



USCG DIRECT HIRE/EXPEDITED HIRING AUTHORITIES FACT SHEET DATED: 07/06/2023

How Does Direct/Expedited Hiring Work? A Direct/Expedited hiring authority streamlines the recruitment process and authorizes hiring without regard to certain competitive procedural requirements while preserving others:

- Allows applicants to be selected without first being “rated” or “ranked”
- Allows applicants to be appointed without regard to the “rule of three”
- Allows applicants to be hired without applying veterans’ preference
- Requires adherence to career transition assistance program requirements (CTAP/ICTAP)
- Requires that the vacancy be announced to the public

What Direct Hire and Expedited Hiring Authorities are Available? Different authorities have been granted for certain occupation series, grades, and locations as listed below:

OPM Government-wide Direct Hire Authorities cover several series [Direct Hire Authority \(opm.gov\)](#).

Those that apply to U.S. Coast Guard positions are listed below:

Medical Occupations - All grade levels at all locations for the following occupations (GW001, issued June 20, 2003), **Second authority code BAB:**

- Diagnostic Radiologic Technologist, GS-0647
- Medical Officer, GS-0602
- Nurse, GS-0610, GS-0620
- Pharmacist, GS-0660

Information Technology Management (Information Security), GS-2210, GS-9 and above at all locations (GW002, issued June 20, 2003), **Second authority Code: BAC**

GW-007 Issued on October 11, 2018, for **Scientific, Technical, Engineering and Mathematics (STEM)** positions at the GS-11 through GS-15 grade levels (or equivalent) nationwide for enabling simple and strategic hiring to attract top talent to create a workforce for the 21st century where a severe-shortage or critical hiring need has been identified. 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. OPM may request information from agencies on their use and implementation of this direct-hire authority. On a periodic basis, OPM will determine if continued use is supportable. This authority expires October 10, 2023. The legal authority code for SF-50 item 5-E is **"BAH."**

STEM Positions

Positions 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
Mathematics	GS-1520	11-15
Mathematical Statistician and Statistician	GS-1529-1530	11-15
Acquisitions	GS-1102	11-15

GW-008 Issued on October 11, 2018, for **cybersecurity related** positions at the GS-12 through GS-15 grade levels (or equivalent) nationwide for enabling simple and strategic hiring to attract top talent to create a workforce for the 21st century where a severe-shortage or critical hiring need has been identified. 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. OPM may request information from agencies on their use and implementation of this direct-hire authority. On a periodic basis, OPM will determine if continued use is supportable. This authority may be used indefinitely or

until OPM terminates this authority. The legal authority code for SF-50 item 5-E is **“BAI.”**

Cyber Positions

Positions 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 as supported by the job codes in the: [Guide to Data Standards](#) and the [NICE Cybersecurity Workforce Framework, 2017](#), and the cybersecurity work must be performed the majority of the time.

U.S. Coast Guard Expedited Hiring Authority (similar to Direct Hire) for Acquisition Related Positions only.

Position Title	Location	Occupational Series	Grade Levels
Miscellaneous Admin and Program	Panama City, FL	GS-0301	05-14
Program Management	Panama City, FL	GS-0340	05-15
Program Management	Washington, DC	GS-0340	07-15
Program Management	Pascagoula, MS	GS-0340	12-14
Management and Program Analyst	Panama City, FL	GS-0343	5-14

Management and Program Analyst	Washington, DC	GS-0343	9-15
Management and Program Analyst	Elizabeth City, NC	GS-0343	9-14
Logistics Management Specialist	Panama City, FL	GS-0346	5-14
Logistics Management Specialist	Lockport, LA	GS-0346	9-13
Logistics Management Specialist	Washington, DC	GS-0346	7-15
Logistics Management Specialist	Pascagoula, MS	GS-0346	12-14
General Engineering	Panama City, FL	GS-0801	5-14
General Engineering	New London, CT	GS-0801	5-15

General Engineering	Washington, DC Baltimore/Glen Burnie, MD	GS-0801	7-15
Safety Engineering	Washington, DC	GS-0803	9-15
Mechanical Engineering	Washington, DC Baltimore/Glen Burnie, MD	GS-0830	9-15
Electrical Engineering	Baltimore/Glen Burnie, MD	GS-0850	9-15

