



## US Fish and Wildlife Service STEM Direct Hire Authority FACT SHEET

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### **Background:**

The U.S. Office of Personnel Management understands that individuals with the knowledge, skills, and ability to perform in Science, Technology, Engineering, and Mathematics (STEM) occupations are in heavy demand and that this demand could, perhaps, be affecting mission critical functions. As a result, OPM has approved the use of a direct-hire authority (DHA) for certain STEM position. Under this authority, the Service may appoint candidates to positions through an expedited process (outside title 5 U.S.C. 3309 through 3318).

We currently have the ability to use DHA for STEM positions at the GS-11 through GS-15 grade levels nationwide for enabling simple and strategic hiring to attract top talent to create a workforce for the 21<sup>st</sup> century where a severe-shortage or critical hiring need has been identified. These appointments are subject to public notice requirements pertaining to candidates' eligible for priority selection. This authority is subject to audit by OPM and on a periodic basis, OPM will determine if continued use is supportable. Currently, the authority expires October 10, 2023.

### **Covered Positions:**

<b>Title</b>	<b>Series</b>	<b>Grade Levels</b>
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
Acquisition	GS-1102	11-15

### **Process to Use the STEM DHA:**

1. Hiring officials or designated hiring liaisons will submit their hiring requests for positions covered by this authority through mySupport.
2. The assigned Staffing Specialist will work in consultation with the hiring official to determine if the use of STEM DHA is the appropriate recruitment method to utilize.
3. A vacancy announcement must be posted on USAJOBS and open to the public.
4. Using this authority expedites the hiring process by eliminating veterans' preference and simplifies the qualification process. All applicants who meet the basic qualification requirements of the position will be referred to the hiring official for selection consideration.