse, GS-0610 / GS-0620 Pharmacist, GS-0660 Positions at All grade levels 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 GW002, issued 6/20/03 	<ul style="list-style-type: none"> Positions covered: <ul style="list-style-type: none"> Information Technology Management (Information Security), GS-2210 Positions at GS-9 and above 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 GW003, 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 GW006, issued 2/12/09 	<ul style="list-style-type: none"> Positions covered: <ul style="list-style-type: none"> Veterinarian Medical Science, GS-0701 Positions at GS-11 through 15 level Temporary, term and permanent appointments 	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited
OPM DHA for STEM Positions Report upon request	October 10, 2023	<ul style="list-style-type: none"> 5 CFR § 337, Subpart B OPM Memorandum, issued 10/11/2018 GW-007, issued 10/11/18 (GW007) 	<ul style="list-style-type: none"> Positions covered: <ul style="list-style-type: none"> 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, 1320 (only) Actuary, GS-1510 Mathematics, GS-1520 Mathematical Statistician and Statistician, GS-1529-1530 Acquisitions, GS-1102 Positions at the GS-11 through GS-15 Temp, term, and permanent appointments 	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited



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OPM DHA for Cybersecurity	Indefinite	<ul style="list-style-type: none"> • 5 CFR § 337, Subpart B • OPM Memorandum, issued 10/11/2018 • GW-008, issued 10/11/18 (GW008) 	<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 P.L. 103-337, NDAA FY95 Section 1105 P.L. 113-291, NDAA FY15 Section 1105 P.L. 114-92, NDAA FY16 Section 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: Direct Hire Auth (STRL-Student), Section 1103, PL 112-81</p>	No	No	PPP - No 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 P.L. 113-291, NDAA FY15 Section 1105 P.L. 114-92, NDAA FY16 Section 1104 Federal Register Vol 82, No. 123, 6/28/17 	<ul style="list-style-type: none"> Positions in Scientific and Engineering (S&E) occupations Candidates hired under the Student STRL DHA may be non-competitively 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: Direct Hire Auth (STRL-Student Conv), 10 USC 2358a</p>	No	No	PPP - No 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"> 5 USC §9902(c)(2) 5 USC §3303, 3325 and 3328 P.L. 110-417 NDAA FY09, Section 1108 P.L. 111-383 NDAA FY11, Section 1101 P.L. 112-81 NDAA FY12, Section 1103 P.L. 114-92 NDAA FY16, Section 1104 P.L. 114-328 NDAA FY17, Section 1122 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: Direct Hire Auth (STRL-Advanced Degree), Section 1103, PL 112-81</p>	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 P.L. 113-66 NDAA FY14, Section 1107 P.L. 114-92 NDAA FY16, Section 1104 P.L. 114-328 NDAA FY17, Section 1122 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: Direct Hire Auth (STRL-Bachelor's Degree), 10 USC 2358a</p>	No	No	PPP - Yes ICTAP/RPL - No	(CY) each STRL determines allocations based on S&E workforce
DHA for Veteran Candidates at Science and Technology Reinvention Labs	Indefinite	<ul style="list-style-type: none"> 10 USC 2358a P.L. 113-66, NDAA FY14 Section 1107 P.L. 114-92, NDAA FY16 Section 1104 P.L. 114-328, NDAA FY17 Section 1122 Federal Register Vol. 79, No. 144, dated July 28, 2014 	<ul style="list-style-type: none"> Positions in scientific, technical, engineering, and mathematics (STEM) occupations and technicians Candidates must be a veteran as defined by Section 101 of title 38, U.S.C. Limited to 3% of STEM and technician positions Temporary, term and permanent appointments Exempt from 180-day waiting period to hire retired service members <p>LEGAL AUTHORITY CODE: Direct Hire Auth (STRL-Veterans), 10 USC 2358a</p>	No	No	PPP - Yes ICTAP/RPL - No	(CY) each STRL determines allocations based on S&E and technician workforce



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DHA for Science and Technology Reinvention Labs Mission Support	Indefinite	<ul style="list-style-type: none"> 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: 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 <p>LEGAL AUTHORITY CODE: FRN Vol 82, No. 216 dated Nov 9, 2017, (Acq-Vet Bus and Tech Mgmt) Section II.B.4.c.</p>	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 <p>LEGAL AUTHORITY CODE: FRN Vol 82, No. 216 dated Nov 9, 2017, (Acq-Scholastic Achievement) Section II.B.4.e.</p>	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. <p>LEGAL AUTHORITY CODE: FRN Vol 82, No. 216 dated Nov 9, 2017, (Acq-Student Intern) Section II.B.4.d.</p>	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 <p>LEGAL AUTHORITY CODE: FRN Vol 82, No. 216 dated Nov 9, 2017, (Acq-Bus and Tech Mgmt) Section II.B.4.b.</p>	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