



Cyber|One Stop

OVERVIEW:

Hiring options, or hiring authorities, are regulatory requirements under which certain individuals are eligible to be hired. These options may enable hiring managers to set aside more traditional hiring procedures to select the best person for the job. Your Human Resource (HR) professional will help you determine what the options are and which are appropriate for your particular hiring needs. Some authorities are Government wide, and some are specific to DoD. This list includes authorities typically used by DoD. However, it is not exhaustive; i.e., some authorities that are specific to certain Components or organizations may not be listed.

CURRENT HIRING AUTHORITIES:

CYBER HIRING OPTIONS AND APPOINTMENT AUTHORITIES (NON-INCLUSIVE)	
TITLE	DESCRIPTION
1. Schedule A 213.3106(b)(11) for Certain DoD Cyber Security Positions	Limited authority granted by OPM to DoD, not to exceed 3,000 positions requiring unique cyber security skills and knowledge at GS-9-15 (or equivalent). Appointments may be permanent, temporary, or time-limited (term-like). Subject to veterans' preference provisions in 5 CFR 302 when applicants are solicited. No new appointments may be made after December 31, 2017, unless authority is extended.
2. Office of Personnel Management (OPM)/Government-wide Direct Hire Authority (DHA) Information Technology Management (INFOSEC)	<p>*When using OPM's DHA, agencies must adhere to public notice requirements in 5 U.S.C. 3327 and 3330, as well as displaced employee procedures in 5 CFR 330. Applicants must meet basic qualification requirements, numerical ranking does not apply, and agencies must comply with the applicable laws and regulations to make DHA appointments from which the DHA did not exempt the agency. That includes adherence to merit principles. Veterans' preference does not apply; however, qualified veterans should be selected as they are found, just as any qualified non-preference eligible candidates would be. OPM DHAs may be used for temporary, term (time-limited), and permanent appointments, unless the approved authority states otherwise.</p> <p>GS-2210, positions at GS-09 and above at all locations.</p>

<p>3. Digital Services Hiring Authority</p>	<p>Allows ability to fill, on a temporary basis for up to one year under Schedule A of the excepted service, technical positions needed to directly carry out the President's Management Agenda's Smarter IT Delivery Initiative at the GS-11-15 levels. Appointments may be extended in increments of up to 1 year (NTE: 2 years). No appointments made under this authority may extend beyond September 30, 2017.</p>
<p>4. 30-Day Critical Need Appointments</p>	<p>To positions for which a critical hiring need exists. Appointment may not exceed 30 days; may be extended for up to an additional 30 days if continued employment is essential to the agency's operations. This authority may not be used to extend the service limit of any other appointing authority. Agencies may not employ the same individual under this authority for more than 60 days in any 12-month period.</p>
<p>5. Detail</p>	<p>A detail is a temporary assignment to a different position for a specified period when the employee is expected to return to his or regular duties at the end of the assignment. Details to higher grade positions (or to positions with promotion potential) over 120 days require competition.</p>
<p>6. Schedule A 213.3102(r) for Fellowship and Similar Appointments in the Excepted Service</p>	<p>Established by OPM in support of fellowship and similar programs operated under criteria developed by the employing agency and/or a non-Federal organization. Programs may include: providing developmental or professional experiences to those who completed their formal education; training and associateship programs designed to increase the pool of qualified candidates in a particular specialty; professional/industry exchange programs that provide cross-fertilization between the agency and the private sector; residency programs so participants gain experience in a Federal clinical environment; and programs requiring a period of Government service in exchange for educational, financial, or other assistance. Appointments may not exceed 4 years and do not provide noncompetitive conversion to a permanent or competitive service position.</p>
<p>7. Cyber Corps® Scholarship for Service Program (SFS)</p>	<p>Provides scholarships to cybersecurity students in exchange for government service upon graduation. SFS is a unique program designed to increase and strengthen the cadre of federal information assurance professionals that protect the government's critical information infrastructure. This program provides scholarships that may fully fund the typical costs incurred by full-time students while attending a participating institution, including tuition and education and related fees. Participants receive stipends of up to \$20,000 for undergraduate students, \$25,000 for master's degree students and \$30,000 per year for doctoral students. The scholarships are funded through grants awarded by the National Science Foundation, and SFS is administered by OPM.</p>
<p>8. Federal cyber scholarship-for-service program</p>	<p>Agencies may appoint participants into the excepted service; upon completion of their obligation, they may be noncompetitively converted to a career-conditional appointment. OPM has indicated it will neither regulate nor promulgate guidance for this authority.</p>
<p>9. Competitive Hiring Process (Delegated Examining)</p>	<p>Agencies may hire qualified applicants found to be among the best qualified following competition via a JOA; applicants are rated, ranked, and referred based on their eligibility and qualifications for the position to be filled; veterans' preference applies.</p>
<p>10. Promotion and Internal Placement</p>	<p>Employees who are appointable to positions in the competitive civil service via promotion, transfer, reassignment, change to lower grade, and other movement. Such movement may or may not be subject to competition under merit promotion procedures. Veterans' preference does not apply.</p>

