National Aeronautics and Space Administration

Hiring Authorities Fact Sheet for Hiring Managers

December 2019

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Office of the Chief Human Capital Officer

Federal Hiring Authorities

Permanent Hires

Time-limited Hires

"Regular" External Hire	**Direct Hire Authority – Perm**	**Direct Hire Authority Temporary or Term**	**Schedule A(r) Authority**	**NASA Flexibility Act Term**	**NASA Excepted Authority**
Post on USA Jobs	Post on USA Jobs for 1 day (or more)	Post on USA Jobs for 1 day (or more)	Do not have to post on USAJobs	Post on USA Jobs	Do not have to post on USAJobs
Veterans Preference Applies, so there are guidelines for making selections from the Certificate	Select anyone from the Certificate	Select anyone from the Certificate	Select anyone from the list of qualified applicants; can send an e-mail with the job information to potential applicant(s) or post on LinkedIn or other sites.	Veterans Preference Applies, so there are guidelines for making selections from the Certificate	Select individuals of unique, exceptional ability; veterans preference doesn't apply
Applies to any occupational series	Applies to a specific list of job series (see below)	Applies to a specific list of job series (see below)	Applies to any 2-grade interval (professional) occupational series - See Sch A(r) slide below	Applies to any occupational series	Mission critical, hard to fill positions
Selections count against Center FTE ceiling	Selections count against Center FTE ceiling	Selections **do not** count against Center FTE ceiling	Selections **do not** count against Center FTE ceiling	Selections count against Center FTE ceiling	Selections **do not** count against Center FTE ceiling*
		Term appointment for up to **6** years	Appointment for up to **4** years	Term appointment for up to **6** years	Appointment for up to 6 years, with option to extend
		Cannot be non-competitively converted to permanent	Cannot be non-competitively converted to permanent	Can be non-competitively converted to permanent	Cannot be non-competitively converted to permanent

*Will not count against Center complement if initial appointment limited to 6 years (no extension opportunity)

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Direct Hire Authorities

Occupations Covered: This table reflects both NASA-specific DHA and government-wide DHA (green shaded rows). Hires made under the government-wide authority (green shaded occupations and grades) *do not* count against the cap of 3600 specifically approved for NASA.

Position Title	Series	Grade Levels	Location
Economist	110	11-15	Nationwide
Biological Sciences	401	7-9	Worldwide
Biological Sciences	401	11-15	Nationwide
Fishery Biologist	482	11-15	Nationwide
Medical Officer	602	All grade levels	Nationwide
Diagnostic Radiologic Technologist	647	All grade levels	Nationwide
Pharmacist	660	All grade levels	Nationwide
Veterinary Medical Officer	701	11-15	Nationwide
General Engineer	801	7-9	Worldwide
General Engineer	801	11-15	Nationwide
Safety Engineer	803	7-15	Worldwide
Fire Protection Engineer	804	7-15	Worldwide
Materials Engineer	806	7-15	Worldwide
Civil Engineer	810	11-15	Nationwide
Environmental Engineer	819	7-15	Worldwide
Mechanical Engineer	830	7-15	Worldwide
Electrical Engineer	850	7-15	Worldwide
Computer Engineer (Non-Cybersecurity)	854	7-15	Worldwide
Computer Engineer (Cybersecurity related)	854	12-15	Nationwide
Computer Engineer (Cybersecurity related)	854	7-11	Worldwide

*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.

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Electronics Engineer (Non Cybersecurity)	855	7-15	Worldwide
Electronics Engineer (Cybersecurity related)	855	12-15	Nationwide
Electronics Engineer (Cybersecurity related)	855	7-11	Worldwide
Aerospace Engineer	861	7-15	Worldwide
Chemical Engineer	893	7-15	Worldwide
Procurement/Contract Analyst	1102	7-9	Worldwide
Procurement/Contract Analyst	1102	11-15	Nationwide
Physical Scientist	1301	7-9	Worldwide
Physical Scientist	1301	11-15	Nationwide
Health Scientist	1306	7-9	Worldwide
Health Scientist	1306	11-15	Nationwide
Physicist	1310	7-9	Worldwide
Physicist	1310	11-15	Nationwide
Chemist	1320	7-9	Worldwide
Chemist	1320	11-15	Nationwide
Space Scientist/Astrophysicist	1330	7-15	Worldwide
Meteorologist	1340	7-15	Worldwide
Oceanographer	1360	7-15	Worldwide

