

Growing the Next Generation of Cyber Talent

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**Department of Defense Chief Information Officer
(DoD CIO)**

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The Department of Defense

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The Department of Defense is one of the Nation's largest employers with approximately 3.5 million strong:

- ⚡ 1.3 million active-duty military service members
- ⚡ 750,000 National Guard and Reserve service members
- ⚡ 750,000 civilian personnel
- ⚡ 600,000 contractors





Join Our Mission

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Looking for a **CHALLENGE?**



MORE than just a job?



Have a call to **SERVE?**



The **threat to national security is clear and present**. The United States is looking for capable, energetic individuals interested in serving their country in the federal government!

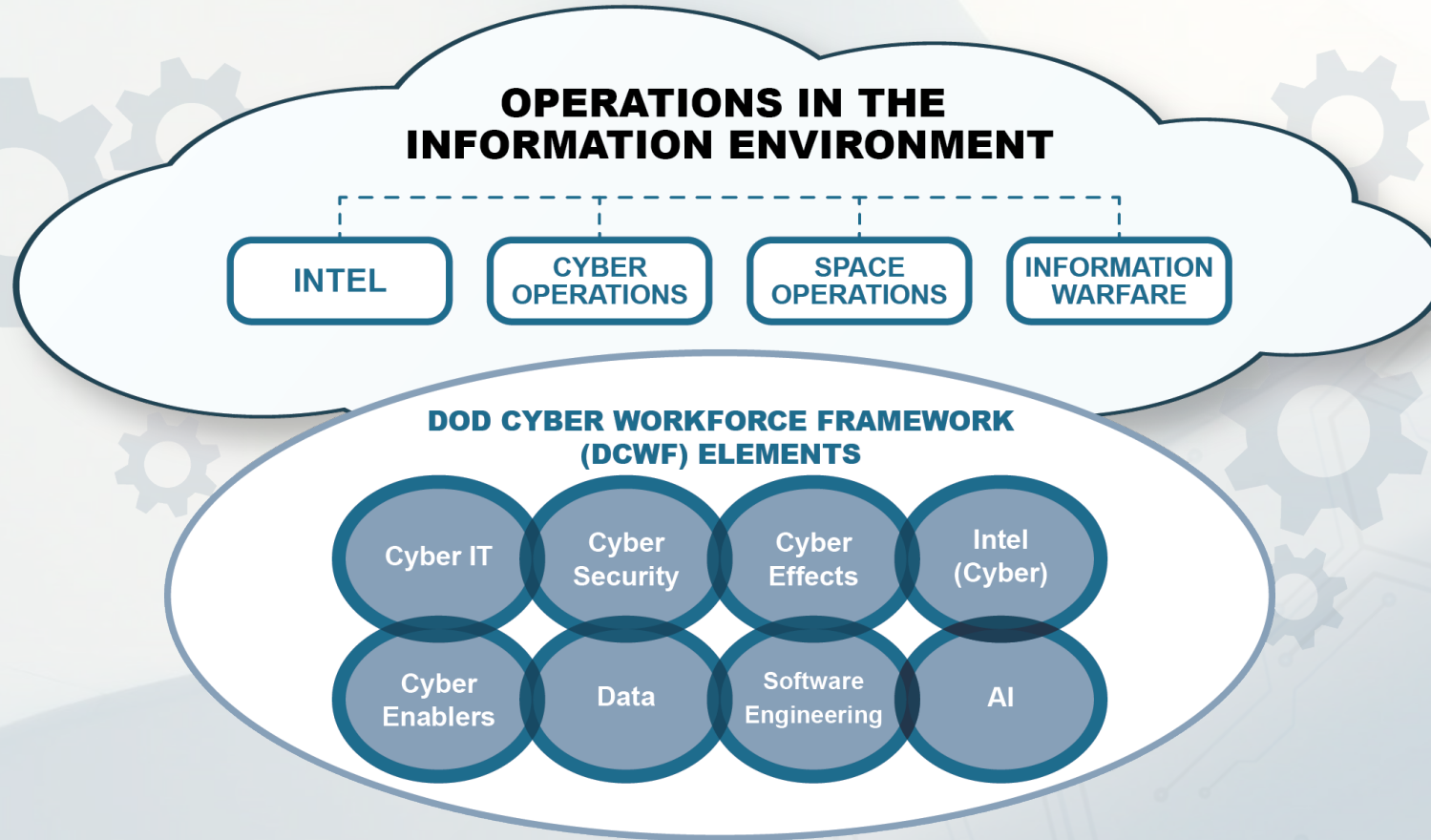
There are many such Department of Defense opportunities across the digital landscape. The **path you choose** opens unlimited potential for growth opportunities as you safeguard our Nation against current and future threats.

