



## Forest Service Hiring Authorities

This table provides a comprehensive overview of some of the hiring authorities available within the Forest Service and across the federal government. This table must be used in conjunction with any applicable collective bargaining agreements. For more information, consult your Human Resources Service Team.

Hiring Authority	Description	Used To Fill	Vacancy Announcement Required	Regulations
<b>Alaska National Interest Lands Conservation Act (ANILCA)</b>	<ul style="list-style-type: none"> <li>• Applies to individuals who lived or worked in or near Alaskan public lands.</li> <li>• Individuals must have special knowledge or expertise concerning the natural or cultural resources of Alaskan public lands.</li> <li>• Due to the specific nature of this authority, its use within the Forest Service is limited to positions filled in Alaska.</li> <li>• An ANILCA outreach notice and supplemental questionnaire are required for all positions being filled. These are done in collaboration with the Human Resources Specialist. These notices must be made public in the area in and around the specific public lands where the job is located. When outreaching to potential applicants outside of the local area, outreach notices will be publicized by a variety of sources utilizing established and/or newly created mailing lists.</li> </ul>	Permanent  Term  Temporary NTE	No	P.L. 96-487. Section 1308  16 USC 3198  FSH 6109.12 Chapter 30
<b>Certain Former Overseas Employees</b>	<ul style="list-style-type: none"> <li>• Allows for appointment of a family member such as an unmarried child under age 23, a spouse, or a domestic partner of a Federal civilian employee or military member who has completed 52 weeks of service in a Federal position overseas and received a fully successful performance rating.</li> </ul>	Permanent	Yes (5)	5 CFR 315.608



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	<ul style="list-style-type: none"> <li>• Candidates are eligible for appointment in the competitive service for a period of 3 years following the date of their return to the United States from the overseas area.</li> </ul>			
<b>Certain Military Spouses</b>	<ul style="list-style-type: none"> <li>• Allows appointment of the:               <ul style="list-style-type: none"> <li>• spouse of a member of the Armed Forces serving on active duty.</li> <li>• spouse of a 100 percent disabled member of the Armed Forces who is retired, released or discharged from the Armed Forces.</li> <li>• unremarried spouse of a deceased member of the Armed Forces killed while on active duty.</li> </ul> </li> <li>• The spouse of a disabled or deceased member of the Armed Forces may not receive more than 1 permanent appointment.</li> </ul>	Permanent  Term  Temporary NTE	Yes (5)	Executive Order 13832  Public Law 115-232, Section 573  5 USC 3330d.  5 CFR 315.612
<b>Climate Hubs Fellows Program (CHFP)</b>	<ul style="list-style-type: none"> <li>• Provides technical and scientific experts the opportunity to enhance professional skills in the public arena and gain exposure to USDA mission areas and that of USDA Climate Hubs.</li> <li>• Fellows are provided developmental assignments.</li> <li>• Appointments are time-limited (may not exceed 4 years) with no conversion privilege to the competitive service.</li> </ul>	Temporary NTE	No	5 CFR 213.3102(r)
<b>Critical Hiring Needs</b>	<ul style="list-style-type: none"> <li>• Used to meet short-term, critical hiring needs.</li> <li>• Appointments may be made for 30 days and may be extended for an additional 30 days for a total of 60 days.</li> </ul>	Temporary NTE	No	5 CFR 213.3102(f)(i)(2)



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	<ul style="list-style-type: none"> <li>Authority cannot be used to extend another type of temporary appointment.</li> </ul>			
<b>Demonstration Project Authority (Demo)</b>	<ul style="list-style-type: none"> <li>External hiring process used to fill General Schedule (GS) positions at the GS-1 through GS-15 levels and Wage Grade (WG) positions at all grade levels.</li> </ul>	Permanent Term Temporary NTE	Yes (6)	5 USC 47  FSH 6109.16, Chapter 10 Demonstration Project Handbook
<b>Direct Hire - Cybersecurity related positions</b>	<ul style="list-style-type: none"> <li>Allows for the direct hire of cybersecurity related positions at the GS-12 through GS-15 grade levels.</li> <li>Qualified individuals may be hired without regard to veterans' preference.</li> </ul>	Permanent Term Temporary NTE	Yes (1)	5 USC 3304(a)(3)  5 USC 3327 and 3330  5 CFR 330, Subparts B, F & G  5 CFR 332.402  5 CFR Part 337, Subpart B



