

DOI Hiring Authorities at a Glance

	HIRING AUTHORITY	ANNOUNCEMENT REQ?	APPOINTMENT TYPE	ELIGIBILITY	CANDIDATE SOURCES	FOR USE WHEN...
FEDERAL EMPLOYEES (Non-Competitive)	LATERAL TRANSFER FROM OUTSIDE DOI	ICTAP	Permanent - same grade and Full Performance Level (FPL)	Permanent employees outside DOI	•USA Jobs•Resource Groups/Organizations•Inter-Agency Groups	A position has not successfully been filled internally and/or seeking specialized skill sets and/or experience.
	REASSIGNMENT WITHIN DOI	NO	Permanent - same grade and FPL	Permanent DOI employees	•USAJOBS•DOI Career Connection (DCC)•Bureau Intranet Platform•DOI Resource Groups•Open Opportunities	Seeking to quickly fill a vacancy with a current DOI employee who possesses the specialized skill sets and/or experience.
	CHANGE TO LOWER GRADE (CLG)	NO	Permanent or term (must be same project)	Permanent or term DOI employees	•USAJOBS•DOI Career Connection (DCC)•Bureau Intranet Platform•DOI Resource Groups•Open Opportunities•Employee Request	The candidate does not have the specialized experience at the higher grade level to perform satisfactorily and/or a change in occupational series.
	TEMPORARY PROMOTION (≤120 DAYS)	NO	Temporary promotion	Permanent or term (must be same project) employees	•USAJOBS•DOI Career Connection (DCC)•Bureau Intranet Platform•DOI Resource Groups•Open Opportunities	Filling short-term temporary assignments that assist managers in fulfilling on-demand needs.
	DETAIL (≤120 DAYS)	NO	Detail	Permanent or term (must be same project) employees	•USAJOBS•DOI Career Connection (DCC)•Bureau Intranet Platform•DOI Resource Groups•Open Opportunities	Filling a position for a specified period of time with an employee who meets applicable qualification standards.
	REINSTATEMENT	NO if ≤ 120 days ICTAP if >120 days	Permanent, term, or temporary	Former Federal employees with competitive status	•USAJOBS•Bureau Intranet Platform•Resource Groups•Unsolicited applications	Targeting unique skillsets and experiences previously obtained in Federal service under a competitive appointment.
	RE-APPOINTMENT OF FORMER TERM OR TEMPORARY EMPLOYEES	NO if ≤ 120 days ICTAP if >120 days	Term or temporary (must be same position, under original time limits)	Returning to complete their 2 (temp) or 4 years (term) OR Temporary employee re-hired into their NTE 6 month appointment	•USAJOBS•Bureau Intranet Platform	Filling short-term, temporary assignments to assist managers in fulfilling critical needs and/or temporary projects NTE 6 months.
VETERANS (Non-Competitive)	VETERANS RECRUITMENT APPOINTMENT (VRA)	NO	Permanent, term, or temporary	A veteran separated under honorable conditions (or general discharge) in receipt of a campaign badge for service during a war or in a campaign or expedition; OR a disabled veteran, OR in receipt of an Armed Forces Service Medal or Global War on Terrorism Service Medal for participation in a military operation, OR a recently separated veteran (within the last 3 years)	•USAJOBS•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Coordinators•Inter-Agency Groups•Local Career Offices•College and University Coordinators•Career Skills Program Database (CSP)•Workforce Recruitment Program (WRP) Database	Filling entry to mid-level positions (up to GS-11) quickly via non-competitive appointment, that has a standardized training program in place.
	30% OR MORE DISABLED VETERANS	NO if ≤ 120 days ICTAP if >120 days	Term or temporary (may be converted to permanent at any time)	A veteran with a service-connected disability rating of 30% or more.	•USAJOBS•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Coordinators•Inter-Agency Groups•Local Career Offices	Filling positions quickly via non-competitive appointment.