Consider **your next step forward** to a career in the Department...



DoD Cyber Workforce Overview

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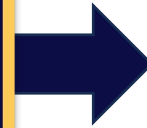
A winning future requires a technology adept and data-literate workforce to achieve a systems over-match



DoD Cyber Workforce Framework (DCWF)

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- ✓ **72 DoD Cyber Workforce Framework (DCWF) work roles** identified that include core cybersecurity knowledge and skill requirements, supporting homeland defense priorities.
- ✓ **Over 300 DoD 8140 foundational qualification options** available to improve resiliency against cyber attacks and defend critical infrastructure.



DCWF Work Role Alignment to Workforce Elements

Current as of 18 SEP 2024



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CYBER IT

OPR: DoD CIO

- (411) Technical Support Specialist
- (421) Database Administrator
- (431) Knowledge Manager (KM)
- (441) Network Operations (NETOPS) Specialist
- (451) System Administrator (SYSADMIN)
- (632) Systems Developer
- (641) Systems Requirements Planner
- (651) Enterprise Architect (ENTARCH)
- (661) Research and Development (R&D) Specialist
- (671) System Testing and Evaluation (T&E) Specialist

CYBERSECURITY

OPR: DoD CIO

- (212) Cyber Defense Forensics Analyst
- (462) Control Systems Security Specialist
- (511) Cyber Defense Analyst
- (521) Cyber Defense Infrastructure Support Specialist
- (531) Cyber Defense Incident Responder
- (541) Vulnerability Assessment Analyst
- (611) Authorizing Official (AO)/Designated Representative
- (612) Security Control Assessor
- (622) Secure Software Assessor
- (631) Information Systems Security Developer
- (652) Security Architect
- (722) Information Systems Security Manager (ISSM)
- (723) Communications Security (COMSEC) Manager

CYBER EFFECTS

OPR: USD PCA

- (121) Exploitation Analyst
- (122) Digital Network Exploitation Analyst (DNEA)
- (131) Joint Targeting Analyst (JTA)
- (132) Target Digital Network Analyst (TDNA)
- (133) Target Analyst Reporter (TAR)
- (321) Access Network Operator
- (322) Cyberspace Operator
- (332) Cyber Operations Planner
- (442) Network Technician
- (443) Network Analyst
- (463) Host Analyst

INTEL (CYBER)

OPR: USD (I&S)

- (111) All-Source Analyst
- (151) Multi-Disciplined Language Analyst
- (311) All-Source Collection Manager
- (312) All-Source Collection Requirements Manager
- (331) Cyber Intelligence Planner

DATA / AI

OPR: DoD CDAO

- (422) Data Analyst
- (423) Data Scientist
- (424) Data Steward
- (623) Artificial Intelligence / Machine Learning (AI/ML) Specialist
- (624) Data Operations Specialist
- (653) Data Architect
- (672) AI Test & Evaluation Specialist
- (733) AI Risk & Ethics Specialist
- (753) AI Adoption Specialist
- (902) AI Innovation Leader
- (903) Data Officer

SOFTWARE ENG

OPR: USD (R&E)

- (461) Systems Security Analyst
- (621) Software Developer
- (625) Product Designer User Interface (UI)
- (626) Service Designer User Experience (UX)
- (627) Development, Security, Operations (DevSecOps) Specialist
- (628) Software/Cloud Architect
- (673) Software Test & Evaluation Specialist
- (806) Product Manager

CYBER ENABLERS (OPR: DoD CIO)

- Leadership: (732) Privacy Compliance Manager; (751) Cyber Workforce Developer and Manager; (752) Cyber Policy and Strategy Planner; (901) Executive Cyber Leader
- Legal: (211) Forensics Analyst; (221) Cyber Crime Investigator; (731) Cyber Legal Advisor
- Trng & Educ: (711) Cyber Instructional Curriculum Developer; (712) Cyber Instructor
- Acquisition: (801) Program Manager; (802) IT Project Manager; (803) Product Support Manager; (804) IT Investment/Portfolio Manager; (805) IT Program Auditor



Cyber Excepted Service

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The Secretary of Defense authorized the Cyber Excepted Service (CES) Personnel System to provide you a more streamlined process with flexibility to:



SKIP THE LINE: USAJobs hiring process not required. Go direct through your Agency.



"ON THE SPOT" HIRING: Fast-track past lengthy Federal approval process.



MERIT-BASED PROMOTION: Advance as you skill up; time requirements waived.



INCREASED PAY POTENTIAL: Job Offers up to step 12 (Standard Federal limit: Step 10).