Hiring Authority	Description	Used To Fill	Vacancy Announcement Required	Regulations
<b>Direct Hire – Firefighting support positions</b>	<ul style="list-style-type: none"> <li>Allows for the direct hire of specific firefighting support positions.</li> <li>Qualified individuals may be hired without regard to veterans’ preference.</li> <li><b>Authority expires on August 8, 2020.</b></li> </ul>	Permanent  Term  Temporary NTE	Yes (1)	5 USC 3304(a)(3)  5 USC 3327 and 3330  5 CFR 330, Subparts B, F & G  5 CFR 337.205(b)(1)-(4)
<b>Direct Hire - Nurses</b>	<ul style="list-style-type: none"> <li>Allows for the direct hire of nurses, GS-610 and GS-620, at any grade level.</li> <li>Qualified individuals may be hired without regard to veterans’ preference.</li> </ul>	Permanent  Term  Temporary NTE	Yes (1)	5 USC 3304 (a)(3)  5 USC 3327 and 3330  5 CFR 330, Subpart B, F & G  5 CFR 332.402  5 CFR Part 337, Subpart B
<b>Direct Hire – Resource Assistants</b>	<ul style="list-style-type: none"> <li>Allows for the direct hire of former resource assistants who have successfully completed the requirements of a Resource Assistants Program.</li> <li>Qualified individuals may be hired without competition, application of veterans’ preference or the requirement of public notice.</li> <li>Individuals must be at least 17 years of age.</li> </ul>	Permanent  Term  Temporary NTE	No	16 USC 1725b



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	<ul style="list-style-type: none"> <li>Appointments must be made within 2 years of the date the participant completes all resource assistant's program requirements.</li> </ul>	(General Schedule positions only)		
<b>Direct Hire – Scientific, Technical, Engineering Mathematics (STEM)</b>	<ul style="list-style-type: none"> <li>Allows for the direct hire of specific STEM positions at the GS-11 through GS-15 grade levels.</li> <li>STEM positions: Economist, GS-0110, Biological Science, GS-0401, Fishery Biologist, GS-0482, General Engineer, GS-0801, Civil Engineer, GS-0810, Acquisitions, GS-1102, Physical Science, GS-1301, GS-1306, GS-1310, GS-1320, Actuary, GS-1510, Mathematics, GS-1520, Mathematical Statistician and Statistician, GS-1529 and GS-1530.</li> <li>Qualified individuals may be hired without regard to veterans' preference.</li> <li><b>Authority expires October 11, 2023.</b></li> </ul>	Permanent  Term  Temporary NTE	Yes (1)	5 USC 3304(a)(3)  5 USC 3327 and 3330  5 CFR 330, Subparts B, F & G  5 CFR 332.402  5 CFR Part 337, Subpart B
<b>Disabled Veterans Enrolled in Veterans Administration (VA) Training Programs</b>	<ul style="list-style-type: none"> <li>Disabled veterans eligible for training under the VA vocational rehabilitation program may enroll for training or work experience under the terms of an agreement between the Forest Service and VA.</li> <li>Upon successful completion, the host agency and VA gives the veteran a Certificate of Training (CT) showing the occupational series and grade level of the position for which trained.</li> <li>CT allows any agency to appoint the veteran noncompetitively under a status quo appointment</li> </ul>	Temporary NTE	No	38 USC 31  5 CFR 315.604



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	which may be converted to career or career-conditional at any time.			
<b>Experts and Consultants</b>	<ul style="list-style-type: none"> <li>Allows for hiring of professional, scientific or technical experts for consultation purposes on a temporary appointment with a full-time, part-time, seasonal, or intermittent work schedule up to GS-15, step 10.</li> </ul>	Temporary NTE 1-year	No	5 USC 3109  5 CFR 304
<b>Interchange Agreements with Other Merit Systems</b>	<ul style="list-style-type: none"> <li>Allows for employees of Federal agencies under excepted service systems with an interchange agreement to apply to Merit vacancy announcements.</li> </ul>	Permanent	Yes (5)	5 CFR 6.7
<b>Intergovernmental Personnel Act (IPA)</b>	<ul style="list-style-type: none"> <li>Allows for temporary assignment of employees between Federal agencies and state, local and Indian tribal governments, institutions of higher education and other eligible organizations.</li> <li>Assignments can be made for up to two years, and extended an additional 2 years for a total of 4 years if the parties agree, and may be intermittent, part-time or full-time.</li> <li>Cost sharing arrangements are negotiated between the participating organizations. The Federal agency may agree to pay all, some or none of the costs associated with the assignment.</li> </ul>	Temporary NTE	No	5 CFR 334
<b>Land Management</b>	<ul style="list-style-type: none"> <li>Allows current and former temporary and term employees of certain Federal land management agencies who meet eligibility requirements to</li> </ul>	Permanent	Yes (5)	P.L. 114-47, Land Management Workforce



