



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

MEMORANDUM

TO: Heads of Departments and Agencies

FROM: Scott Kupor, Director, U.S. Office of Personnel Management

DATE: April 13, 2026

RE: Issuance of the Competency Based Position Classification Standard for the Information Technology Management Series, 2210

The U.S. Office of Personnel Management (OPM) is issuing the [Competency Based Position Classification Standard \(PCS\) for Administrative Work in the Information Technology Series, 2210](#), which provides updated classification guidance, titling instructions, occupational information, and grading criteria for administrative IT positions governmentwide.

This issuance directly supports [Executive Order 13932 - Modernizing and Reforming the Assessment and Hiring of Federal Job Candidates](#), [Executive Order 14170 - Reforming the Federal Hiring Process and Restoring Merit to Government Service](#), the [Chance to Compete Act of 2024](#) (Public Law 118-188) and the [Merit Hiring Plan](#). Together, these policies advance a governmentwide shift toward skills based hiring, assessment modernization, and skills- driven- workforce practices, which are foundational to the updated PCS.

Federal agencies are navigating an ever-expanding and rapidly evolving IT landscape that includes cybersecurity, cloud technologies, enterprise platforms, data-driven operations, digital services, artificial intelligence, automation, and other emerging innovations that are reshaping how missions are carried out. IT skills now have an increasingly limited shelf-life, often evolving faster than traditional policy and classification cycles. Technologies, tools, and work methods shift rapidly, requiring classification standards that can adapt to continuous change. To reflect this reality, the updated PCS modernizes occupational information, clarifies distinctions between IT work categories, and incorporates competency-aligned guidance that anticipates and supports evolving operational and strategic IT functions.

The new PCS is intentionally structured to be more responsive to future updates as new technologies, competencies, and workforce requirements emerge. It provides a modern foundation that enables agencies to classify IT positions accurately within a fluid, fast-moving IT environment.

The updated PCS reinforces the federal government's ongoing transition to skills based- hiring and talent development, as directed by Executive Orders 13932 and 14170 and supported by the Merit Hiring Plan and the Chance to Compete Act. Specifically, the standard:

- Embeds the role of competencies in classification, qualifications, and assessment frameworks
- Supports the shift away from outdated credential centric- models toward validated skills and behaviors
- Reflects the modern work performed across the federal IT ecosystem
- Aligns classification guidance with the governmentwide mandate to modernize hiring and improve workforce agility
- Supports continuous workforce upskilling and reskilling, given the fast-changing nature of IT roles and tools
- Ensures agencies can better identify, evaluate, and onboard applicants with the real world capabilities required- for modern IT missions

By aligning classification with these workforce reforms, the PCS ensures agencies have the policy infrastructure needed to recruit and develop a high performing IT workforce capable of meeting 21st-century mission demands.

The updated PCS replaces previous IT 2210 Job Family Classification Standard standards and reflects substantial changes in the nature of IT work. Key components include:

- Updated series definitions and titling guidance
- Occupational distinctions between IT and non IT work
- Detailed IT occupational information across clusters - IT Operations & Security, IT Development & Analysis, and IT Strategy & Planning
- Modernized Factor Level Descriptions (FLDs) for evaluating work at grades 5-15
- Revised work examples, illustrations, and crosswalks
- Integration of competency-based concepts to support skills-based hiring and workforce planning

These updates help ensure the federal government maintains classification guidance that is relevant, accurate, and flexible enough to adapt to ongoing technological change. OPM will monitor the evolution of skills through signals in the labor market, including new emerging technologies and credentials.

Agencies should implement the updated PCS when evaluating and classifying administrative IT positions in the 2210 series. Given the pace of technological change and the short lifecycle of many IT skills, OPM encourages agencies to share classification insights and application issues during the implementation phase and provide comprehensive feedback.

To facilitate efficient review, agencies must submit consolidated comments from all components or bureaus. Feedback can be submitted via this survey:

<https://surveys.opm.gov/se/5B5534D46DB4B8B4>. For any questions regarding the IT 2210 Competency Based Classification Standard, please contact fedclass@opm.gov.

Attachments

1. [Competency Based Position Classification Standard for Administrative Work in the Information Technology Series, 2210 \(April 2026\)](#)
2. [Competency Based Position Classification Standard for Administrative Work in the Information Technology Series, 2210 Frequently Asked Questions \(FAQs\)](#)

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