Electrical Engineering	Panama City, FL	GS-0850	5-14
Computer Engineering	Panama City, FL	GS-0854	5-14
Computer Engineering	Baltimore/Glen Burnie, MD	GS-0854	9-15
Electronic Engineering	Baltimore/Glen Burnie, MD	GS-855	9-15
Electronic Engineering	Pascagoula, MS	GS-855	12-14
Electronics Technician	Lockport, LA	GS-0856	9-12
Naval Architecture	Washington, DC Baltimore/Glen Burnie, MD	GS-0871	7-15
Naval Architecture	New London, CT	GS-0871	5-15
General Business and Industry	Lockport, LA	GS-1101	9-14
Contract Management	Panama City, FL	GS-1102	5-15
Contract Management	Tucson, AZ; Alameda/Oakland/San Diego/Laguna Beach CA; Elizabeth City/Atlantic City NJ; Orient Point, NY; Dallas/Del Rio/El Paso/Laredo/McAllen, TX; Philadelphia, PA; Williston, VT; and Seattle/Spokane, WA	GS-1102	7-14

Contract Management	Washington, DC; Norfolk/Chesapeake, VA; Baltimore/Glen Burnie, MD; Indianapolis, IN	GS-1102	7-15
Contract Management	Lockport, LA; Pascagoula, MS	GS-1102	9-14
Contract Management	Alexandria, VA; Boston, MA; Cape Cod, MA; Charleston, SC; Cleveland, OH; Elizabeth City, NC; Galveston, TX; Honolulu, HI; Kodiak/Juneau/Ketchikan, AK; Los Angeles/San Pedro/Long Beach, CA; Marinette, WI; Martinsburg/Kernersville, WV; Miami FL; New London, CT; Portsmouth, VA; San Juan PR; Scottsdale, AZ	GS-1102	9-15
Procurement Technician	Washington, DC	GS-1106	5-7
Grants Specialist	Washington, DC	GS-1109	14-15
Production Control	Panama City, FL	GS-1152	5-14
Physical Scientist	New London, CT	GS-1301	5-15
Operations Research	New London, CT	GS-1515	5-15
Quality Assurance	Panama City, FL	GS-1910	5-14
Quality Assurance	Lockport, LA	GS-1910	9-12

Information Technology	Panama City, FL	GS-2210	5-14
Information Technology	Washington, DC	GS-2210	9-15

How Long Are Vacancies Opened? Vacancy announcements can be opened for up to nine months, with cut-off dates or with specific opening and closing date.

How Are Résumés Received? Applicants wishing to receive consideration MUST apply to a specific Direct Hire announcement. Paper applications may be considered on the spot at career fairs and tentative job offers may be extended on the spot as long as a CG-123 HR Specialist is on site and has verified the applicant’s qualifications. If a tentative offer is extended by the HR Specialist on site the applicant must complete all pre-employment requirements and submit an application to the Direct Hire announcement via our automated system, Monster, prior to receiving a firm offer by the HR Specialist.

Interested in Participating in Job Fairs? If programs are interested in participating in job fairs contact CG-122 civilian recruiters. Coast Guard participates in DHS job fairs.

Are Résumés Rated and Ranked? There is no requirement to rate and rank résumés; however, applications must be reviewed to ensure basic qualifications are met. There is no requirement to provide any type of notice of rating to the applicant.

What Are the Procedures for Issuing Certificates? Priority Placement programs such as the Career Transition Program (CTAP) and Interagency Career Transition Program (ICTAP) must be adhered to when using the Direct Hire Authority. If CTAP and ICTAP eligibles are determined qualified they will be referred before referring any other candidates. If there are no eligible CTAP and ICTAP applicants all applicants will be sent to the hiring official on a list within two days of the closing date of the vacancy announcement. Hiring officials will then have up to 45 calendar days to submit a name request. Upon receipt of a name request the HR Specialist will determine qualifications and eligibility. While veteran preference does not apply, the hiring official should give consideration to applicants’ veteran status when reviewing the referred applicants.

Name Request Submitted - Now What? Once a name request is submitted, the HR Specialist will determine if the name requested applicant meets qualifications and eligibility. If there are no concerns normal selection procedures are followed. Nothing is different when hiring from a Direct Hire Announcement. The individual selected must meet all requirements of the position, including education, qualifications, suitability, etc.

Are There Restrictions on Movement of an Employee Following Appointment Using Direct-Hire Authority? Yes. The restriction on movement following competitive appointment in 5 CFR 330.501 applies for the first 3 months.

Are Appointments Under Direct-Hire Authority Subject to a 1-Year Probationary Period? Yes. Using Direct Hire Authority (DHA), the individual is “appointed to the competitive service ... by special appointing authority ...(and) serves a 1-Year probationary period unless specifically exempt from probation by authority itself.” (See 5 CFR 315.801(e). The DHA regulations do not address probation. Therefore, consistent with 5 USC 3321(1) a 1 Year probation period applies, unless the person has prior Federal service that counts toward completion of probation. (See 5 CFR 315.802)

