



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

March 4, 2024

Memorandum

To: DOI Human Capital Officers

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

SUBJECT: Permitting Direct Hire Authority Reallocations

In June 2023, the use of Direct Hire Authority (DHA) was approved for use by specific bureaus to quickly fill critical permitting positions through December 31, 2025. The Department was permitted to fill 242 positions and the affected bureaus were allocated a specific number of positions to fill utilizing DHA.

Throughout the hiring process over the last year, use of this authority has been tracked and needs have changed within the bureaus; to account for these changes, allocations have been reviewed and reallocations have been made. Future reallocations may occur if bureaus are not utilizing DHA or flexibilities such as the OPM pooled hiring actions, to fill these critical permitting positions. The attached spreadsheet provides the updated permitting DHA allotted positions.

Please note that for highly critical and/or time-sensitive hiring needs such as this, hiring flexibilities such as direct hire authority and pooled hiring should be utilized to the greatest practical extent to ensure timeliness and efficiency in talent acquisition.

Refer all questions should be referred to the Office of Human Capital at DOI_Office_of_Human_Resources@ios.doi.gov.

Attachment:
Updated Permitting DHA Allotted Positions by Bureau March 2024