

## ACQDEMO APPOINTMENT & HIRING AUTHORITIES

| Topic                                      | Direct Hire Authority for Business and Technical Management Professional Career Path (NH)   | Veteran Direct Hire Authority for Business and Technical Management Professional Career Path, (NH) and Technical Management Support Career Path (NJ) | Acquisition Student Intern Appointments   | Scholastic Achievement Appointment                  |
|--|---|--|---|---|
| <b>Authority</b>                           | Federal Register Notice 82 FR 52104-52172 dated November 9, 2017 and 10 U.S.C. 1762. For these authorities, Participating Organizations may appoint qualified candidates without regard to 1) the provisions of 5 U.S.C., Chapter 33, Subchapter 1, other than 3303, 3308, and 3328; and 2) 5 CFR Parts 300-330 other than Subpart G of 5 CFR part 300.   |  |   |   |
| <b>Applicability</b>                       | DoD AcqDemo Participating Organizations   |  |   |   |
| <b>Position Levels</b>                     | AWF and/or Direct Support (51%) of acquisition positions in the NH Career Path  | AWF and/or Direct Support (51%) of acquisition positions in NH or NJ Career path, all broadband levels, filled by Veterans                           | AWF positions in broadband levels I, II, and III of all three career paths: NH, NJ, and Administrative Support (NK) | AWF positions in broadband levels NH- II and NH-III |
| <b>Covered Positions</b>                   | AWF positions in all DAWIA Career Fields and non-AWF positions in direct support (51%) of acquisition positions filled using the direct hire authority for the NH career path or the veterans direct hire authority for positions in the NH and NJ career paths. Only AWF positions filled by Acquisition Student Intern and Scholastic Achievement Appointments.   |  |   |   |
| <b>Appointment Type</b>                    | Competitive - Permanent (Career, Career-Conditional), Term & Temporary  |  |   |   |
| <b>Public Notice</b>                       | Not required  |  |   |   |
| <b>Vacancy Announcements</b>               | Short-term or long-term job announcements may be posted for current and/or projected vacancies, multiple vacancies, broadband levels, and/or geographic locations as appropriate based upon the availability of qualified candidates and the type of position being filled. Vacancy announcements are used to attract and access applicant sources through any legal means such as OPM USAJOBS website, ICTAP, DoD PPP, DoD Component hosted websites; newspaper and periodic publications; job fairs or college recruiting activities; employee referral programs; or other means consistent with the merit system principles. |  |   |   |
| <b>Administrative Careers with America</b> | Administrative Careers with America procedures must be used when filling positions at the GS-5 and GS-7 level (and equivalent positions) in occupational series identified in Appendix F of the Delegated Examining Operations Handbook.  |  |   |   |
| <b>Veterans' Preference</b>                | Qualified candidates with veterans' preference should be considered when best meet mission requirements   |  |   |   |

| Topic                               | DHA for NH   | Veteran DHA for NH and NJ   | Acquisition Student Intern Appointments   | Scholastic Achievement Appointments |
|-------------------------------------|--|---|---|-------------------------------------|
| <b>Clearance of PPP &amp; ICTAP</b> | No PPP<br>No ICTAP   | No PPP<br>No ICTAP  | No PPP<br>No ICTAP  | No PPP<br>No ICTAP                  |
| <b>AcqDemo DHA</b>                  | <ul style="list-style-type: none"> <li>• AcqDemo DHA may be used for:               <ul style="list-style-type: none"> <li>• AWF positions in all DAWIA Career Fields.</li> <li>• Non-AWF positions in direct support (51%) of acquisition positions filled using the direct hire authority for the NH career path or the veterans direct hire authority for positions in the NH and NJ career paths.</li> <li>• Only AWF positions filled by Acquisition Student Intern and Scholastic Achievement Appointments.</li> </ul> </li> </ul> |   |   |                                     |
| <b>Limitations</b>                  | <p>There are no numerical controls on the number of hires made under the four AcqDemo direct hire. However, Participating Organizations may implement hiring controls if necessary.</p>  |   |   |                                     |
|                                     |  | <p>Enrolled in a program of undergraduate or graduate instruction at an institution of higher education leading to either:</p> <ul style="list-style-type: none"> <li>* A baccalaureate degree in a course of study required by OPM qualification standards for an acquisition position in an acquisition career field or</li> <li>* A degree providing competencies, knowledge, and skills directly linked to an acquisition position's requirements.</li> </ul> | <p>Cumulative grade point average (GPA) of 3.25 or better (on a 4.0 scale) in those courses in those fields of study that are specified in the OPM Qualification Standards for the occupational series and an overall undergraduate GPA of at least 3.0 on a 4.0 scale; and the appointment is into a permanent or term position at a pay level within the NH-II broadband level basic pay range.</p> <p>Appointments may also be made to the NH-III broadband level on the basis of graduate education and/or experience, but with the requirement of a GPA of at least 3.5 on a scale of 4.0 for graduate courses in the field of study required for the occupation</p> |                                     |
| <b>Expiration</b>                   | December 31, 2026  |   |   |                                     |