

Benefits to Hiring Managers

Veterans Recruitment Appointment (VRA) Authority

Allows for filling positions quickly by appointing eligible veterans to positions for which they are qualified, up to and including GS-11 or equivalent, without issuing a vacancy announcement.

Appointments for 30 Percent or More Disabled Veterans

Allows appointment of a 30 percent or more disabled veteran appointment to positions for which they are qualified at any grade level without issuing a vacancy announcement.

Schedule A Appointing Authority

While not specifically for veterans, this authority can be used to appoint disabled veterans who meet the eligibility criteria.

Direct Hire Authority (DHA)

Employment offers can be made non-competitively to qualified applicants so long as there is an open announcement; Veterans' preference does not apply.

Disabled Veterans Enrolled in VA Training Programs

Upon successful completion of training, may be noncompetitively appointed under a status quo appointment that may be converted to career or career-conditional at any time.



Special Hiring Authorities for Non-Competitive Appointments



ADVANCE
TRANSFORMING POTENTIAL INTO PERFORMANCE

ADVANCE is an HR&A initiative to invest in people development, workforce engagement and talent management for the delivery of high-quality health care, benefits and other services to Veterans and their families.



U.S. Department
of Veterans Affairs



30% or More Disabled Veteran

Eligible candidates may be appointed to any position for which he or she is qualified, without competition, at any grade level.

Who is eligible?

- Disabled Veterans who retired from active military service with a service-connected disability rating of 30 percent or more; and
- Disabled Veterans rated by the Department of Veterans Affairs (VA) as having a compensable service-connected disability of 30 percent or more.

Appointments are time-limited, lasting more than 60 days. Note that you can noncompetitively convert the individual to a permanent status at any time during the time-limited appointment.

Direct Hire Authority (DHA)

DHA is used when there are critical hiring needs or instances where there is a severe shortage of candidates. Under a DHA, an agency can hire, after public notice is given, any qualified applicant without regard to competitive rating and ranking, veterans' preference, and "rule of three" procedures. Positions at VA that fall under this category are:

- Diagnostic Radiologic Technologist, GS-0647, all grade levels
- Medical Officer, GS-0602, all grade levels
- Nurse, GS-0610, GS-0620, all grade levels
- Pharmacist, GS-0660, all grade levels
- Information Technology Management (Information Security), GS-2210, GS-09 and above
- Contracting, GS-1102, all grade levels

Disabled Veterans Enrolled in VA Training Programs

Disabled Veterans can enroll for training or work experience under the terms of an agreement between the agency and VA. While enrolled in the VA program, the Veteran is not a Federal employee for most purposes but is a beneficiary of the VA. Upon successful completion, the Veteran may be appointed noncompetitively for a period of one year for the series/grade of the position for which trained under a status quo appointment which may be converted to career or career-conditional at any time.

Schedule A Appointing Authority

This authority allows hiring of individuals with severe physical, psychological, or intellectual disability, to fill any job in which the person is able to perform with or without reasonable accommodation.

Who is eligible?

- Applicants with proof of disability from a licensed medical professional or VA vocational rehabilitation specialist;
- Disability that is chronic, permanent, ongoing, or unresolved;
- Certification of job readiness for the job applied for from a licensed medical professional or VA vocational rehabilitation specialist.

Appointments may be temporary, time limited or permanent. Though not specifically for Veterans, this authority can be used to appoint eligible Veterans at any grade level for which they are qualified. After 2 years of satisfactory service, the Veteran may be converted without competition to the competitive service.

Veterans' Recruitment Appointment (VRA)

Eligible candidates may be appointed to any positions up to GS-11 or equivalent for which he or she is qualified, without competition.

Appointments are Excepted Service, time limited temporary (not to exceed 1 year) or term appointments (more than one year). After two years of satisfactory service, Veteran is converted to career or career-conditional appointment in the Competitive Service.

Who is eligible?

- Disabled Veterans.
- Veterans who served on active duty in the Armed Forces during a war declared by Congress, or in a campaign or expedition for which a campaign badge has been authorized.
- Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded.
- Veterans separated from active duty within the past 3 years.

