



FACTSHEET for DFP Hiring Authorities

U.S. Fish and Wildlife Service's Directorate Fellows Program

FACT 1. The U.S. Department of the Interior (DOI), Direct Hire Authority for Resource Assistant Internship Programs is a unique DOI hiring authority authorized by the John D. Dingell, Jr. Conservation, Management and Recreation Act. It can be used within **all** DOI bureaus and equivalent offices.

FACT 2. The Fish and Wildlife Service (FWS) branded the DOI Direct Hire Authority (DHA) for Resource Assistant Internship Programs and implemented it as the "Directorate Fellows Program" (DFP). This DHA allows **all** DOI Bureaus and equivalent offices to appoint an eligible DFP candidate directly, without applying to a vacancy announcement or application of Veteran's preference regulations, however there is a requirement that a vacancy must be posted to allow for displaced federal employees under the Career Transition Plan (CTAP) and Inter-agency Career Transition Program (ICTAP) priority consideration before a DFP can be selected.

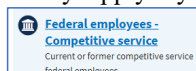
FACT 3. The DHA may **ONLY** be used to appoint eligible DFP Fellows to permanent, competitive service appointments to the federal service. Appointment of eligible Fellows is not guaranteed and is at the discretion of the bureau. The DFP Fellow must have successfully completed the DFP program requirements (which includes an 11-week rigorous summer internship) and subsequently earned an undergraduate or graduate degree from an accredited institution of higher learning and meet the U.S. Office of Personnel Management's (OPM) qualifications and eligibility requirements for the position.

FACT 4. Eligibility for a direct hire appointment expires 2 years from the date the DFP Fellow completed their degree and cannot be extended. The DFP Fellow must be appointed to a position prior to the expiration date (entered on duty and officially working as a FWS employee). The DHA cannot be used again for subsequent promotions within the FWS. Once employed, former DFPs must compete for FWS promotion opportunities by applying to an open vacancy announcement. Former DFPs may use their DHA eligibility to apply for promotions under merit promotion announcements during their 2-year eligibility window. If qualified, they will be referred as a non-competitive applicant and are not subject to one year time-in-grade restrictions.

FACT 5. DFP Fellows who are eligible for the DHA will receive a certified Noncompetitive Hiring Certificate (NCE) from the FWS Joint Administration Operations, Division of Human Resources for use in the job application and placement process. The certificate will indicate the expiration date of their eligibility for a direct hire appointment.

FACT 6. In addition to eligibility for a direct hire appointment in any DOI Bureau or equivalent office, the Noncompetitive Hiring Certificate may **ALSO** be used to apply for job opportunities posted on USAJobs (USAJobs.gov) for **all** DOI bureaus and equivalent offices. Job Announcements:

- **should** indicate 'Who may Apply' by using the following terms:



- **must** be permanent, competitive service positions: opened Government-wide, and
- **cannot** be competitive positions that are 'opened to all U.S. Citizens'.

FACT 7. DFP Fellows eligible for the DHA will receive information from FWS on direct placement assistance, qualifications for FWS jobs and guidance on applying for jobs in FWS, and with **all** DOI bureaus and equivalent offices.

FACT 8. DFP Fellows who are employed in a term or temporary position in any agency in the Federal government will not lose their DHA eligibility within the 2-year period.

FACT 9. DFP Fellows may only re-apply to the program if they have completed all requirements for DHA, and their 2-year eligibility period has expired. Individuals will not be placed into consecutive DFP projects.