

**2024 Vacancy Announcement for U.S. Army Fellow
Rising Leader Program
At U.S. Cyber Command (USCYBERCOM), Fort Meade, MD**

WE WIN WITH PEOPLE.
SEIZE THE INITIATIVE.
ARE ALWAYS IN THE FIGHT.
GO WHERE OTHERS CANNOT.
PARTNER. EMPOWER. DELIVER.



USCYBERCOM::OWN THE DOMAIN

Fellow Vacancy: Overview

Closing Date:	12:00 pm (EST) on 1 November 2023 [Note: Extensions will not be granted, no exceptions.]
Position Summary:	<p>The Fellows Program at USCYBERCOM in conjunction with the Army Cyber Command Rising Leader program is a highly competitive 3 year developmental managerial experiential position for exceptional talent. The Fellow Program recruits top quality STEM/Cyber talent and develops them through a combination of On-the-Job Training (OJT) and experience, as well as formalized education and training. The overarching program goal is to produce the best journeyman level professionals for continued, upward contribution to the Army and USCYBERCOM mission through permanent position outplacement upon successful program completion.</p> <p>USCYBERCOM is the nation's 10th Unified Combatant Command. The Command achieves and maintains superiority in the cyberspace domain to influence adversary behavior, deliver strategic and operational advantages for the Joint Force, and defend and advance our national interests.</p> <p>USCYBERCOM has three focus areas: Defending the Department of Defense information networks (DODIN), providing support to combatant commanders for execution of their missions around the world, and strengthening our nation's ability to withstand and respond to cyber attack. The Command unifies the direction of cyberspace operations, strengthens DoD cyberspace capabilities, and integrates and bolsters DoD's cyber expertise. Learn more about U.S. CYBER COMMAND here: https://www.cybercom.mil</p> <p>Stand shoulder to shoulder with fellow Army civilians and military members to serve our Nation! Army civilian service is the backbone of the service, providing vital operational, strategic, and tactical support to the warfighters. To learn more about U.S. Cyber Command, please visit: https://www.cybercom.mil/</p>
Pay Scale and Grade:	GS-2210-7/9/11 (Information Technology) -or- GS-1550-7/9/11 (Computer Science) Target outplacement/post-program conversion to GG-12 or GG-13.
Service:	Cyber Excepted Service
Probationary Period:	New Army employees are required to serve a two year probationary period.
Salary:	Please see the Pay Scale Table for Washington, D.C. located at www.opm.gov
Incentives:	<ul style="list-style-type: none"> Recruitment/Sign-on bonus incentive may be authorized (up to 100% first-year annual salary) Student Loan Repayment may be authorized (up to \$30,000) Civilian Tuition Assistance may be authorized for advanced collegiate coursework and technical training/certification exams (up to 100%)
Work Schedule:	<ul style="list-style-type: none"> Full-time (40 hrs./wk.). Employee may be required to travel and work outside normal duty hours, to include evenings, weekends and/or holidays. 3 year program depending on highest degree level achieved (e.g., 2 years for Master's degree, 3 years for a Bachelor's degree). Must be available to start no later than 5 September 2024.
Travel/Temporary Duty Assignments for Training:	<ul style="list-style-type: none"> Employees may be required to complete temporary duty assignments (TDY) for training and On-the-Job Training.
Location:	U.S. Cyber Command (USCYBERCOM), Fort Meade, MD.
Relocation/Travel Expenses:	Relocation and travel/temporary duty expenses are authorized in accordance with Joint Travel Regulations. [Note: Financial assistance/living stipend is not available]
Position Status:	Non-supervisory status position
Number of Vacancies:	12

FELLOW Vacancy (Continued): Who Can Apply?

