



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

October 24, 2024

Memorandum

To: DOI Human Capital Officers
DOI Human Resources Directors

From: Jennifer A. Ackerman
Director, Office of Human Capital
Deputy Chief Human Capital Officer

Subject: Extension and Amendment of Government-wide Direct Hire Appointing
Authorities – STEM and Cybersecurity

The U.S. Office of Personnel Management (OPM) authorized an extension and amendment to the government-wide direct hire authorities (DHA) for Scientific, Technical, Engineering and Mathematics (STEM) positions, Acquisitions, as well as Cybersecurity and related positions, where they identified severe shortages of candidates and/or critical hiring needs. OPM has amended this authority by adding positions in the Criminal Investigation General Schedule (GS) 1811 occupational series at the 12-15 grade levels. OPM authorized the continued use of this DHA through **December 31, 2028**, or until OPM terminates this authority, whichever occurs first.

Using These Direct Hire Authorities

Effective immediately, bureaus and offices within the Department may appoint individuals into the occupations identified below at the specified grade levels (or equivalent) nationwide. Individuals may be appointed to competitive service career, career-conditional, term, or temporary positions, as appropriate, without regard to provisions of 5 U.S.C. 3309-3318 or 5 CFR part 211 and part 337, subpart A. These appointments are subject to public notice requirements in 5 U.S.C. 3327 and 3330 and 5 CFR 330, as well as procedures in 5 CFR part 330 pertaining to candidates' eligible for priority selection, and requirements in 5 CFR 332.402. All bureaus and offices within the DOI must comply with all relevant laws to the extent that the agency or component is not exempted from such laws pursuant to 5 U.S.C. 3304(a)(3).

Procedures for additional rating and ranking of candidates beyond determining whether they meet minimum qualifications of the position may not be used when using this authority. Following public notice, any qualified applicant may be selected without regard to 5 USC 3309-3318, 5 CFR 211, or 5 CFR 337, Subpart A. Qualified candidates with veterans' preference should be selected as they are found, just as any qualified non-preference eligible candidate would be.

Bureaus and offices do not require a Delegated Examining Unit (DEU) to make appointments under DHA. Any requirements for human resources (HR) specialists working DHA certificates are determined at the Bureau level. There is not a Government-wide or Department-level requirement for HR personnel to be Delegated Examining certified in order to work a DHA certificate. Individuals involved with making qualification determinations, issuing certificates, auditing certificates, making tentative or final offers, and other such activities under DHA must be sufficiently qualified to conduct such activities or be operating under the direct oversight of someone who is sufficiently qualified. Bureau human capital offices are required, with input from servicing HR offices, to determine what "sufficiently qualified" entails for this purpose (e.g., experience with reviewing qualifications determinations for merit promotion vacancies could potentially constitute the appropriate level of experience if the Bureau human capital office deems it as such).

Documenting Appointments on the SF-50 "Notification of Personnel Action"

When using a government-wide authority, an agency must enter the authority code "**AYM**" 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 Acquisitions positions:

Authority code to be cited: **BAH: GW-007**

Cybersecurity and related positions:

Authority code to be cited: **BAI: GW-008**

Human Resources Offices using the cybersecurity hiring authority must be documented in accordance with [PB 17-06](#). IT knowledge and competencies required to perform the work within the job opportunity announcement and position description.

References:

- [OPM Memo – Extension and Amendment of the Government-wide Direct Hiring Appointing Authorities](#)
- [OPM Direct Hire Authority Government Wide Authority](#)
- Title 5 of the Code of Federal Regulations Parts [330](#), [332](#), [337](#)
- [PB 17-06 – Revised Cybersecurity Data Standard Codes Structure](#)

Bureau human capital policy offices may contact the Office of Human Capital with questions regarding this extension at DOI_Office_of_Human_Resources@ios.doi.gov.

Covered Positions – Scientific, Technical, Engineering Mathematics (STEM)

Position Title	Occupational Series	Grade Levels
Economist	GS-0110	11-15
Biological Science	GS-0401	11-15
Fishery Biologist	GS-0482	11-15
General Engineer	GS-0801	11-15
Civil Engineer	GS-0810	11-15
Physical Sciences	GS-1301, 1306, 1310, 1320 only	11-15
Actuary	GS-1510	11-15
Operations Research	GS-1515	11-15
Mathematics	GS-1520	11-15
Mathematical Statistician and Statistician	GS-1529, 1530	11-15
Data Science	GS-1560	11-15

Covered Positions – Acquisitions

Position Title	Occupational Series	Grade Levels
Acquisitions	GS-1102	11-15

Covered Positions – Cybersecurity and Related

Position Title	Occupational Series	Grade Levels
Computer Engineers (Cybersecurity)	GS-0854	12-15
Computer Scientists (Cybersecurity)	GS-1550	12-15
Electronics Engineers (Cybersecurity)	GS-0855	12-15
Criminal Investigators*	GS-1811	12-15
IT Cybersecurity Specialist*	GS-2210	12-15

*These positions must require IT knowledge and IT competencies reflected in both the position description and the Job Opportunity Announcement, the work must be coded to include cybersecurity functions supported by the job codes in the [Guide to Data Standards](#) and the [NICE Cybersecurity Workforce Framework, 2017](#), and cybersecurity work must be performed as part of the grade controlling duties.