	MILITARY SPOUSES	YES	Permanent, term, or temporary	The hiring authority apply to the spouses of active-duty service members, spouses of military members who have a 100% disability rating from the Department of Veterans and certain widows of service members killed in the line of duty. Military spouses must be currently married to an active or injured service member at the time the agencies make their appointments. Military spouses are no longer limited to federal jobs in the geographic area where their partners are assigned for active duty. They can also receive unlimited noncompetitive appointments through August 2023.	•USAJOBS•MWR Offices•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Coordinators•Inter-Agency Groups•Local Career Offices •Military Spouse Employment Program (MSEP)	Filling entry to senior level positions non-competitively.

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STUDENTS (Non-Competitive)	PATHWAYS CONVERSION: INTERNS & PRESIDENTIAL MANAGEMENT FELLOWS (PMF)	NO	Permanent or term (may be converted to permanent)	College graduation and completion of Pathways program requirements.	•USAJOBS•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Selective Placement Coordinators•Inter-Agency Groups•Local Career Offices •College and University Coordinators, Workforce Recruit Program (WRP) Database	Filling entry to mid-level positions with recent college graduates that possess the required educational background for specific positions.
	POST-SECONDARY STUDENT APPOINTMENT (CONVERSION)	NO	Permanent	Conversion to a permanent position, within that same agency, without further competition if the student when a former post-secondary student: has completed the course of study leading to the baccalaureate or graduate degree; has completed not less than 640 hours of current continuous employment in an appointment under § 316.902; meets the OPM qualifications; and meets time-in-grade requirements.	•Former post-secondary student hires•Resource Groups/Organizations	Filling entry to mid-level positions with former post-secondary students interested in continuing Federal service for targeted positions.
OTHER CANDIDATES (Non-Competitive)	SCHEDULE A (PERSONS WITH DISABILITIES)	NO	Excepted service permanent, term, or temporary appointment with option to convert to permanent.	Individuals with severe physical, psychiatric, and intellectual disabilities. Qualify for conversion to permanent status after two years of satisfactory service.	•USAJOBS•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Selective Placement Coordinators•Inter-Agency Groups•Local Career Offices •College and University Coordinators, Workforce Recruit Program (WRP) Database	Filling entry to senior level positions with highly qualified and diverse applicants quickly via non-competitive appointments.
	SCHEDULE A FOR CORONAVIRUS (COVID-19)	NO	Temporary, NTE 1 year	The U.S. Office of Personnel Management (OPM) extended the use of the excepted service Schedule A Hiring Authority under 5 CFR 213.3102(i)(3) for hiring additional staff into positions needed in response to the ongoing COVID-19 pandemic until March 1, 2023. Agencies may continue to use this authority to fill positions on a temporary basis for up to 1 year as needed in response to, or as a result of, COVID-19. These appointments may be extended up to 1 additional year. No new appointments may be made under this authority after March 1, 2023, or upon termination of the National Emergency Concerning the COVID-19 pandemic, whichever comes first.	•USAJOBS•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Selective Placement Coordinators•Inter-Agency Groups•Local Career Offices •College and University Coordinators, Workforce Recruit Program (WRP) Database	Filling entry to senior level positions non-competitively in support of COVID19.
	SCHEDULE A FOR INFRASTRUCTURE INVESTMENT & JOBS ACT (IIJA)/BIPARTISAN INFRASTRUCTURE LAW	NO	Temporary, appointments may be extended in increments of up to 1 additional year.	Schedule A offers another tool to help agencies hire additional staff to support the implementation of IIJA. No appointments may be made under this authority after September 30, 2027. Appointments are limited to individuals who will be performing work directly associated with IIJA efforts.	•USAJOBS•Bureau Intranet Platform•Resource Groups/Organizations•Veterans & Schedule A Selective Placement Coordinators•Inter-Agency Groups•Local Career Offices •College and University Coordinators, Workforce Recruit Program (WRP) Database	Filling a variety of positions on a temporary basis for up to 1 year as needed to carry out provisions of the IIJA (i.e. mission-driven roles, HR professionals, Scientists, Engineers, etc.).
	INTERGOVERNMENTAL PERSONNEL ACT (IPA) MOBILITY PROGRAM	NO	Detail or temporary appointment up to 4 years	Employees from State or local government, institutions of higher education, Indian tribal governments or other eligible organizations.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators	Federal employees obtain non-federal experience to strengthen mission support.
