



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

October 5, 2023

Memorandum

To: DOI Human Capital Officers
DOI Human Resources Directors/Officers

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

The U.S. Office of Personnel Management (OPM) has authorized an interim extension to the governmentwide direct hire authorities (DHA) for Scientific, Technical, Engineering and Mathematics (STEM) positions, Acquisitions, as well as Cybersecurity and related positions where OPM has identified severe shortages of candidates and/or critical hiring needs. OPM issued DHA for the positions below on October 11, 2018, for the improvement of workforce planning to enable simple and strategic hiring to attract top talent. In addition, OPM has amended the authority by adding two occupational series, data science (GS-1560) and operations research (GS-1515), as depicted below, to support agency efforts to expand artificial intelligence capabilities in the Federal government. This authority expires on September 29th, 2024, or until OPM terminates this authority, whichever occurs first. OPM will use this time to explore additional modifications to the authority so that agencies can continue to address their most pressing hiring needs.

Using These Direct Hire Authorities

Effective immediately, bureaus and offices within the Department may appoint individuals into the occupations identified above 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).

In accordance with 5 CFR 337.206(c), OPM and the Department may request information on their use of these direct hire authorities. OPM and the Department will periodically assess the use of these authorities as well as the continued need for them and may modify or terminate them as appropriate.

Pre-employment background investigations are required at the appropriate tier to establish whether candidates are suitable for Federal employment. Candidates may be credentialed in accordance with Government-wide credentialing standards and can hold a position that is national security sensitive (including but not limited to those requiring eligibility for access to classified information) at the appropriate level (if required for the particular position).

The bureaus and offices within DOI must identify and use proper assessment tools for the positions being filled with these direct hire authorities to determine who is qualified for the covered positions. Additional rating to determine relative degrees of qualifications should not be used when using this authority. Human Resources Offices should assess applicants in the order in which the applications were received and select any qualified applicant in an order that approximates order of receipt. Qualified candidates with veterans' preference should be selected as they are found, just as any qualified non-preference eligible candidate would be.

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**

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](#)

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
*IT Cybersecurity Specialist	GS-2210	12-15

*These positions must require IT knowledge and IT competencies, 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 the majority of the time.