



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

## MEMORANDUM

**TO:** Heads and Acting Heads of Departments and Agencies  
**FROM:** Scott Kupor, Director, U.S. Office of Personnel Management  
**DATE:** April 13, 2026  
**RE:** Competency-Based Qualification Standards for the Information Technology Management Series, 2210

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The United States Office of Personnel Management (OPM) is issuing a new [Competency-Based Qualification Standard for the Information Technology \(IT\) Management Series, 2210](#).

This initiative supports [Executive Order 13932 - Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates](#), issued on June 26, 2020, which directs merit-based reforms to increase the use of competency-based assessments and skills-based hiring across the Federal Government. It also advances efforts to address skill gaps in technology fields mandated by the National Defense Authorization Act of 2022, including those related to software development. [Executive Order 14170 - Reforming the Federal Hiring Process and Restoring Merit to Government Service](#) and the [Chance to Compete Act of 2024](#) (Public Law 118-188) further direct agencies to adopt skills- and competency-based hiring. On May 29, 2025, OPM released the [Merit Hiring Plan](#) to guide agencies in implementing these reforms.

The IT occupation has undergone significant transformation in recent years and is essential to ensuring secure, modern, and effective Federal operations. To support agencies in recruiting and retaining highly skilled IT professionals, OPM is aligning classification, qualification, and assessment guidance through an integrated, competency-based framework. This issuance is one of three coordinated releases designed to assist agencies in implementing skills-based hiring and job-related assessments.

This new standard consolidates and replaces the previously issued qualification standards for the IT Management Series, 2210 (Alternative A and Alternative B). The Competency-Based Qualification Standard for Information Technology Management Series, 2210 establishes cross-cutting critical competencies and required proficiency levels by grade for general competencies. These proficiency levels were informed by occupational surveys and subject matter expert engagement. Because technical competency requirements vary across agencies and positions, agencies are responsible for identifying supplemental technical competencies and associated proficiency levels based on job analysis. The standard includes additional guidance to assist agencies in selecting appropriate supplemental general and technical competencies consistent with a skills-based hiring approach.

Agencies are expected to implement this standard in accordance with the accompanying guidance. OPM will provide additional guidance, tools and technical assistance to support effective implementation.

OPM values agency feedback during the application of this standard. To facilitate a comprehensive review, departments and agencies must consolidate input from all components or bureaus and submit a single, unified response. Consolidated agency comments should be submitted via the following survey: <https://surveys.opm.gov/se/5B5534D46020F9CB>. For headquarters human resources offices level questions regarding the IT 2210 Competency Based Qualifications Standard please contact [fedclass@opm.gov](mailto:fedclass@opm.gov).

Your partnership is essential to strengthening merit-based hiring and ensuring the Federal Government can attract and retain the IT talent necessary to meet mission needs.

cc: Deputy Chief Human Capital Officers, Human Resources Directors, Chief Information Officers Council, Chief Data Officers Council

**Attachments**

1. [Competency-Based Qualification Standards for the Information Technology Management Series, 2210](#)
2. [Information Technology 2210 Frequently Asked Questions](#)