

A Discussion Around Special Hiring Authorities, March 11, 2015

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Greetings A Rising Tide!

Topic: A Discussion Around Special Hiring Authorities - What are they and when should we use them?

Special Guest: Michael C. Darby, NOAA WFMO Advisory Services Division

Discussion: Whether you are a seasoned NOAA supervisor, new to the supervisory game or using your LCDP experience to build up valuable supervisory experience, one thing is for sure: you've probably heard how complex and time-consuming the federal hiring process can be. For this session, I've asked Michael Darby from NOAA's Workforce Management Office to join us and provide an overview of hiring practices and give specific examples of how we can become more effective and efficient at filling vacant positions. Michael will introduce the basics of special hiring authorities available to federal managers, explain the benefits and drawbacks of these authorities, and will test our newly acquired knowledge with some scenario based questions (if time allows).

We will be using the [slides and spreadsheet attached](#) to this email during our session. Please take some time to review the attached material prior to our meeting.

Some things to consider leading up to this session:

- Reflect on your experience with the federal hiring process (hiring manager, review panel, candidate)
- If you are a current supervisor, what is your comfort level with the various hiring authorities available to you?
- During your time with NOAA have you ever hired someone (or worked with someone who was hired) using a special hiring authority?
- Do you feel NOAA is making good use of "alternative" or special hiring authorities?

Some interesting articles on this subject:

[Impact of Recruitment Strategy on Fair and Open Competition for Federal Jobs](#)

[The Unintended Consequence of Special Hiring Authorities for Vets: Fewer Women Hires](#)