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<b>Workforce Flexibility Act</b>	<p>apply for permanent positions announced under merit promotion procedures.</p> <ul style="list-style-type: none"> <li>Applicants must have been initially appointed under competitive procedures (e.g., the Demonstration Project Authority (Demo) for FS); have <i>more than</i> 24 months of service under time limited appointment (or appointments) in one or a combination of land management agencies; must not have had a break of more than 2 years; have had acceptable performance for all periods of service covered in the (more than) 24 months; and, most recent separation must have been for reasons other than performance or misconduct.</li> </ul>			<p>Flexibility Act, dated August 7, 2015</p> <p>P.L. 114-328 NDAA FY17, Sec 1135</p>
<b>Merit Promotion Plan (MPP)</b>	<ul style="list-style-type: none"> <li>Internal hiring process that allows the Agency to promote (temporarily or permanently), reassign, change to lower grade, reinstate, or transfer employees within and between Federal Agencies.</li> <li>May also be used to detail employees into temporary assignments.</li> <li>USDA DR 4030-335-002, Sections 8 and 9, provide the criteria for what actions should be competed and what actions are excluded from competitive procedures.</li> </ul>	Permanent	<p>Yes (5)</p> <p>No</p>	<p>5 CFR Part 335</p> <p>USDA DR 4030-335-002</p>
<b>Pathways - Intern Indefinite</b>	<ul style="list-style-type: none"> <li>Allows appointment of students to positions related to their academic field of study.</li> <li>Students must be enrolled in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, technical,</li> </ul>	<p>Permanent</p> <p>Term</p>	Yes (2)	5 CFR 213.3402 (a)



Hiring Authority	Description	Used To Fill	Vacancy Announcement Required	Regulations
	vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate. <ul style="list-style-type: none"> <li>Students who meet all the requirements of the Intern program may be noncompetitively converted to term, career or career-conditional appointments.</li> </ul>			
<b>Pathways – Intern NTE</b>	<ul style="list-style-type: none"> <li>Allows appointment of students to positions that are needed on a temporary basis.</li> <li>Students must be enrolled in an accredited high school, college (including 4-year colleges or universities, community colleges, and junior colleges); professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.</li> </ul>	Temporary NTE	Yes (2)	5 CFR 213.3402(a)
<b>Pathways - Presidential Management Fellows (PMF)</b>	<ul style="list-style-type: none"> <li>OPM hosts a searchable online resume bank and job posting system to fill positions.</li> <li>Participants who successfully complete all the requirements of PMF program may be noncompetitively converted to term, career or career-conditional appointments.</li> <li>Additional information can be found on the <a href="#">OPM PMF website</a>.</li> </ul>	Permanent  Term	Yes	5 CFR 213.3402(c)
<b>Pathways - Recent Graduates</b>	<ul style="list-style-type: none"> <li>Allows for appointment of individuals who have recently graduated from qualifying educational</li> </ul>	Permanent	Yes (2)	5 CFR 213.402(b)





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	<p>institutions or programs, from undergraduate to post-graduate levels.</p> <ul style="list-style-type: none"> <li>• Individuals are placed in career development programs with training and mentorship.</li> <li>• Participants who successfully complete all the requirements of the Recent Graduate program may be noncompetitively converted to term, career or career-conditional appointments.</li> </ul>	Term		
<p><b>Peace Corps Personnel</b></p>	<ul style="list-style-type: none"> <li>• Allows for the noncompetitive appointment of Peace Corps Staff (PCS). Does not apply to volunteers.</li> <li>• Must have completed no less than 36 months of continuous service without a break in service of 3 days.</li> <li>• Must have satisfactorily served under such an appointment that is certified by the Director of the Peace Corps.</li> <li>• Eligibility period is 3 years after separation from qualifying service with the Peace Corps. The period of eligibility may not be extended.</li> <li>• Hired into career or career-conditional appointments.</li> </ul>	Permanent	No (5)	5 CFR 315.607
<p><b>Peace Corps Volunteers in Service to America (VISTA)</b></p>	<ul style="list-style-type: none"> <li>• Allows for the noncompetitive appointment of individuals whom the Director of ACTION certifies as having served satisfactorily as a volunteer or volunteer leader.</li> <li>• Volunteer service must total at least 1 year. In addition, a community volunteer must have served prior to October 1, 1976.</li> </ul>	Permanent	No (5)	5 CFR 315.605