ENHANCED PAY FOR CRITICAL WORK ROLES: Targeted supplemental pay for the most in-demand jobs.



Fast Track to a CES Position – Direct Application

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YOUR FAST PASS TO SUCCESS

**Skip the line and apply directly to
a CES organization**

U.S. Cyber Command:

<https://www.cybercom.mil/Employment-Opportunities/>

U.S. Army Cyber Command:

<https://www.arcyber.army.mil/Careers/>

US Navy:

<https://www.fcc.navy.mil/CAREERS/CIVILIAN-JOB OPPORTUNITIES/>

US Air Force:

<https://afciviliancareers.com/find-a-job/>

Chief Digital and Artificial Intelligence Office:

<https://www.ai.mil/careers.html>



CES Compensation Basic Principles

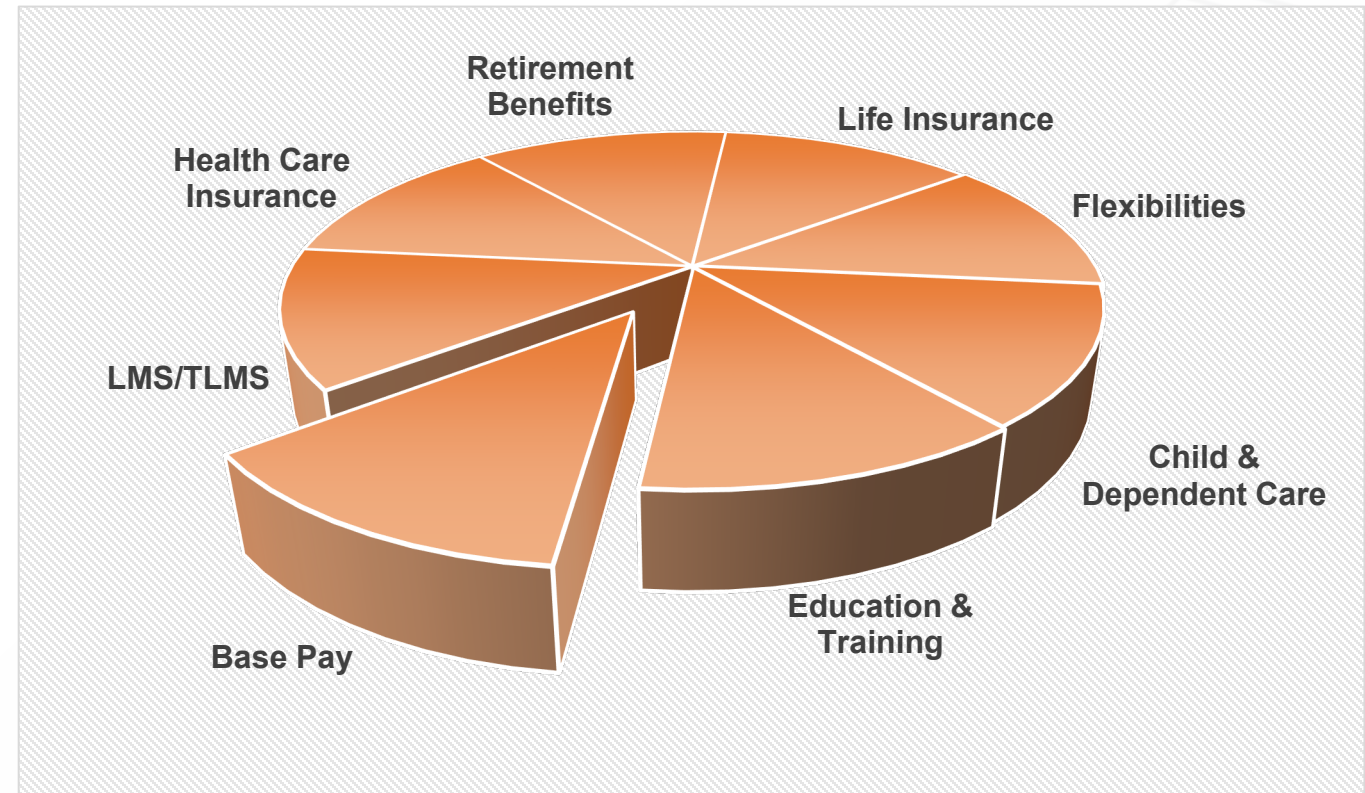
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CES Compensation Architecture

Provides pay opportunities that enable flexible and effective recruitment, development, and retention of a high-quality workforce

PAY RANGES:

- **Grade 5** \$45,146 - \$58,686 to **Grade 15** \$163,964- \$191,900
(Greater Washington, DC and Baltimore area)
- *This includes a total compensation package excluding your basic salary equal up to \$40,000.*





DoD Cyber Service Academy

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The DoD Cyber Service Academy (DoD CSA)

(Formerly the Cyber Scholarship Program) is designed to encourage the recruitment of the nation's top cyber talent and the retention of DoD personnel who have skills necessary to meet DoD's cyber requirements and help secure our nation against the threats of information systems and networks.

