



Natural Resources Conservation Service Direct Hire Authority

A Direct-Hire Authority (DHA) gives federal agencies the opportunity to fill vacancies when a critical hiring need or severe shortage of candidates exists.

Direct-Hire Authority (DHA) allows USDA-NRCS to fill vacancies for specific occupations, grade levels and locations when it can be proven that there is a critical hiring need or a severe shortage of candidates. Direct hire authorities expedite the hiring process by eliminating veterans' preference, rating and ranking, as well as the typical selection procedures.

Public notice is required, meaning to use a DHA, a vacancy announcement must be posted on USAJOBS listing board and open to the public. All applicants who meet the basic qualification requirements of the position will be referred to the hiring manager for consideration and may be selected.

APPOINTMENT OPTIONS

Agencies may use a DHA for temporary and term appointments with not-to-exceed dates as well as for permanent appointments.

DISPLACED/SURPLUS EMPLOYEES

Displaced or surplus employees are entitled to priority consideration when filling a position from outside the agency's workforce and the position is expected to last 120 days or more. In order to receive priority consideration, these individuals must meet the eligibility requirements for the Career Transition Assistance Plan (CTAP) or the Interagency Transition Assistance Plan (ICTAP) and must apply to the vacant position when applicable.

PROBATIONARY/TRIAL PERIOD REQUIREMENTS

In most instances, individuals will be required to complete a 1-year probationary or trial period.

POSITIONS AVAILABLE

NRCS has received approval for Direct Hire Authority in FY21 for 1,525 positions throughout the country.

Title	Series	Grade	Positions
Soil Conservationist	457	5/7/9	755
Rangeland Management Specialist	454	5/7/9	75
Soil Conservation Technician	458	5/6/7	180
Soil Scientist	470	5/7/9	100
Engineering Technician	802	5/7/9	70
Engineer	810, 890, 819	5/7/9	165
Archaeologist	193	7/9/11	15
Biologist	401	5/7/9	126
Economist	110	5/7/9	3
Forester	460	5/7/9	11
Agronomist	471	5/7/9	25

HOW TO APPLY

Application periods are short for federal positions. To help ensure you meet the application deadline, create an account on www.usajobs.gov and set up a notification for NRCS jobs.

You can find helpful resources including resume and interviewing tips by visiting <https://www.nrcs.usda.gov/wps/portal/nrcs/in/about/careers/>.

www.usajobs.gov