	PUBLIC LANDS CORPS (PLC)	YES	Permanent, temporary, or term	PLC interns who, within the previous 2 years, have completed 640 hours of satisfactory service including 120 hours through the PLC.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Platforms•Peace Corps•Local Career Offices •College and University Coordinators	Filling entry to mid-level positions with land management experience non-competitively.
	DHA RESOURCE ASSISTANT INTERNSHIP PROGRAM	CTAP/ICTAP	Permanent	Former resource assistant intern of a John D. Dingell, Jr. Conservation, Management, and Recreation Act who: Successfully completed an internship that meets the definitions outlined in Section 4, above; meet OPM qualification standards and any other qualification requirement; and earn an undergraduate or graduate degree from an accredited institution of higher education.	DOI Resource Assistant Program•Inter-Agency Platforms (USDA)	Appointing a Former Resource Assistant as defined in the Public Land Corps Act of 1993.
	DHA DEAN JOHN A. KNAUSS MARINE POLICY FELLOWSHIP	CTAP/ICTAP	Permanent	Former Knauss Marine Policy Fellowship under internal merit staffing procedures to any position and grade level for which the candidate meets Office of Personnel Management (OPM) qualification standards.	Knauss Marine Policy Fellowship (NOAA)	Appointing former Dean John A. Knauss Marine Policy Fellows
DIRECT HIRE AUTHORITY (DHA)	NO if ≤ 120 days YES if >120 days	Permanent, Term, or Temporary	Any U.S. Citizen	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling positions in an expedited manner without the need to apply veteran preference or interview candidates.	

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	DOI DHA FOR WILDLAND FIRE	YES	Permanent, Term, or Temporary	Any U.S. Citizen with qualifying experience for the GS-401, GS-456, GS-462, GS-2151, and other specified occupational series.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	For filling specified positions in support of wildland firefighting and related positions at BIA, BLM, FWS, and NPS.
	DHA FOR INFORMATION TECHNOLOGY POSITIONS	YES	Time-limited, NTE 4 years	Any U.S. Citizen	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling entry to senior level positions with specialized IT experience.
	DHA FOR INFORMATION TECHNOLOGY MANAGEMENT (INFORMATION SECURITY)	NO if ≤ 120 days YES if >120 days	Permanent, Term, or Temporary	Any U.S. Citizen with qualifying IT experience for the GS-2210-9 (and above), Information Technology Management series.	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling mid to senior-level positions with specialized IT experience.
	DHA FOR SCIENTIFIC, TECHNICAL, ENGINEERING & MATHEMATICS (STEM) POSITIONS	NO if ≤ 120 days YES if >120 days	Permanent, Term, or Temporary	Any U.S. Citizen with qualifying experience for GS-11-15 grades within the GS-0110 (Economist), GS0401 (Biological Science), GS-0482 (Fishery Biologist), GS-0801 (General Engineer), GS-0810 (Civil Engineer), GS-1301, 1306, 1310, and 1320 (Physical Sciences), GS-1510 (Actuary), GS-1520 (Mathematics), GS1529/1530 (Mathematical Statistician & Statistician); and GS-1102 (Acquisitions) occupations	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling positions that will enable simple and strategic hiring to attract top talent to create a workforce for the 21st century.
OTHER CANDIDATES (Non-Competitive)	DHA FOR CYBERSECURITY RELATED POSITIONS <i>*These positions require IT knowledge & IT competencies, (the work must be coded to include cybersecurity functions & cybersecurity work must be performed the majority of the time).</i>	NO if ≤ 120 days YES if >120 days	Permanent, Term, or Temporary	Any U.S. Citizen with qualifying experience for GS-11-15 grades within the GS-0854 (Computer Engineers, Cybersecurity), GS-1550 (Computer Scientists, Cybersecurity), GS-0855 (Electronics Engineers, Cybersecurity), and GS-2210 (IT Cybersecurity Specialist occupations).	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling positions that will enable simple and strategic hiring to attract top talent to create a workforce for the 21st century.
