

SUBJECT: Office of Personnel Management Extension and Amendment of the Government-wide Direct Hire Appointing Authority for Scientific, Technical, Engineering and Mathematics Positions, Acquisitions, and Cybersecurity and Related Positions.

1. PURPOSE: To provide widest dissemination on the extension and amendment of the Office of Personnel Management (OPM) Government-wide Direct Hire Authorities (DHA) for Scientific, Technical, Engineering and Mathematics (STEM), Acquisitions, and Cybersecurity and related positions, which have been identified as severe shortages and/or critical hiring needs. DHA is an appointing authority that allows federal agencies to **expedite the hiring process for positions where there is a critical hiring need or severe shortage of candidates and to support agency efforts to expand artificial intelligence capabilities in the Federal government.** This authority enables agencies to hire qualified applicants without adhering to the traditional competitive hiring procedures, thereby simplifying the recruitment process and strategic hiring, to attract top talent.

2. REFERENCES:

- a. U.S. Office of Personnel Management (OPM) Memorandum, “Extension and Amendment of the Government-wide Direct Hire Appointing Authority for Scientific, Technical, Engineering and Mathematics (STEM) Positions, Acquisitions, and Cybersecurity and Related Positions,” dated September 23, 2024, <https://www.chcoc.gov/content/extension-and-amendment-government-wide-direct-hire-appointing-authority-scientific>
- b. OPM Memorandum, “Extension and Amendment of the Government-wide Direct Hire Appointing Authorities,” dated September 29, 2023, <https://www.chcoc.gov/content/extension-and-amendment-government-wide-direct-hire-appointing-authorities>
- c. Defense Civilian Personnel Advisory Service (DCPAS) Hiring Authorities Matrix (attached)

3. BACKGROUND & GUIDANCE:

- a. OPM issued the memorandum at reference 2.a. and 2.b. on the extension and amendment of the government-wide DHA for STEM, Acquisitions, Acquisitions, and Cybersecurity and related positions. Under these updated authorities, individuals may be appointed to competitive service career, career-conditional, term, or temporary position, without applying veterans’ preference and competitive rating and ranking procedures at the grade levels identified on reference 2.a. and 2.b.
- b. Under reference 2.a., OPM amended the list by adding positions in the criminal investigation General Schedule (GS) 1811 occupational series at the 12-15 grade level. OPM also amended the authority at reference 2.b., by adding the data science (GS-1560) occupational series at the GS-11-15 grade level and the operations research (GS-1515) occupational series at the GS-12-15 grade level.
- c. The DCPAS Hiring Authorities Matrix at reference 2.c., summarizes several DHAs that may be used to hire for STEM positions, such as the DHA for Certain Personnel of the Department of Defense, under Title 5, Section 9905.

- d. Appointments under reference 2.a., may not be made after **December 31, 2028**, under reference 2.b., appointments may not be made after **September 29, 2025**, or until OPM terminates these authorities, whichever occurs first. When using these authorities, legal authority code “AYM” must be entered on the SF-50 in item 5-C and the relevant secondary authority code specified below for item 5-E of the SF-50:

STEM and Acquisition positions: Authority code to be cited: BAH: GW-007

Cybersecurity and related positions: Authority code to be cited: BAI: GW-008

- e. **When using this authority, Public notice as described in 5 CFR § 337.203, must be made.** The requirements of career transition programs, to include the Priority Placement Program, the Reemployment Program List, and the Interagency Career Transition Assistance Program, are applicable. When using this DHA, qualified candidates with veterans' preference should be considered as they are found, just as any qualified non-preference eligible candidate would be.
 - f. Title 5 United States Code 3326 (**180-day waiver**) (**Appointments of retired members of the armed forces to positions in the Department of Defense**) applies when using this direct-hiring authority.
4. STATUS: Additional information on OPM DHA is available at [OPM Direct Hire Authority](#). OPM will periodically assess use of these authorities as well as the continued need for them and may modify or terminate them as appropriate. OPM may request information from DAF on the use of these authorities. DCPAS is currently updating the previously released DoD Hiring Authorities Decision Tool, which will be uploaded to milSuite site later.
 5. The Air Force Personnel Center (AFPC) will issue additional operational guidance to ensure compliance with reference 1.a.
 6. Please disseminate to all Civilian Personnel Offices and Civilian Personnel Sections as appropriate.
 7. All A1C Numbered Messages are maintained on A1C’s SharePoint located at: [A1C Numbered Messages \(dps.mil\)](#).
 8. A1C POC for this message: Ms. Megan LeFurgey, AF/A1CT, or megan.lefurgey@us.af.mil. (210) 460-9231.