Hiring Authority	Description	Used To Fill	Vacancy Announcement Required	Regulations
	<ul style="list-style-type: none"> <li>• Appointments may be made only within 1 year after person completes the qualifying service.</li> <li>• Qualifying service period may be extended for 2 more years for a total of 3 years in rare circumstances. Hired into career-conditional or career appointments.</li> </ul>			
<b>Persons With Severe Disabilities</b>	<ul style="list-style-type: none"> <li>• Allows for appointment of persons with an intellectual disability, severe physical or psychiatric disability.</li> <li>• Individuals must provide proof of disability as outlined in 5 CFR 213.3102(u).</li> <li>• Individuals hired into an appointment leading to a permanent position that have satisfactorily completed 2 years of service may be converted noncompetitively to a career or career-conditional appointment.</li> <li>• Appointment does not require conversion to career or career-conditional appointment.</li> </ul>	Permanent  Temporary NTE	No	5 CFR 213.3102 (u)
<b>Post-Doctoral Appointments</b>	<ul style="list-style-type: none"> <li>• Allows for appointment of professional Research Scientists at the GS-15 and below.</li> <li>• Initial appointments are not to exceed 2 years and may be extended for up to 2 additional years.</li> <li>• Individuals must have a doctoral degree in an appropriate field of study for research activities.</li> <li>• Due to the specific nature of this authority, it is used in the Research and Development organization only.</li> </ul>	Temporary NTE	No	5 CFR 213.3213(b)(1)  FR Vol. 75, No. 222 Nov. 18, 2010



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<b>Public Lands Corps (PLC)</b>	<ul style="list-style-type: none"> <li>Allows qualified participants who served on an appropriate conservation project and completed a minimum of 640 hours of satisfactory service that included at least 120 hours through PLC to apply to Merit vacancy announcements.</li> <li>Participants must be between the ages of 16 to 30 years of age (inclusive) and veterans age 35 or younger.</li> <li>Appointments must be made within 2 years of completion of conservation service.</li> </ul>	Permanent	Yes (5)	PLC Act of 1993 – As Amended in 2005  16 USC 1723  16 USC 1726
<b>Reemployed Annuitant (without Salary Offset Waiver)</b>	<ul style="list-style-type: none"> <li>Reappointment of annuitants under CSRS or FERS retirement.</li> <li>Individuals receive a salary that is offset by the amount of their retirement annuity.</li> <li>Annuitants cannot be reemployed at a higher grade than previously held without competition.</li> </ul>	Permanent  Term  Temporary NTE	Yes (3)  No	5 CFR 837
<b>Reemployed Annuitant (with Salary Offset Waiver)</b>	<ul style="list-style-type: none"> <li>Reappointment of annuitants under CSRS or FERS retirement.</li> <li>Individuals receive a full salary and full retirement annuity.</li> <li><b>Authority expires December 31, 2019.</b></li> </ul>	Temporary NTE	No	5 CFR 553  5 CFR 316.401  P.L. 111-84, NDAA 2010, Sections 1121 to 1123  P.L. 113-291, NDAA 2015, Section 1107