	DHA FOR VETERINARY MEDICAL OFFICER POSITIONS	NO if ≤ 120 days YES if >120 days	Permanent, Term, or Temporary	Any U.S. Citizen with qualifying veterinarian experience for the GS2210-11/15 (Information Technology Management) series.	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling mid to senior-level positions with specialized veterinarian experience
	DHA FOR MEDICAL OCCUPATIONS	NO if ≤ 120 days YES if >120 days	Permanent, Term, or Temporary	Any U.S. Citizen with qualifying medical experience for the GS-0647 (Diagnostic Radiologic Technologist), GS-0602 (Medical Officer), GS-0610, GS-0620 (Nurse), or GS-0660 (Pharmacist) series	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling entry to senior level positions with specialized medical experience.
	CRITICAL/EMERGENCY HIRE (MISSION CRITICAL)	NO	Temporary (60 day maximum)	Any U.S. Citizen	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling entry to senior level positions with experienced mission critical/emergency management candidates.
	ALASKA NATIONAL INTEREST LANDS CONSERVATION ACT (ANILCA)	NO	Excepted service temporary, time-limited, with option to convert to competitive service	Any U.S. Citizen who has lived or worked in or near Alaska public lands, has a special knowledge or expertise concerning the natural or cultural resources of public lands and the management thereof.	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Seeking the knowledge from any individual who has lived or worked in or near Alaska public lands and has special expertise concerning the natural or cultural resources of public lands management.
	APPOINTMENT OF FOREIGN SERVICE EMPLOYEES	Refer to Agency policy (unless req'd, no req. to compete in competitive examination or under internal merit staffing procedures).	Career or career conditional appointment	A current or former Foreign Service employee must have served in the Foreign Service under an unlimited, career-type appointment and meet additional criteria	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•College and University Coordinators	Filling mid to senior level positions noncompetitively with Foreign Service employees who have a diverse and unique skillset for targeted vacancies.
	UNITED STATES PUBLIC SERVICE COMMISSIONED CORPS (PHS)	NO	Excepted service temporary, time-limited, with option to convert to competitive service.	Any U.S. Citizen that has mid to senior level specialized experience within a Public Health occupation.	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling mid to senior level temporary positions for hazardous duty, isolated hardship, and hard-to-fill vacancies

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STATUS & NON-STATUS CANDIDATES (Competitive)	TEMPORARY PROMOTION (≥ 120 DAYS)	YES	Temporary promotion	Permanent or term employees (must be same project)	•USA Jobs •Bureau Intranet Platform •Inter-Agency Resource Groups	Filling temporary assignments to assist managers in fulfilling on-demand needs.
	VETERANS EMPLOYMENT OPPORTUNITIES ACT (VEOA)	YES	Permanent, term, or temporary	A veteran discharged under honorable conditions (or general discharge), AND is a preference eligible (defined in title 5 U.S.C. 2108(3), OR a veteran who substantially completed 3 or more years of active service.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling entry to senior level positions with specialized skill sets that have non-competitive authority.
	LAND MANAGEMENT WORKFORCE FLEXIBILITY ACT (LMWFA)	YES	Permanent	Two years satisfactory term or temporary service within DOI or Forest Service within the past two years	•USA Jobs •Land Management Bureau Intranet Platform •Resource Groups/Organizations (Land Management)•Inter-Agency Groups •Local Career Offices •College and University Coordinators	Filling entry to senior level positions with land management experience non-competitively.
	INTERCHANGE AGREEMENTS WITH OTHER MERIT SYSTEMS	YES	Competitive Career or career- conditional appointment	Any employee covered by an interchange agreement.	•Bureau Intranet Platform •Resource Groups/Organizations •Inter-Agency Groups	Filling entry to senior level positions with Federal employees to retain their knowledge, skills, and abilities gained during their Federal tenure that qualify them for vacancies.
	MISCELLANEOUS AUTHORITIES REGULATED BY OPM	Refer to Agency policy (unless req'd, no req. to compete in competitive examination or under internal merit staffing procedures).	Competitive Career or career-conditional appointment	Appointments above the GS-15 level that are subject to Senior-Level (SL) and Scientific and Professional (ST) salary rates.	•Bureau Intranet Platform •Resource Groups/Organizations •Inter-Agency Groups	Filling entry to senior level positions with Federal employees to retain their knowledge, skills, and abilities gained during their Federal tenure that qualify them for vacancies.
