

# Talent Surge - Hiring Authorities

Table 1: Competitive Appointments

Authority	Competitive Appointments	Pay Grades
<b>Competitive Examining</b>	This is your traditional method for making appointments to competitive service positions and requires adherence to Title 5 competitive examining requirements. Your hiring needs are filled through the competitive examining process that is open to the public. More information is available in the <a href="#">Delegated Examining Operations Handbook (DEOH)</a> . <a href="#">5 CFR 332</a> , <a href="#">5 CFR 337</a>	Up to GS-15 or equivalent and SL
<b>Senior Level (SL)</b>	Most Senior Level employees are in non-executive positions whose duties are broad and complex enough to be classified above GS 15. SL positions in an agency not subject to the Senior Executive Service may include supervisory, managerial or executive functions. <a href="#">5 CFR 319</a>	SL (Pay Range same as SES)
<b>Scientific or Professional (ST)</b>	Positions above the GS-15 level that involve high-level research and development in the physical, biological, medical, or engineering sciences, or a closely-related field. STs are in the competitive service but do not require competitive examining. May not be used for an SES position. <a href="#">5 CFR 319</a>	ST (Pay Range same as SES)
<b>Term Employment</b>	You can fill a term appointment for situations like project work, extraordinary workload, reorganization, or uncertainty of future funding. Term appointments are for a non-permanent need of more than one year but not more than 4 years. <a href="#">5 CFR 316 Subpart C</a>	Up to GS-15 or equivalent and SL or ST
<b>Temporary Limited Appointment</b>	If you have a short-term need that is not expected to last longer than one year, you can use a temporary limited appointment. You may extend the appointment for up to a maximum of one year. <a href="#">5 CFR 316 Subpart D</a>	Up to GS-15 or equivalent and SL or ST

Table 2: Senior Executive Service

Authority	Senior Executive Service	Pay Grades
<b>Senior Executive Service (SES)</b>	If you need executive level staff, please visit <a href="#">OPM's website</a> for complete information on recruiting, hiring, and reassigning executives in the SES. <b>Types of SES Appointments:</b> <ul style="list-style-type: none"> <li>• <b>Career:</b> An individual appointed through SES merit staffing and certification of his/her executive core qualifications by an OPM administered Qualifications Review Board (QRB) or subsequently reassigned, transferred, or reinstated based on prior QRB certification and career service.</li> <li>• <b>Noncareer and limited appointments:</b> Competitive procedures are not required to make non-career and limited appointments. <ul style="list-style-type: none"> <li>○ <b>Limited Term:</b> An individual appointed under a nonrenewable appointment for a term of 3 years or less to a position of a project nature.</li> <li>○ <b>Limited Emergency:</b> An individual appointed under a nonrenewable appointment not to exceed 18 months to meet a bona fide, unanticipated, urgent need.</li> </ul> </li> <li>• <b>Noncareer:</b> An individual who is not a career appointee, a limited term appointee, or limited emergency appointee. Agencies may make SES noncareer appointments to general (not career reserved) SES positions.</li> </ul> <a href="#">5 CFR 317</a>	The SES Pay Range – from 120% of GS-15 step 1 to EX-III (or EX-II in an agency with a certified performance appraisal system.)

Table 3: Noncompetitive and Excepted Service Appointments

Authority	Noncompetitive and Excepted Service Appointments	Pay Grades
<b>Political Appointees</b>	Agencies may appoint individuals to positions of a confidential or policy-determining nature in the excepted service upon authorization by the OPM. <a href="#">5 CFR 213 Subpart C</a>	Up to GS-15 or equivalent and SL
<b>Schedule A and B Appointments</b>	Your agency may make appointments without regard to competition when it has been determined that competitive examining is not practical. This is most commonly used for persons with disabilities; attorneys, law clerks; positions in remote/isolated locations; internship or fellowship programs (other than Pathways Programs); SES career development programs (CDPs); and students assigned to a medical facility; physicians, surgeons, and dentists. Can apply to SL where appropriate, e.g., non-supervisory attorney positions classified above GS-15. <a href="#">5 CFR 213 Subpart C</a>	Up to GS-15 or equivalent and SL
<b>Schedule D – Student Interns</b>	To be eligible for this work experience program, students must be enrolled and seeking a degree on a full or half-time basis at an accredited educational institution. Students who successfully complete the Intern Program may be eligible for conversion to a term or permanent position. <a href="#">5 CFR 362 Subpart B</a>	Generally, up to GS-09
<b>Intergovernmental Personnel Act</b>	This program helps you access expertise from outside the Federal government and provide your staff with developmental opportunities. It provides for temporary assignments of personnel between the Federal government and state and local governments; colleges and universities; Indian tribal governments; Federally funded research and development centers; and other eligible organizations. More information at <a href="https://www.opm.gov/policy-data-oversight/hiring-information/intergovernment-personnel-act/">https://www.opm.gov/policy-data-oversight/hiring-information/intergovernment-personnel-act/</a> . <a href="#">5 CFR 334</a>	Up to GS-15 or equivalent, SES, SL or ST
<b>Temporary, not Full-time - Critical Hiring Need</b>	When you just need to get something done, you can make 30-day emergency appointments to fill a critical hiring need. An agency may extend these appointments for an additional 30 days. This authority may be used to fill senior-level (SL) positions as well as positions at lower grades. <a href="#">5 CFR 213.3012(i)(2)</a>	Up to GS-15 or equivalent and SL pay grades
<b>Noncompetitive Hiring Authority for Certain Military Spouses</b>	By marketing your hiring needs to military bases, you can reach eligible military spouses who can be noncompetitively appointed for a temporary, term, or permanent job. Special conditions -- spouses of service members who are 100 percent disabled or who were killed while on active duty have lifetime eligibility starting from the date of the documentation verifying the service member's disability or death. Candidates must qualify for the job. <a href="#">5 CFR 315.612</a>	Up to GS-15 or equivalent
<b>Returning Peace Corp and AmeriCorps VISTA Volunteers</b>	You can find job seekers eager to continue their public service when you know that certain returned Peace Corps and AmeriCorps VISTA Volunteers are awarded one year of noncompetitive eligibility. An agency must have an open, classified position and the candidate must meet minimum qualifications. <b>Contact the Peace Corps or VISTA directly to access returning volunteers:</b> <a href="#">Peace Corps</a> <a href="#">Americorps VISTA</a> <a href="#">5 CFR 305.605</a>	Up to GS-15 or equivalent

