



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Monday, October 27, 2003

MEMORANDUM FOR: Chief Human Capital Officers

FROM: Kay Coles James
Director

Subject: Scholarship For Service - Direct Hire Authority

On June 20, 2003, we announced the publication of regulations implementing significant Governmentwide flexibilities that included issuance of direct-hire authority. Under those regulations, OPM has authorized a direct-hire authority for Information Technology Management (Information Security), GS-2210 positions at GS-9 and above, in support of efforts to carry out the requirements of the Government Information Security Reform Act and the Federal Information Security Management Act.

This direct-hire authority enables you to make use of a talent pool established through "Scholarship For Service (SFS)", a program created for the express purpose of helping you meet your needs for information assurance professionals. The students that participate in this program receive scholarships and stipends in exchange for Federal Government service upon graduation. They are committed to public service employment.

Agencies may appoint qualified SFS students using the direct-hire authority to information security positions in the 2210 series at GS-9 and above, at all locations. At grade levels GS-5 and GS-7, agencies may appoint these students using 5 CFR 213.3102(r). To learn more about SFS and to access this rich candidate pool, visit www.sfs.opm.gov. Questions about SFS may be directed to Kathy A. Roberson at karobers@opm.gov or Miguel Hernandez at mxhernan@opm.gov. They can also be reached on 210-805-2423.

cc: Human Resources Directors