



## **ACCELERATED HIRING AUTHORITY FACT SHEET**

This purpose of this document is to provide frequently asked questions (FAQs) for the National Guard (NG) Accelerated Hiring Authority of certain shortage or critical need positions authorized. The information found in this fact sheet provides general answers for the appointments of Title 5 and Title 32 excepted service National Guard employees under the authority designated to TAGs.

TCP-2022-002 policy memorandum and attachments should be referred to for any specific information related to the NG Accelerated Hiring Authority such as expiration date of the authority, covered occupations and grades, etc.

### **Frequently Asked Questions**

#### **Q1. What are the benefits of using the NG accelerated hiring authority?**

**A1.** Provides TAG and CG the ability to meet mission requirements by filling positions quickly and efficiently in a streamlined process. This authority enables TAG and CG to hire qualified applicants by eliminating competitive rating and ranking procedures, veterans' preference requirements, public notice requirements, and typical selection procedures.

#### **Q2. How should TAG and CG use this NG accelerated hiring authority?**

**A2.** TAG and CG can use targeted recruitment and outreach efforts rather than the traditional USA Jobs announcement to expedite and streamline the hiring process. Methods that may be used in targeted recruitment and outreach include job fairs, college recruiting events, flyers, various advertising, etc. These targeted recruitment and outreach efforts are in addition to the methods of advertising positions in your Merit Placement and Promotion Plan. Selection of candidates may be made from either a referral certificate or by name request of individuals found through targeted recruitment and outreach efforts.

#### **Q3. Can tentative job offers be made at recruiting events using this NG accelerated hiring authority?**

**A3.** Yes. Hiring managers may make tentative, contingent job offers at recruiting events. Offers must be made on a contingent basis when other factors must be considered (i.e., security, medical, PPP, T32 Section 709(b), etc.). Candidates must meet minimum qualifications and any selective factors, quality ranking factors, and/or competencies required by the position.

#### **Q4. Can current federal employees be considered under this authority?**

**A4.** Yes. This authority allows appointment of qualified candidates which does not exclude current, federal employees from being considered or appointed if they are qualified. The individual would be required to convert to a new civil service appointment and therefore meet all the requirements of a new appointment, such as serving a new trial period, tenure requirements, etc.

#### **Q5. Are NG accelerated hiring authority applicants required to meet minimum qualification standards?**

**A5.** Yes. At the time of appointment, the appointing official must ensure the individual selected

meets all requirements of the position.

**Q6. What types of appointments are covered under this NG accelerated hiring authority?**

**A6.** This authority may be used for permanent, indefinite, or temporary appointments of qualified candidates to positions in the NG excepted service.

**Q7. Is public notice required?**

**A7.** No, public notice is not required. Merit factors shall be the basis for selecting individuals for positions. Merit factors are determined by the individuals' ability to perform the duties of the position. Merit is based on such factors as previous work experience, education, abilities, and competencies.

**Q8. Does this authority place any time limitations on appointments?**

**A8.** Yes, this authority will expire 25 Mar 2023, unless superseded. No appointments may be made under this NG accelerated hiring authority after 24 Mar 2023.

**Q9. Does this authority have any allocation limitations?**

**A9.** No.

**Q10. How do I code a request for personnel action when using this NG accelerated hiring authority?**

**A10.** For appointments under T5 USC § 2103, State staffing specialists will use the applicable excepted service Nature of Action Code for appointment type (for example, 170), and the Nature of Action is: Excepted Appointment, the Authority Code is: ZLM, and the Legal Authority is: Public Law 114-328, December 2016, Section 932; T10 USC § 10508.

For appointments under T5 USC § 3101, State staffing specialists will follow the directions in the preceding paragraph, with a Secondary Authority Code of V8K.

Any individual appointment under T5 USC § 3101 must meet the requirements of T32 USC § 709(b).

**Q11. Does Veterans' Preference apply to this NG accelerated hiring authority?**

**A11.** No. Veterans' preference does not apply when selecting individuals under this NG accelerated hiring authority. This authority authorizes TAG and CG to non-competitively appoint qualified candidates to certain positions in the excepted service without regard to chapter 33, subchapter I of T5 USC, other than § 3328 (Selective Service Registration). As a matter of policy, Sections 3323 (Automatic Separations; Reappointment; Re employment of Annuitants) and 3326 (Appointments of Retired Members of the Armed Forces to Positions in the Department of Defense) of chapter 33, subchapter 1 of title T5 USC continue to apply.

**Q12. Are positions filled by this authority subject to the Priority Placement Program?**

**A12.** Yes, appointments under this authority are subject to modified procedures outlined in the Priority Placement Program (PPP) Handbook, Chapter 4, Appendix B, dated November 2019. While this is a NG accelerated hiring authority, HROs and state staffing specialists will follow the DoD "Modified Priority Placement Program Procedures for Positions Filled Through the National Defense Authorization Act Direct-Hire Authorities," dated July 17, 2017. If the HRO and state staffing specialist is required to submit a WSO Form 1800-01 for validation of PPP qualifications or the unilateral qualifications provision, in the Applicable Statutory DHA block on the WSO Form 1800-01, enter "Public Law 114-328, December 2016, "National Defense Authorization Act for Fiscal Year 2017, Section 932".

**Q13. Does this authority require Interagency Career Transition Assistance Plan (ICTAP) and Reemployment Priority List (RPL) clearance?**

**A13.** No, this authority does not require clearance of displaced employee programs.

**Q14. Is a 180-day waiver required for Appointment of Retired Members of the Armed Forces within 180 days of Retirement?**

**A14.** Yes, follow the procedures in Department of Defense Instruction, Number 1402.01, September 9, 2007.

**Q15. Are appointments made under this hiring authority subject to a trial period?**

**A15.** Yes. Initial permanent appointments in tenure group 2 are subject to a trial period unless a trail period was previously served. If a trial period was previously served, then the permanent appointment tenure group is 1.

**Q16. Does Time-In-Grade apply to NG accelerated hiring authority selectees?**

**A16.** No. Time-In-Grade does not apply when making appointments under this authority. However, candidates are required to meet minimum qualification standards and any other applicable requirements.

**Q17. Who can provide additional information and assistance on this NG accelerated hiring authority?**

**A17.** HROs and state staffing specialists may email inquiries to NGB-J1-TCPE via: [ng.ncr.ngb-arng.mbx.ngb-tns-inbox@army.mil](mailto:ng.ncr.ngb-arng.mbx.ngb-tns-inbox@army.mil).