Table 4: Veterans' Appointments

Authority	Veterans' Appointments	Pay Grades
<b>Veterans with a 30 Percent or More Disability</b>	Market your opportunities to veterans' organizations to leverage noncompetitive appointments leading to conversion to career or career-conditional employment of an eligible disabled veteran who has a compensable service-connected disability of 30 percent or more. Initial appointment must be a temporary appointment of more than 60 days or a term appointment. An agency may convert employee to permanent status at any time during the initial temporary or term period. <a href="#">5 CFR 316 subparts C or D</a> <a href="#">5 CFR 315.707</a>	Up to GS-15 or equivalent
<b>Veterans Recruitment Appointment (VRA)</b>	You can hire certain veterans using noncompetitive appointments leading to conversion to career or career-conditional employment. A veteran can be converted to a career-conditional appointment in the competitive service after two years of satisfactory service. <a href="#">5 CFR 307</a>	Up to GS-11 or equivalent
<b>Veterans Employment Opportunities Act of 1998</b>	Your talent pool broadens when you use this authority. The VEOA is a special authority that allows eligible veterans to <i>apply and compete</i> for positions announced under merit promotion procedures when the agency is recruiting from outside its own workforce. For preference eligibles or veterans with 3 years continuous active duty service. <a href="#">5 CFR 335.106</a> <a href="#">5 CFR 315.611</a>	Up to GS-15 or equivalent and SL

Table 5: Other Hiring Flexibilities

Authority	Other Hiring Flexibilities	Pay Grades
<b>Direct Hire Authority</b>	Your request for direct hire authority must be submitted by your agency to OPM when there is either a severe shortage of candidates or a critical hiring need for a particular position or group of positions. More information is available at <a href="#">OPM's website</a> . <a href="#">5 CFR 337 Subpart B</a>	Up to GS-15 or equivalent
<b>Governmentwide Direct Hire Authority</b>	OPM has authorized a number of Governmentwide Direct Hire Authorities that agencies may utilize to fill critical positions. More information is available at <a href="#">OPM's website</a> .	See Link for Grade Levels
<b>Delegation of Direct-Hire Appointing Authority for IT Positions</b>	Executive Order 13833 titled, "Enhancing the Effectiveness of Agency Chief Information Officers," delegates to agencies the authority to determine whether the conditions justifying direct hire authority (DHA) for Information Technology (IT) positions exists. For more information, see <a href="#">Delegation of Direct-Hire Appointing Authority for IT Positions</a> .	See Link for Grade Levels
<b>Reemployment of Civilian Retirees to Meet Exceptional Employment Needs</b>	You may want to bring back some of your recently retired experts to help with specific types of needs. Agencies may reemploy civilian retirees for emergency hiring needs; shortage due to severe recruiting difficulty; need to retain a uniquely qualified individual for a specific project; and other non-emergency, unusual circumstances. <a href="#">5 CFR 553</a>	Up to GS-15 or equivalent and SES, SL or ST
<b>Merit Promotion, Reinstatement, and transfers</b>	Your agency may be the best source of talent, or you may need expertise from across the Federal government or from former Federal employees. Merit promotion of permanent employees based on merit system principles is a key part of the Federal service. <a href="#">5 CFR 335</a> Reinstating former employees or transferring employees between agencies is another viable option for hiring talent. <a href="#">5 CFR 315</a>	Up to GS-15 or equivalent and SL
<b>Hiring Non-citizens</b>	Positions filled by aliens in the absence of qualified citizens. These appointments are subject to prior approval of OPM except when the authority is specifically included in a delegated examining agreement. More information is available at <a href="#">USAJOBS.gov</a> . Section 704 of Title VII of Division E of the Consolidated Appropriations Act, 2016, Public Law 114-113, Executive Order 11935, <a href="#">5 CFR 213.3102(bb)</a>	Up to GS-15 or equivalent and SL
<b>Experts and Consultants</b>	Your agency may hire experts or consultants to perform temporary or intermittent work. When using this appointment, the expert or consultant cannot perform managerial or supervisory work. <a href="#">5 CFR 304</a>	Up to GS-15 or equivalent