



# Department of the Navy Competitive Service Direct 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 required	Navy Allocations
<b>DoD Direct Hiring Authorities</b>							
<b>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))</b>  <a href="#">DOD Mid-year report</a>	September 30, 2025	<ul style="list-style-type: none"> <li>• P. L. 115-232, NDAA FY19 Section 1102</li> <li>• P.L. 114-328, NDAA FY17 Section 1106;</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>• DON guidance "Direct Hire Authority for Post-Secondary Students and Recent Graduates," dated August 2017</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative and professional positions</li> <li>• GS-11 and below (or equivalent)</li> <li>• Post-secondary students are hired via term appointment with noncompetitive conversion eligibility to permanent upon completion of degree requirements</li> <li>• Post-secondary students must sign participant agreement / adhere to program requirements</li> <li>• Recent graduates hired via permanent appointment</li> <li>• 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</li> </ul>	Yes; Public Advertisement	No	PPP - Waived ICTAP/RPL - No	DOD provides allocations at the beginning of the FY
<b>DHA for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD</b>  <a href="#">Report Annually by October 31</a>	September 30, 2025	<ul style="list-style-type: none"> <li>• P. L. 116-92, NDAAFY20, Section 1107</li> <li>• P.L. 114-328, NDAA FY17 Section 1125(a)(c)</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 implementation procedures," June 1, 2017</li> <li>• 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</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 appointments</li> <li>• May not be used to fill positions overseas</li> </ul>	No*	No	PPP - Yes, Modified ICTAP/RPL - No	unlimited



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<b>DoD Direct Hiring Authorities, cont.</b>							
<b>Certain Competitive Service / Modified Direct Hire Authority Report Annually by October 31</b>	September 30, 2025	<ul style="list-style-type: none"> <li>• P.L. 116-92, NDAA FY20 Section 1109</li> <li>• P.L. 115-232, NDAA FY19 Section 1101</li>   <li>• Legal Authority Code/Legal Authority: Z5CAC/Modified Direct Hire Auth, Section 1109; PL, 116-92, dated 12/20/2019</li> </ul>	<ul style="list-style-type: none"> <li>• GS-15 and below (or equivalent pay grades)</li> <li>• Temp, Term, and Permanent Appointments</li> <li>• 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.</li> <li>• 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.</li> <li>• Positions in the Acquisition Workforce that are responsible for managing any services contracts necessary to the operation and maintenance of programs of the Department.</li> <li>• 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</li> <li>• 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)</li> <li>• 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</li> <li>• Positions in medical or health professions with the Department designated by the Secretary as a shortage category or critical need occupation (as outlined in Table "2" of DoD's implementing guidance)</li> <li>• 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)               <ul style="list-style-type: none"> <li>• 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</li> </ul> </li> <li>• 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.</li> </ul>	No*	No	PPP - Yes, Modified ICTAP/RPL - No	unlimited



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<b>DoD Direct Hiring Authorities, cont.</b>							
<b>Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense</b> <a href="#">Report upon request</a>	Indefinite	<ul style="list-style-type: none"> <li>10 U.S.C 1580;</li> <li>P.L. 114-328, NDAA FY17 Section 1105(b)</li> <li>OSD memorandum, "Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense," July 14, 2017</li> <li>DON Memorandum "Policy for Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the Department of Defense," dated 23 October 2017</li> </ul>	<ul style="list-style-type: none"> <li>• Apointments are limited to a maximum of 18 months (Initial appointment is one (1) year, up to six month extension</li> <li>• Provides no provision for extension or conversion</li> <li>• May be used for any occupation, any pay plan, up to GS-15 (or equivalent)</li> <li>• Temp and term appointments</li> <li>• Reappointment using this DHA to a successor position beyond 18 months is not permissible</li> </ul>	No*	No		unlimited
<b>DHA for Police Officer Positions</b>	9/30/2021	OSD memorandum, " Temporary DHA for Police Officer positions, September 30, 2019	<ul style="list-style-type: none"> <li>• Positions covered; GS-0083 at GS-05 to GS-09 (or equivalent) level</li> <li>• Temp, term, and permanent appointments</li> </ul>	Yes	No	PPP- Yes ICTAP/RPL - Yes	unlimited
<b>DHA for Installation Military Housing Office</b> <a href="#">Report Annually by October 31</a>	9/30/2021	<ul style="list-style-type: none"> <li>• P. L. 115-91, NDAA FY18 Section 559, 10 U.S.C. Section 1792 note</li> <li>• P.L. 116-92, NDAA FY20 Section 3035</li> <li>• USD (P&amp;R) memorandum, "Temporary Direct-Hire Authority for Employees of Installation Military Housing Office in the Department of Defense," April 24, 2020</li> </ul>	<ul style="list-style-type: none"> <li>• Positions covered: Misc Administration and Program GS-0301 Management and Program Analysis GS-0343 General Business and Industry GS-1101 Realty GS-1170 Housing Management GS-1173</li> <li>• Temp, term, and permanent appointments</li> </ul>	No	No	PPP- Yes ICTAP/RPL - Yes	unlimited
<b>OPM Direct Hiring Authorities</b>							
<b>OPM DHA for Medical Occupations</b>	Indefinite	<ul style="list-style-type: none"> <li>• 5 USC § 3304</li> <li>• 5 CFR § 337, Subpart B</li> <li>• GW-001, issued 6/20/03</li> </ul>	<ul style="list-style-type: none"> <li>• Positions covered: Diagnostic Radiologic Tech GS-0647 Medical Officer GS-0602 Nurse GS-0610 / 0620 Pharmacist GS-0660</li> <li>• Temp, term, and permanent appointments</li> </ul>	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited
<b>OPM DHA for Information Technology Management (Information Security)</b>	Indefinite	<ul style="list-style-type: none"> <li>• 5 USC § 3304</li> <li>• 5 CFR § 337, Subpart B</li> <li>• GW-002, issued 6/20/03</li> </ul>	<ul style="list-style-type: none"> <li>• Positions covered: GS-2210-09 &amp; above</li> <li>• (INFOSEC) parenthetical positions only</li> <li>• Temporary, term and permanent appointments</li> </ul>	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited



