

Users: *HR Professionals and Supervisors/Managers*

The Details:

What's changed?

AcqDemo hiring managers have had direct hire appointment authorities in the past *provided* DoD retained approval from OPM for certain types of hard-to-fill positions *and* prove there was a “severe shortage of candidates” for those positions. With the publication of the updated November 2017 Federal Register notice, AcqDemo hiring managers can now enjoy the use of certain direct hire appointment authorities for predominantly DAWIA-covered positions in the NH, Business and Technical Management Professional Career Path, on a permanent basis without the requirement to obtain OPM approval. General requirements for their use are included in the Operating Guide, Chapter 4, paragraph 4.5, *External Recruitment Appointment Authorities*. Your organization may have more detailed instruction for use of these direct hire appointment authorities and users are encouraged to seek out and apply organization-specific instructions. Below is a very general summary matrix of these new external hire appointment authorities.

Summary of Direct Hire Appointment Coverage

	DAWIA-Covered Position	51%+ Support DAWIA-Covered Position	NH Career Path	NJ Career Path	OPM and/or DoD Qual Stds	Baccalaureate Degree	Master's or Higher Degree			
Direct Hire Appointment for the Business and Technical Management Professional Career Path	✓		✓		✓	✓				
		✓	✓		✓	<i>Positive education requirements defined by series qualifications</i>				
Veteran Direct Hire Appointment	✓	✓	✓	✓	✓	<i>Positive education requirements defined by series qualifications</i>				
Acquisition Student Intern Appointment	✓		✓			Enrolled in Program	Enrolled in Program	Specialized Experience	GPA in OPM-Specified Courses/Field of Study	Overall GPA
Scholastic Achievement Appointment	✓		NH-II		✓	✓	✓		3.25	3.0
	✓		NH-III		✓		✓	✓	3.5	N/A

The complete AcqDemo Operating Guide dated November 9, 2017 is available on the AcqDemo website at <http://acqdemo.hci.mil/library>.