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Position Title	Series	Grade Levels	Location
General Mathematics and Statistics	1501	7-15	Worldwide
Actuary	1510	11-15	Nationwide
Operations Research Analyst	1515	7-15	Worldwide
Mathematician	1520	7-9	Worldwide
Mathematician	1520	11-15	Nationwide
Mathematical Statistician	1529	11-15	Nationwide
Statistician	1530	7-9	Worldwide
Statistician	1530	11-15	Nationwide
Computer Scientist (Non Cybersecurity)	1550	7-15	Worldwide
Computer Scientist (Cybersecurity related)	1550	12-15	Nationwide
Computer Scientist (Cybersecurity related)	1550	7-11	Worldwide
Information Technology Specialist (Non Cybersecurity)	2210	7-15	Worldwide
*IT Cybersecurity Specialist	2210	12-15	Nationwide
Information Technology Specialist (Cybersecurity related)	2210	7-11	Worldwide
Information Technology Specialist (Information Security)	2210	9-15	Nationwide
Nurse	0610, 0620	All grade levels	Nationwide

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Schedule A(r)

The purpose of Schedule A(r) is to provide:

- Developmental or professional experiences for individuals who have completed their formal education;
- Professional/industry exchange programs that provide for a cross-fertilization between the agency and the private sector to foster mutual understanding, to exchange ideas, or <u>to bring experienced practitioners to the agency</u>

Service	Excepted
Appointment Type	Time-Limited
Appointment Duration	Max 4 years
Public Notice Required	No – or may use non-traditional approaches such as LinkedIn
Veterans Preference Applies	Yes – If there is more than one candidate in applicant pool (see line above)
Max Pay	GS-15/10
Promotions (Career Ladder)	Yes
Within-Grade Increases	Yes
Superior Qualifications (Match Pay/Leave)	Yes
Recruitment, Relocation Bonus / PCS	Yes
Thrift Savings	Yes
Retirement	Yes
Health Benefits / Life Insurance	Yes if appointment > 12m
Awards – Monetary/Honorary	Yes
Probationary/Trial Period	No
Series Covered	2 grade interval
Conversion to Perm	No
Appointment Extension	No-Max 4 yr

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Summary of Competitive Service Authorities

COMPETITIVE SERVICE AUTHORITIES	Delegated Examining Unit (DEU)	Distinguished Scholar Authority (DSA) +	Veterans Employment Opportunity Act (VEOA)	Direct Hire Authority	Transfers	Reinstatement	30% Disable Veteran	RPC/ VISTA	Former PC	Reemployed Annuitant	Military Spouse	Foreign Service	Family Member	Interchange Agreements – Rule 6.7	Postal Service	General Accounting Office (GAO)	Administrative Offices of the Courts
GS-1 Thru GS-11	X	7/11	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
GS 12 Thru GS-13	X	12	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
GS-14 Thru GS-15	X		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Appointment Type	Perm, Term, Temp	Perm	Perm	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp	Term, Temp-Leads to Perm	Perm	Perm	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp	Perm, Term, Temp
Probationary Period Required	1 Year	1 Year	1 Year	1 Year	*	*	1 Year	1 Year	1 Year	No	1 Year	*	1 Year	*	*	*	*
Appointment to Competitive Service	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Public announcement required	Yes	Yes	Yes	Yes	No	No	No	No	No	Yes	Yes	No	No	No	No	No	No
Application of Veterans Preference required	Yes	Yes	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

\+ Distinguished Scholar Authority can only be used for positions identified as Professional
* Probationary Period may be required

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Summary of Excepted Service Authorities

EXCEPTED SERVICE – SCHEDULE A, SCHEDULE D & Other Authorities	Appointment of Persons with Intellectual, Severe Physical, or Psychiatric Disabilities-A	Non-US Citizen, Scientist, NASA unique authority-A	Attorney-A	Law Clerk Trainee-A	Critical Hiring Need-A	Fellowships and Industry Exchange Programs Sch A(r)	Scientific and professional research associate positions-A	Pathways Interns (IEP) -D	Pathways Recent Grads (RG)-D	Pathways-Presidential Management Fellow (PMF)-D	Veterans Recruitment Authority (VRA) - Other	NASA Excepted Service - Other
GS-1 Thru GS-11	X		11	X	X	X		X	X	9/11	11	
GS 12 Thru GS-13	X		X		X	X		12	12	12		X
GS-14 Thru GS-15	X	X	X		X	X						X
Duration of Appointment	Excepted Temporary or non-temporary	No Time limit	No time limit	NTE 14 Months	NTE 60 days	NTE 4 Years	NTE 2 years	Dependent upon completion of education	1 yr excepted	2 yr	2 yr	Currently, 6 yrs
Appointment in Competitive Service	May lead to	No	No	No	No	No	No	May lead to	May lead to	May lead to	May lead to	No
Public announcement required	No	No	No	No	No	No	No	Yes	Yes	Yes	No	No
Application of Veterans Preference required	Yes	No	No	No	No	Yes*	Yes	Yes	Yes	Yes	Yes	

*See Sch A(r) table above for more information

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