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<b>OPM DHA Iraq Reconstruction Efforts</b>	Indefinite	<ul style="list-style-type: none"> <li>5 USC § 3304</li> <li>5 CFR § 213.3106(b)(9)</li> <li>5 CFR § 337, Subpart B</li> <li>GW-003, issued 7/1/03</li> </ul>	<ul style="list-style-type: none"> <li>Positions at all Wage Grade levels and GS-09 level and above</li> <li>Positions require fluency in Arabic/Middle Eastern languages</li> <li>Temporary, term and permanent appointments</li> </ul>	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited
<b>OPM DHA for Veterinary Medical Officers</b>	Indefinite	<ul style="list-style-type: none"> <li>5 USC § 3304</li> <li>5 CFR § 337.206</li> <li>GW-006, issued 2/12/09</li> </ul>	<ul style="list-style-type: none"> <li>Positions covered: GS-0701-11 through 15</li> <li>Temporary, term and permanent appointments</li> </ul>	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited
<b>OPM DHA for STEM Positions Report upon request</b>	Indefinite	<ul style="list-style-type: none"> <li>5 CFR § 337, Subpart B</li> <li>OPM Memorandum, issued 10/11/2018</li> </ul>	<ul style="list-style-type: none"> <li>Specific STEM positions covered at the GS 11 through 15</li> <li>Temp, term, and permanent appointments</li> </ul>	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited
<b>OPM DHA for Cybersecurity</b>	Indefinite	<ul style="list-style-type: none"> <li>5 CFR § 337, Subpart B</li> <li>OPM Memorandum, issued 10/11/2018</li> </ul>	<ul style="list-style-type: none"> <li>Positions covered:                             <ul style="list-style-type: none"> <li>Computer Engineers (Cybersecurity) GS-0854</li> <li>Computer Scientists (Cybersecurity) GS-1550</li> <li>Electronics Engineers (Cybersecurity) GS-0855</li> <li>IT Cybersecurity Specialist* GS-2210</li> </ul> </li> <li>Positions at the GS-12 through 15 levels</li> <li>Temp, term, and permanent appointments</li> </ul>	Yes; USAJobs	No	PPP - Yes ICTAP/RPL - Yes	unlimited