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<b>Resource Assistants (RA)</b>	<ul style="list-style-type: none"> <li>Allows participants who have successfully completed the requirements of a resource assistant's program to apply to Merit vacancy announcements.</li> <li>Participants must be at least 17 years of age.</li> <li>Appointments must be made within 2 years of the date the participant completes all resource assistant's program requirements.</li> </ul>	Permanent  (General Schedule positions only)	Yes (5)	PLC Act of 1993 – As Amended in 2005  16 USC 1725
<b>Temporary NTE 1039</b>	<ul style="list-style-type: none"> <li>Allows for filling positions on a temporary basis.</li> <li>Work is expected to last less than 6 months (less than 1040 hours) each year excluding overtime and eligible training each year.</li> </ul>	Temporary NTE	Yes (6)  No (4)	5 CFR 316.401
<b>Temporary NTE 1 year</b>	<ul style="list-style-type: none"> <li>Allows for filling positions when work is expected to last no more than 1 year.</li> <li>May be extended up to a total of 2 years.</li> </ul>	Temporary NTE	Yes (6)  No (4)	5 CFR 316.401
<b>Term Appointments</b>	<ul style="list-style-type: none"> <li>Appointments to fill positions for more than 1 year, but not more than 4 years.</li> <li>Initial appointment is for 13 months and extensions may be made in 1 year increments.</li> </ul>	Term	Yes (6)  No (4)	5 CFR 316.301
<b>Thirty (30) Percent or More Disabled Veterans</b>	<ul style="list-style-type: none"> <li>Appointment of a disabled veteran with a disability rating of 30 percent or more, or a compensable disability of 30 percent or more to any position for which he or she is qualified, without competition.</li> <li>No grade level restriction.</li> <li>When used for filling permanent positions, veterans are first placed on a time limited</li> </ul>	Permanent  Term  Temporary NTE	No (5)	5 CFR 315.707



Hiring Authority	Description	Used To Fill	Vacancy Announcement Required	Regulations
	appointment of at least 60 days and then converted to a permanent appointment. <ul style="list-style-type: none"> <li>When used for filling Temporary or Term positions, veterans are not converted to a permanent appointment.</li> </ul>			
<b>USDA Fellowship Experience Program (FEP)</b>	<ul style="list-style-type: none"> <li>Scholars and Fellows selected from various USDA FEP programs gain valuable work experience.</li> <li>Provided developmental assignments.</li> <li>Appointments are time-limited (cannot exceed 4 years) with no conversion privilege to the competitive service.</li> </ul>	Temporary NTE	No	5 CFR 213.3102(r)
<b>Veterans Employment Opportunity Act (VEOA)</b>	<ul style="list-style-type: none"> <li>Allows eligible veterans to apply to Merit vacancy announcements.</li> <li>Must have substantially completed at least 3 years of continuous active military service and most recent separation from the military was under honorable conditions.</li> <li>Must have been selected from among the best qualified following competition under a merit promotion announcement open to candidates outside the Forest Service.</li> </ul>	Permanent	Yes (5)	5 CFR 315.611
<b>Veterans Recruitment Appointment (VRA)</b>	<ul style="list-style-type: none"> <li>Allows for the appointment of eligible veterans into excepted appointments without competition at grade levels up to and including GS-11 or equivalent.</li> <li>Must be separated under honorable conditions.</li> </ul>	Permanent Term Temporary NTE	No (5)	5 CFR 307



Hiring Authority	Description	Used To Fill	Vacancy Announcement Required	Regulations
	<ul style="list-style-type: none"> <li>• Must be converted within 30 calendar days to a career or career-conditional appointment in the competitive service upon satisfactory completion of 2 years of substantially continuous service.</li> <li>• If hired in Temporary or Term positions, veterans are not converted to the competitive service after 2 years.</li> </ul>			

**NOTES:**

**Disclaimer:** This table must be used in conjunction with any applicable collective bargaining agreements.

1. Public Notice is required. Refer to OPM's [Direct Hire](#) website for additional information.
2. Forest Service advertises Pathways internship positions multiple times annually on USAJOBS.
3. An annuitant may be required to apply for a permanent, term, temporary position in the competitive service or a position in the excepted service. The Agency may also choose to non-competitively reinstate an annuitant up to the highest grade previously held provided agency policies and procedures are followed as they pertain to CTAP and ICTAP.
4. Appointments may be made under competitive procedures by recruitment under the Demo authority. Appointments may also be made under various noncompetitive appointment authorities based on an individual's eligibility such as reinstatement, veteran recruitment appointment (VRA), 30% compensable veterans' appointments, and reappointment on the basis of not having served the maximum time allowed under a former temporary appointment.
5. Merit announcements are used, when applicable.
6. Demo announcements are used, when applicable.

**Other Resources:** The Office of Personnel Management (OPM) launched a [Hiring Toolkit](#) which provides useful information to managers on the basics of hiring. Included is a Hiring Decision Tool to facilitate which hiring flexibilities to consider which may be used to supplement this table.