



This table compares the December 2025, DoW Direct Hiring Authority (DHA) with the Cyber Excepted Service (CES), outlining the key hiring and HR flexibilities available within the Department of War. Please note this is for comparison purposes only. Always consult the official policies and procedures of your specific CES Component.

	Direct Hire Authority (DHA) for DoW	Cyber Excepted Service (CES)
Authority	5 USC 9905	10 USC 1599f
Expiration Date	September 30, 2030 (with exceptions)	Indefinite
Purpose	To recruit for competitive service positions without traditional competitive examining procedures (i.e., rating and ranking).	To recruit for excepted service positions without traditional competitive examining procedures (i.e., rating and ranking).
Type of Service	Competitive	Excepted
Grades	GS-15 or below (or equivalent)	GG-15 or below
Appointment Types	Permanent, term, and temporary	Permanent, term, and temporary
Occupations Covered	Includes positions in Maintenance, Cyber, Acquisition, STEM, Medical/Healthcare, Childcare, Accounting/FM, Business Transformation, Military Housing, Aircraft Operations, Public Safety, and for the Special Inspector General for Operation Atlantic Resolve.	All positions within the Cyber Excepted Service.
Public Notice	Not required.	Not required.
Announcement Options	If public notice is used, the announcement should be concise and easily understood.	If public notice is used, the announcement should be concise and easily understood.
Merit System Principles	Merit factors must be followed through the recruitment, assessment, and selection process.	Merit factors must be followed through the recruitment, assessment, and selection process.
Veterans' Consideration	Veterans' preference is not applicable.	At the time of final selection, a determination is made if any of the candidates are preference eligible. If a veteran is deemed substantially equally qualified to a non-veteran, the veteran must be offered the position.
On-the-Spot Hiring	Not specified.	Permitted when standard methods are unlikely to yield qualified candidates, such as for mission-critical roles or scarce skills. Veterans' preference is not applicable as there is only one candidate involved.
Waiver for Retired Military (180-days)	Not required.	Required.