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<b>STRL Direct Hiring Authorities</b>							
<b>DHA for Students at Science and Technology Reinvention Labs</b>	Indefinite	<ul style="list-style-type: none"> <li>10 USC 2358a</li> <li>NDAF FY15, § 1105</li> <li>NDAF FY16, §1104</li> <li>Federal Register Vol 82, No. 123, 6/28/17</li> </ul>	<ul style="list-style-type: none"> <li>Positions in Scientific and Engineering (S&amp;E) occupations</li> <li>Student must be enrolled in a Scientific or Engineering Program leading to a Bachelor's or Advanced degree in a STEM course of study</li> <li>Temporary or term</li> <li>Appointments may not exceed 10% of the total S&amp;E workforce</li> </ul>	No*	No	PPP - Yes ICTAP/RPL - No	(CY) each STRL determines allocations based on S&E workforce
<b>DHA For Student Conversion of Appointment at Science and Technology Reinvention Labs</b>	Indefinite	<ul style="list-style-type: none"> <li>10 USC 2358a</li> </ul>	<ul style="list-style-type: none"> <li>Positions in Scientific and Engineering (S&amp;E) occupations</li> <li>Candidates hired under the Student STRL DHA may be non-competively converted to another appointment</li> <li>Candidate must have graduated from the applicable institution of higher learning</li> <li>Temporary, term and permanent appointments</li> </ul>				
<b>DHA for Advanced Degree Candidates at Science and Technology Reinvention Labs</b>	Indefinite	<ul style="list-style-type: none"> <li>Sec 1103, PL 112-81</li> <li>NDAF FY09 §1108</li> <li>NDAF FY11 §1101</li> <li>NDAF FY12 §1103</li> <li>NDAF FY16, §1104</li> <li>5 USC §9902(c)(2)</li> <li>5 USC §3303, 3325 and 3328</li> <li>Federal Register Vol. 79, No. 144, dated July 28, 2014</li> </ul>	<ul style="list-style-type: none"> <li>Professional positions in Scientific and Engineering occupations</li> <li>Candidates must possess an Advanced degree</li> <li>Limited to 5% of S&amp;E workforce</li> <li>Temporary, term and permanent appointments</li> </ul>	No*	No	PPP - Yes ICTAP/RPL - No	(CY) each STRL determines allocations based on S&E workforce
<b>DHA for Bachelor Degree Candidates at Science and Technology Reinvention Labs</b>	Indefinite	<ul style="list-style-type: none"> <li>10 USC 2358a</li> <li>NDAF FY14 §1107</li> <li>10 USC 2358a</li> <li>NDAF FY16, §1104</li> <li>Federal Register Vol. 79, No. 144, dated July 28, 2014</li> </ul>	<ul style="list-style-type: none"> <li>Professional positions in Scientific and Engineering</li> <li>Candidates must possess a Bachelor's degree</li> <li>Limited to 6 % of S&amp;E workforce</li> <li>Temporary, term and permanent appointments</li> </ul>	No*	No	PPP - Yes ICTAP/RPL - No	(CY) each STRL determines allocations based on S&E workforce
<b>DHA for Veteran Candidates at Science and Technology Reinvention Labs</b>	Indefinite	<ul style="list-style-type: none"> <li>10 USC 2358a</li> <li>NDAF FY14 §1107</li> <li>NDAF FY16, §1104</li> <li>Federal Register Vol. 79, No. 144, dated July 28, 2014</li> </ul>	<ul style="list-style-type: none"> <li>Professional positions in STEM occupations</li> <li>Candidates must be a veteran as defined by Section 101 of title 38, U.S.C.</li> <li>Limited to 3% of STEM positions</li> <li>Temporary, term and permanent appointments</li> </ul>	No*	No	PPP - Yes ICTAP/RPL - No	(CY) each STRL determines allocations based on S&E workforce



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<b>Acquisition Demo Direct Hiring Authorities</b>							
<b>DHA for Acquisition Demo - Vet Business and Tech Mgmt</b>	Indefinite	<ul style="list-style-type: none"> <li>Federal Register Vol. 82, No. 216, dated November 9, 2017</li> <li>DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</li> </ul>	<ul style="list-style-type: none"> <li>Candidates must be a veteran as defined by Section 101 of title 38, U.S.C.</li> <li>Acquisition workforce positions and/or direct support (51%) of acquisition positions in the NH or NJ Career Path</li> <li>All Boradband levels of the NH or NJ career path</li> </ul>	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
<b>DHA for Acquisition Demo - Scholastic Achievement</b>	Indefinite	<ul style="list-style-type: none"> <li>Federal Register Vol. 82, No. 216, dated November 9, 2017</li> <li>DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</li> </ul>	<ul style="list-style-type: none"> <li>Candidates may be appointed to acquisition positions which have positive education requirements</li> <li>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</li> <li>NH II and NH III career path</li> <li>Cumulative GPA of 3.25 or better (3.5 for NH III career oath)</li> <li>Permanent or term positions</li> </ul>	No*		PPP - Yes ICTAP/RPL - No	unlimited
<b>DHA for Acquisition Demo - Student Intern</b>	Indefinite	<ul style="list-style-type: none"> <li>Federal Register Vol. 82, No. 216, dated November 9, 2017</li> <li>DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</li> </ul>	<ul style="list-style-type: none"> <li>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.</li> </ul>	No*		PPP - Yes ICTAP/RPL - No	unlimited
<b>DHA for Acquisition Demo - Business and Tech Mgmt</b>	Indefinite	<ul style="list-style-type: none"> <li>Federal Register Vol. 82, No. 216, dated November 9, 2017</li> <li>DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</li> </ul>	<ul style="list-style-type: none"> <li>Acquisition workforce positions and/or direct support (51%) of acquisition positions in the NH Career Path</li> <li>Candidates must possess a Bachelor's degree or higher where required under regulation</li> <li>NH career path</li> </ul>	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