Grants awarded for scholarships and capacity building to NCAE-Cs:

SCHOLARSHIPS:

- **Recruitment:** Targets students who are not current DoD or Federal employees and who are enrolled at designated NCAEs; may be undergraduate or graduate students
- **Retention:** Targets Military and Civilian DoD personnel for Associates or Graduate (Certificates, Masters, and PhD programs)

CAPACITY BUILDING:

- Enhances/expands cyber education programs & curricula to support the cyber talent pipeline



Job Opportunities

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DoD *continuously* seeks talent at varying levels. Talent opportunities are available if you are currently:

- *An Undergraduate Student*
- *A Graduate Student*
- *A Recent Graduate*
- *Non-Student – Seeking Federal Employment*

FIND YOUR FIT!

Students and Recent Grads

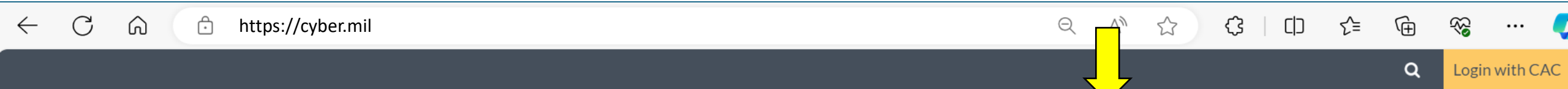
- <https://help.usajobs.gov/working-in-government/unique-hiring-paths/students>
- <https://www.dodciviliancareers.com/civiliancareers/studentsrecentgrads>
- <https://www.dodciviliancareers.com/civiliancareers/internships>

DoD and OPM Cyber Careers

- <https://www.dodciviliancareers.com/>
- <https://www.opm.gov/cyber-careers/cyber-careers-job-seekers/>



DoD CIO Workforce Innovation Directorate DoD (DISA) Cyber Exchange References & Resources



The authoritative source for DCWF/DoD 8140 resources is the DoD (DISA) Cyber Exchange (Public/NIPR).

- Topics
- Training
- WID
- PKI/PKE
- SRGs/STIGs
- Resources
- Help

❖ DoD 8140 Landing Page, Documents Library & Qualification Matrices

- **Landing Page:** <https://cyber.mil/wid/dod8140/>
- **Documents Library/Qualification Matrices:** <https://cyber.mil/wid/dod8140/documents-library>

❖ DCWF Landing Page & Work Role Tool

- **Landing Page:** <https://cyber.mil/wid/dod-cyber-workforce-framework/>
- **Work Role Tool:** <https://cyber.mil/wid/dcwf/>

❖ Cyber Excepted Service (CES) Landing Page, Operational eGuide & Compensation Calculator

- **Landing Page:** <https://cyber.mil/wid/dod-cyber-excepted-service-ces/>
- **Operational eGuide:** <https://dl.cyber.mil/trn/online/ces-hr-reference-guide/index.html#/>
- **Compensation Calculator:** <https://dl.dod.cyber.mil/wp-content/uploads/dces/CES-Incentives/story.html>

DOD WORKFORCE INNOVATION DIRECTORATE

| | |
|---|---|
| DoD Workforce Innovation Directorate (WID) Home | Cyber Information Technology Exchange Program (CITEP) |
| DoD 8140 | DoD Cyber Service Academy (DoD CSA) |
| DoD Cyber Workforce Framework (DCWF) | Cyber Workforce Rotational Program (CWRP) |
| DoD Cyber Excepted Service (CES) | Federal Cyber Career Pathways |

DoD 8140 Supplemental Resources Coming Soon

| |
|---|
| DoD 8140 Foundational Qualification Matrix Refresh Schedule: DCWF CS, IT, Cyber Enabler Elements Spring 2025 |
| DoD 8140 Module 4: Cyber Position Identification |
| DoD 8140 Module 5: Civilian Cyber Positions |
| DoD 8140 Module 6: Cyber Workforce Development & Qualification |
| DoD 8140 Module 7: Cyber Analytics & Reporting |

We Want Top Cyber Talent



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"To recruit and retain the most talented workforce, we must advance our institutional culture and reform the way we do business. The Department must attract, train and promote a workforce with the skills and abilities to tackle national security challenges, creatively and capably, in a complex global environment."

