



Department of the Navy

Competitive Service Direct and Expedited Hiring Authority Matrix

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

Hiring Authority	Expiration Date	Governing Guidance	Hiring Authority Highlights	Public Notice	Consideration of Veterans	PPP /ICTAP/RPL Clearance
EHA for Certain Defense Acquisition Workforce Positions	Indefinite	<ul style="list-style-type: none"> 10 U.S.C. 1705(g)-(h) P.L. 110-181, SEC. 852(a)(1); P.L. 110-417, SEC. 833; P.L. 111-84, SEC. 831, 832 (a)-(g); P.L. 112-81, SEC. 804(a); P.L. 112-239, SEC. 803; SEC. 841(a)(3)(A), P.L. 114-92 USD (AT&L) and USD (P&R) memorandum and procedures, "Extension of Expedited Hiring Authority for Select Defense Acquisition Workforce Positions-Removal of Sunset Date." dated Septemerb 6, 2017 DON guidance "Expedited Hiring Authority for Select Acquisition Positions," dated December 2016 	<ul style="list-style-type: none"> DAWIA positions in certain Career Category Codes GS-5 through 15 levels (or equivalent) Temp, Term, and Permanent 	Yes	Qualified candidates with veterans' preference should be considered for appointments when they are found to best meet mission requirements	Yes
EHA for Certain Health Care Occupations	December 31, 2020	<ul style="list-style-type: none"> 10 U.S.C. 1599c P.L. 113-66, Section 1109 USD (P&R) memorandum and procedures, "Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations," December 14, 2015 DON guidance "Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations," dated January 2016 	<ul style="list-style-type: none"> Targeted healthcare occupational series GS-15 level and below (or equivalent) Temp, Term, and Permanent 	Yes	When veterans' preference eligibles and non-preference eligibles are being considered at the same time, the preference eligible must be selected if candidates are equally qualified	Yes
DHA for Select Technical Acquisition Positions for Veteran Candidates	November 22, 2020	<ul style="list-style-type: none"> 10 U.S.C. 1701 Subchapter I P.L. 114-92 Section 1112 USD (P&R) memorandum and procedures, "Direct-Hire Authorities for Select Technical Acquisition Positions," December 5, 2016 DON guidance "Direct Hire Authority for Select Technical Acquisition Positions," dated April 2017 	<ul style="list-style-type: none"> DAWIA positions in certain Career Category Fields GS-5 through 15 levels (or equivalent) Temp, term, and permanent Appointments may be made to Scientific, Technical, Engineering, Mathematic, and Technician positions found in 1xx, 4xx, 8xx, 13xx, and 15xx occupations Candidates must be a veteran as defined by Section 101 of title 38, U.S.C. Appointments are limited to 1% of the acquisition workforce as of the close of the prior FY 	No	No	PPP-Waived ICTAP/RPL - No
DHA for Select Technical Acquisition Positions for S&E Degreed Candidates	December 31, 2020	<ul style="list-style-type: none"> 10 U.S.C. 1701 Subchapter I P.L. 114-92 Section 1113 USD (P&R) memorandum and procedures, "Direct-Hire Authorities for Select Technical Acquisition Positions," December 5, 2016 DON guidance "Direct Hire Authority for Select Technical Acquisition Positions," dated April 2017 	<ul style="list-style-type: none"> DAWIA positions in certain Career Category Fields GS-5 through 15 levels (or equivalent) Temp, term, and permanent Appointments may be made to S&E positions found in 1xx, 4xx, 8xx, 13xx, and 15xx occupations Candidates must have a S&E degree Appointments are limited to 5% of the S&E acquisition workforce as of the close of the prior FY 	No	No	PPP-Waived ICTAP/RPL - No



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DHA for Post-Secondary Students and Recent Graduates	September 30, 2021	<ul style="list-style-type: none"> 10 U.S.C. 1580 P.L. 114-328, 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 	<ul style="list-style-type: none"> Administrative and professional 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 must sign participant agreement / adhere to program requirements Recent graduates hired via permanent appointment Appointments are limited to 15% of total competitive hires DoD-wide during the previous FY 	Yes	No	PPP-Waived ICTAP/RPL - No
DHA for Financial Management Experts in the DoD Workforce	December 31, 2022	<ul style="list-style-type: none"> 10 U.S.C. 1580 P.L. 114-328, Section 1110 USD (P&R) memorandum, "Direct-Hire Authority for Financial Management Experts in the Department of Defense Workforce Implementation Procedures," June 1, 2017 DON memorandum "Policy for Temporary Direct Hire Authority for Financial Management Experts in the DoD," dated 10 August 2017 	<ul style="list-style-type: none"> Candidates must possess a finance, accounting, management, or actuarial science degree, OR related degree OR Experience Positions in 5xx occupations and non-5xx occupations which are financial management in nature Appointments are limited to 10% of the FM workforce as of the close of the prior FY GS-5 through 15 levels (or equivalent) Temp, term, and permanent 	No	No	PPP -Yes, Modified ICTAP /RPL- No
DHA for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD	September 30, 2018	<ul style="list-style-type: none"> 10 U.S.C. 1580; P.L. 114-328, SEC. 1125(a)(c) USD (P&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 implementation procedures," June 1, 2017 DON memorandum "Policy for Temporary Direct Hire Authority at Domestice Defense Industrial Base Facilities and the Major Range Test Facilities Bases in the DoD," dated 28 June 2017 	<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 	No	No	PPP -Yes, Modified ICTAP /RPL- No
DHA for Cyber Workforce Positions	Upon implementation of Cyber Excepted Service Personnel System (section 1599f of title 10, U.S.C.)	<ul style="list-style-type: none"> 10 U.S.C. 1599; P.L. 114-328, SEC. 1643 USD (P&R) memorandum, "Direct Hiring Authority for Cyber Workforce Positions," August 22, 2017 DON memorandum "Direct Hire Authority for Cyber Workforce Positions in the DON," dated 22 September 2017 	<ul style="list-style-type: none"> Appointment of qualified individuals into Cyber Workforce Specific cyber occupational series Up to GS-15 level (or equivalent) Temp, term, and permanent Positions must meet the definition of cyber workforce and be anticipated to become part of the cyber excepted service 	Yes	No	Yes
Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense	Indefinite	<ul style="list-style-type: none"> 10 U.S.C 1580; P.L. 114-328, SEC. 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 October2017 	<ul style="list-style-type: none"> Appointments are limited to a maximum of 18 months 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 	No	No	PPP -Yes ICTAP /RPL- No
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 	Yes	No	Yes



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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 	Yes	No	Yes
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 	Yes	No	Yes
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 	Yes	No	Yes
DHA for Students at Science and Technology Reinvention Labs	Indefinite	<ul style="list-style-type: none"> • 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 	No	No	PPP / RPL-Yes ICTAP- No
DHA for Advanced Degree Candidates at Science and Technology Reinvention Labs	Indefinite	<ul style="list-style-type: none"> • 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 	No	No	PPP / RPL-Yes ICTAP- No
DHA for Bachelor Degree Candidates at Science and Technology Reinvention Labs	Indefinite	<ul style="list-style-type: none"> • NDAA FY14 §1107 • 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 	No	No	PPP / RPL-Yes ICTAP- No
DHA for Veteran Candidates at Science and Technology Reinvention Labs	Indefinite	<ul style="list-style-type: none"> • NDAA FY14 §1107 • NDAA 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 	No	No	PPP / RPL-Yes ICTAP- No