11. 30% or More Disabled Veterans	Provides agencies an effective way to quickly hire eligible disabled veterans to any position for which they are qualified without requiring a JOA.
12. Highly Qualified Experts (HQEs) and HQE-Senior Mentors (HQE-SMs)	HQEs may be appointed to bring enlightened thinking and innovation to advance the DoD national security mission. HQEs are a temporary infusion of talent and provide non-permanent support for short-term endeavors. HQE-SMs may be appointed to provide expert experience-based mentoring, teaching, training, advice, and recommendations to senior military officers, staffs, and students as they participate in war games, warfighting courses, operational planning, operational exercises, and decision-making exercises. HQEs and HQE-SMs may be used, as needed, to support mission requirements and help meet DoD workforce planning challenges.
13. Special Schedule A Appointing Authority for Family Members of Active Duty Military and Civilians Stationed in Foreign Areas	To provide employment opportunities to spouses and family members of active duty military members and civilian employees stationed in foreign areas.
14. Noncompetitive Appointment of Certain Military Spouses	Agencies may appoint to competitive service positions qualified military spouses who relocate with their service member spouse as a result of permanent change of station orders; whose service member spouse incurred a 100% disability because of active duty service; or whose service member spouse was killed while on active duty.
15. Schedule A for Persons With Disabilities and the Workforce Recruitment Program (WRP)	Schedule A is a special authority allowing agencies to hire persons with disabilities without requiring them to compete for the job; builds a diverse talent pipeline. WRP is a recruitment and referral program that connects Federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs.
16. Pathways Presidential Management Fellows (PMF) Program <i>(Includes the PMF-STEM (Science, Technology, Engineering, and Math) Track (new in 2014))</i>	A highly competitive program, college graduates with advanced degrees (master's and Ph.D.) are carefully assessed and selected by the OPM for agencies' future leadership positions; fellowship requires a 4-6 month developmental assignment; eligibility for conversion to permanent status upon successful completion of the program.
17. Defense Civilian Intelligence Personnel System (DCIPS)	A DoD, 10 U.S.C., excepted service hiring authority. Appointments may be permanent, indefinite, temporary, or time-limited (term-like). For appointment in Defense Intelligence Components and DoD Components with positions, employees, and organizations with duties and functions considered to have an intelligence function that have been so designated by the Component Head, with the concurrence of the Under Secretary of Defense for Intelligence (USD(I)). It is DoD policy that, within DoD, DCIPS shall be the only civilian personnel system for defense intelligence positions, employees, and organizations designated as having an intelligence function.
18. Intergovernmental Personnel Act (IPA)	Allows assignment of employees between Federal and non-profit, non-Federal organizations for short periods of time when this movement serves a sound public purpose. Assignments may be for 2 years & extended up to an additional 2 years.

19. Veteran's Recruitment Appointment (VRA)	VRA allows agencies to quickly hire by appointing eligible veterans to positions for which they are qualified, up to and including GS-11 or equivalent.
20. Pilot Program for the Temporary Exchange of Information Technology Personnel (ITEP)	The ITEP Pilot is envisioned to promote the interchange of DoD and private sector IT professionals to enhance skills and competencies and sharing of best practices. No assignment may commence after September 30, 2018.
21. Experts and Consultants	Authority to appoint experts and consultants as Federal employees. Consultants provide advice, views, opinions, alternatives, or recommendations. Experts provide specialized skills superior to those of others in the same profession. Employment is on a temporary and/or intermittent basis, and is excepted from competition and position classification. Employment may be with (up to the rate of GS-15, step 10) or without compensation.
22. Information Assurance Scholarship Program	For graduate students and rising junior or senior undergraduates; they may apply for full scholarships to complete a bachelor's, master's, or a doctoral degree, or graduate (post-baccalaureate) certificate program for certain IASP disciplines; includes a service commitment following award of the DoD IASP-authorized degree; upon satisfactory completion of 2 years of excepted service, may be noncompetitively converted to the permanent, competitive service.
23. NSEP (National Security Education Program)	Provides scholarships or fellowships to undergraduate or graduate students. Requires a DoD service obligation upon completion of program of studies. Following 2 years of excepted service may be noncompetitively converted to a permanent competitive position.
24. Pathways Recent Graduate Program	Hire recent college graduates; provides developmental experiences in the Federal government, 1-2 years duration; eligibility to convert to permanent status upon successful program completion; requires application under a JOA.
25. Pathways Internship Program	Establishes a talent pipeline; allows students to experience working for the agency; eligibility for conversion to a permanent position upon graduation and successful completion of the program; also for temporary summer hires (noncompetitive conversion not applicable); requires application under a job opportunity announcement (JOA).
26. Temporary Appointment	Short-term hiring need, not to exceed (NTE) 1 year; may be extended up to 1 additional year.
27. Term Appointment	For project work, future funding uncertainty, or extraordinary workload that will last more than 1 year, but not more than 4 years.
28. Veteran's Employment Opportunity Act (VEOA)	The VEOA allows agencies to consider eligible veterans without using more restrictive competitive examination procedures by allowing them to compete with Federal employees under promotion and internal placement procedures.