	MISCELLANEOUS AUTHORITIES NOT REGULATED BY OPM	Refer to Agency policy (unless req'd, no req. to compete in competitive examination or under internal merit staffing procedures).	Competitive Career or career-conditional appointment	Any U.S. Citizen that has career status and/or non-competitive hiring authority.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling entry to senior level positions with Federal employees to retain their knowledge, skills, and abilities gained during their Federal tenure that qualify them for vacancies.
	RETURNING PEACE CORPS OR VISTA VOLUNTEERS	YES	Permanent, term, or temporary	Agencies may appoint former AmeriCorps and PCV non-competitively within 12 months of their separation from volunteer service. The 12-month period can be extended in certain circumstances such as military service, higher education, or other activities at the agency's discretion.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Peace Corps•Local Career Offices •College and University Coordinators	Filling entry to senior level positions quickly via non-competitive eligibility.
	DELEGATED EXAMINING (DE)	YES	Permanent, term, or temporary	Any U.S. Citizen	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •College and University Coordinators•SPPC and/or Veteran Coordinators	Filling entry to senior level positions.

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STUDENTS & GRADUATES (Competitive)	PATHWAYS PRESIDENTIAL MANAGEMENT FELLOWS (PMF)	YES recruitment handled by OPM	Excepted service appointment with option to convert to permanent or term	Individuals who complete graduate study; successfully complete OPM assessment process; and are selected as finalist by OPM.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •PMF Coordinators•College and University Coordinators	Filling mid to senior-level positions with graduate students interested in Federal service internships that completed OPM assessment processes.
	PATHWAYS RECENT GRADUATES	YES	Excepted service appointment with option to convert to permanent or term	Recent graduates who have completed, within the previous two years (six years for veterans), a qualifying degree or certificate.	•USAJOBS•Resource Groups/Organizations•Inter-Agency Groups•Local Career Offices •Pathways Coordinators•College and University Coordinators	Filling entry to mid- level positions with recent graduates interested in Federal service internships that possess academic background for targeted vacancies.
	PATHWAYS INTERNS	YES	Temporary or indefinite internship with option to convert to permanent or term	Current students enrolled at least halftime in an accredited high school, college, or university pursuing a qualifying degree or certificate.	•USAJOBS•Resource Groups/Organizations•InterAgency Groups•Local Career Offices •Pathways Coordinators•College and University Coordinators	Filling entry to mid- level positions with students interested in Federal service internships that are pursuing specific academia backgrounds for targeted vacancies.
	POST-SECONDARY STUDENT APPOINTMENT	Yes	Temporary, Term	Students enrolled or accepted for enrollment in an institution of higher education as defined by the Higher Education Act of 1965, in a section codified at 20 U.S.C.1001(a); pursuing a baccalaureate or graduate degree on at least a part-time basis, as determined by the institution of higher education; and meets the minimum qualification standards prescribed or approved by OPM for the position to which the individual is being appointed.	•USAJOBS•ResourceGroups/Organizations•InterAgency Groups•Local Career Offices •Pathways Coordinators•College and University Coordinators	Filling entry to mid- level positions (GS-11 and below) with students interested in Federal service pursuing academia backgrounds for targeted vacancies. FTE restrictions based on prior FY appointments.
	COLLEGE GRADUATE APPOINTMENT	Yes	Permanent	College graduates who have received a baccalaureate or graduate degree; who is appointed no later than 2-years after the date on which the individual received their degree, (or uniformed service exception to time limits); and meets the minimum qualification standards prescribed or approved by OPM for the position to which the individual is being appointed.	•USAJOBS•ResourceGroups/Organizations•InterAgency Groups•Local Career Offices •Pathways Coordinators•College and University Coordinators	Filling entry to mid- level positions (GS-11 and below) with students interested in Federal service pursuing academia backgrounds for targeted vacancies. FTE restrictions based on prior FY appointments.