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Applicable to: Civilian

Subject: DHA for Cyber Workforce Positions

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Colleagues,

This transmittal is to provide you more great news for the cyber workforce! Another Direct Hiring Authority (DHA) is available to assist managers in filling applicable cyber vacancies quicker. You may be aware of the provisions granted to the Department of Defense (DoD) by Section 1643(a)(3) of NDAA FY 2017, enacted December 23, 2016 (Tab 1). In summary, this legislative authority provides:

- DHA to directly appoint qualified candidates to positions in the competitive service in accordance with (IAW) the criteria in Chapter 33, section 3304 of Title 5, United States Code (USC)
- DHA for the Cyber Workforce for positions at GS-15 or below (or equivalents pay grades)
- Public Notice announcements are required before utilizing this DHA (AFPC is working to post these now and they should be complete NLT 1 January 2018)
- Appointments may be made on a permanent, temporary, or term basis
- Veterans' Preference does not apply when utilizing this DHA
- DHA for Cyber Workforce Positions allows appointments until the Department completes implementation of the authority in subsection (a) of section 1599f of Title 10 U.S.C., to establish a cyber excepted service

Additionally, the DoD implementing guidance (Tab 2), Direct Hiring Authority for Cyber Workforce Positions Implementation Procedures, under Appointing Authority states: "Appointments may be made on a permanent, term, or temporary basis using the following Legal Authority Code/Legal Authority: Z5CL/Direct-Hire Auth (Cyber Workforce), Sec 1643, PL 114-328, 12/23/2016."

Air Force (AF) clarifying guidance is as follows:

In order to utilize the DHA, positions must have duties that build, secure, operate, defend, and protect the Department of Defense (DoD) and U.S. cyberspace resources; conduct related intelligence activities; enable future operations; and project power in or through cyberspace. These functions are comprised of personnel assigned to the areas of cyberspace effects, cybersecurity, cyberspace IT, and portions of the Intelligence workforces which are further defined in DoD Directive (DoDD) 8140.01, Cyberspace Workforce Management (Tab 3):

The following occupational series may be utilized for DHA once public notices are posted AND if a position in these series meet the cyber workforce definitions as described above from DoDD 8140.01:

- 0391 - Telecommunications
- 1550 - Computer Science
- 0850 - Electrical Engineering
- 0854 - Computer Engineering
- 0855 - Electronics Engineering
- 0856 - Electronics Technical
- 2210 - Information Technology (IT) Management

Upon completion of the requirements for the Cybersecurity Workforce Assessment Act of 2015 that mandates all cyber positions are identified and coded (estimated completion in Spring 2018), the following additional occupational series may be utilized for DHA if the position in these series meet cyber workforce definitions as described above from DoDD 8140.01:

- 0080 - Security Administration
- 0201 - Human Resources
- 0301 - Miscellaneous Administration & Program
- 0340 - Program Management
- 0343 - Management and Program Analysis
- 0801 - General Engineering
- 1101 - General Business and Industry
- 1515 - Operations Research
- 1520 - Mathematics
- 1701 - General Education & Training
- 1712 - Training Instruction
- 1801 - General Inspection, Investigation, Enforcement & Compliance
- 1805 - Investigative Analysis
- 1811 - Criminal Investigation

Note: In order to utilize this second set of occupational series for Cyber DHA, the positions must have cyber work role codes assigned (IAW the DoD Cyber Workforce Framework) to a valid position and Standard Core Personnel Document (SCPD). AF notionally projects the cyber position identification coding initiative will be accomplished sometime shortly after April 2018.

Please bear in mind a Public Notice must be posted for each series and location in order to legally appoint individuals under this new authority. AFPC is already working to post these notices as quickly as possible and plans to complete all public notices NLT 1 May 2018.

Please disseminate this information to your leadership, managers and supervisors.

Thank you.

Civilian Force Management Branch
HQ AFPC/DP3FM