— Secretary Austin,
Secretary of Defense

Back-Up Slides

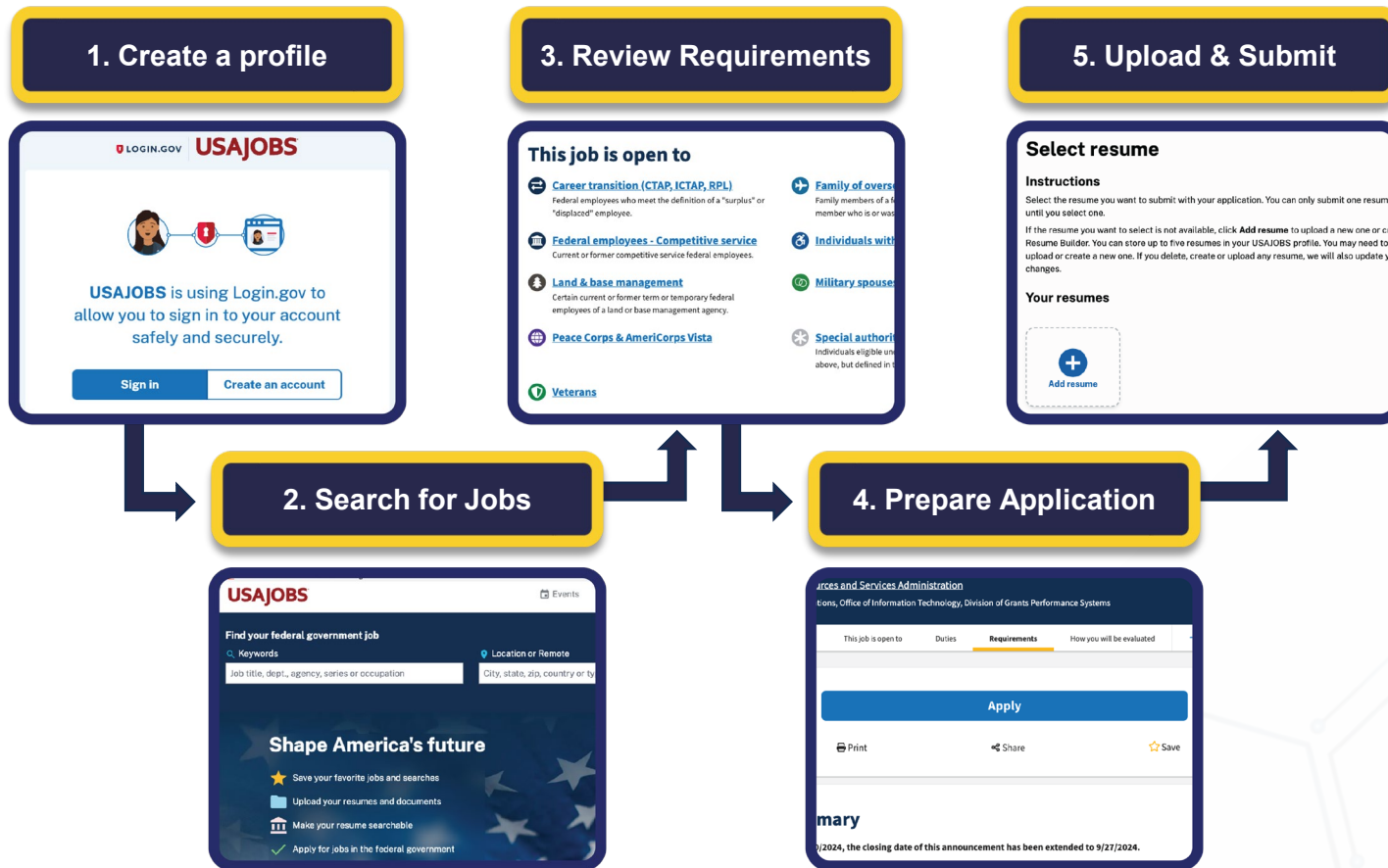




Apply to a Federal/DoD Job

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USAJobs hiring process: <https://www.usajobs.gov/>



Transition to the Department

1. Reviews Applications Received
2. Interviews Qualified Applicants
3. Selects Candidates(s) and Makes Job Offer

Cyber Academic Engagement Office



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In accordance with the National Defense Authorization Act (NDAA) Section 1531, the Department of Defense (DoD), Office of the Chief Information Officer has established the CAEO to serve as the consolidated focal point for cyber-related activities carried out between the DoD and academia stakeholders.