<p><u>Eligibility:</u></p>	<ul style="list-style-type: none"> • Veterans and recent graduates who have completed a qualifying Bachelor’s or Master’s degree from an accredited academic institution. <ul style="list-style-type: none"> ○ Those applying for an Information Technology (IT) Specialist position must possess a qualified degree in Information Technology, Cyber Security, Management Information Systems, Electrical Engineering, or Computer Engineering. ○ Those applying for a Computer Scientist (CS) position must have a qualified degree in Computer Science with 30 semester hours in a combination of mathematics, statistics, and computer science. At least 15 of those hours must be in any combination of mathematics and statistics, and must include differential and integral calculus. ○ Other Bachelor’s or Master’s degrees, such as a Business Management degree, may be considered on a case by case basis if relevant IT and/or computer science experience is demonstrated on the applicant’s resume. However, PhD and law students are not eligible. • Students enrolled in a dual/accelerated degree program who have completed credits towards a Bachelor’s degree and are still completing a Master’s degree, may be considered on a case by case basis; however, the student will not be permitted to take classes during duty hours. He/she/they may take online or evening courses during personal time.
<p><u>Conditions of Employment:</u></p>	<ul style="list-style-type: none"> • You must be a U.S. Citizen. See “Required Documents and Information” for dual citizens. • You must be of legal working age. • You must be able to obtain and maintain a Top Secret SCI clearance (i.e., you must undergo and successfully complete an extensive background investigation which will include: fingerprinting, drug testing, polygraph, interviews, finance/records review, criminal records checks, foreign national associations review, and foreign travel review. • You must have obtained a qualified Bachelor’s or Master’s degree from an accredited academic institution with a GPA of 3.25 or higher out of 4.0. See “Eligibility Requirements”. • You must be able to relocate to Fort Meade, Maryland and have reliable local transportation. • You must be able to onboard by 5 September 2024, and be willing to accept an alternate solution (e.g., unclassified experience at an offsite location) until you are fully cleared for a classified, in-person experience. • You must be able to travel and complete temporary duty assignments to attend training. • You must submit a complete application/resume and supporting documents. See “How to Apply”.

Fellow Vacancy (Continued): Specialized Training

<p><u>Individual Development and Training Plans/Rotations:</u></p>	<ul style="list-style-type: none"> • Additional specialized training is documented and attested via the Fellow’s formal Individual Training/Development Plan. Each Fellow and their supervisor formally work with the Program Manager to acknowledge/document the additional experience, training, and rotations that are required for successful outplacement into a permanent position. • It is the responsibility of the Fellow to meet all training and regulatory requirements in addition to maintaining successful performance. Failure to meet these requirements may result in a delay in annual programmed salary increases or cause for termination.
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Fellow Vacancy (Continued): Knowledge, Skills, and Abilities (KSAs), Qualifications, and Attributes

Knowledge, Skills and Abilities:	<ul style="list-style-type: none"> Applicants must demonstrate the possession of the knowledge, skills, abilities (KSAs), and competencies necessary for successful job performance required for this position.
Qualifications:	<ul style="list-style-type: none"> Applicants must meet the minimum qualification requirements for work category, occupation, work level, pay band & grade.
Attributes:	<ul style="list-style-type: none"> Common and/or desirable attributes for successful job performance as either an IT Specialist or Computer Scientist are identified in the chart below.

Information Technology / Computer Science / Data Science KSAs:	Common and/or Desirable Attributes:	Other non-IT (i.e. Business, Finance, International Affairs, KSAs:
IT 1. Knowledge of IT/computer/data science principles, techniques, requirements and practices to participate in a variety of routine IT special assignments.	A. Demonstrates knowledge/education, and/or experience/technical competency in the field of expertise. B. Illustrates excellent problem solving and analytical skills. C. Demonstrates effective oral/written communication skills. D. Provides excellent Customer Service. E. Demonstrates teamwork. F. Attention to detail. G. Adaptability/ability to work in an ambiguous and fast-paced environment. H. Ability to professionally engage with/brief senior military and civilian leaders. I. Trustworthiness/ability to protect confidential/sensitive information and prevent authorized disclosure of such information to unauthorized entities. J. Knowledge of Joint Cyberspace Operations (CO) planning, concepts, principles, and practices, and familiarity with broad range of military operations.	CS 1. Professional knowledge of area of expertise policies, principles and concepts applicable to scientific methods and techniques to solve assigned problems.
IT 2. Knowledge of the principles, policies, and practices of acquisition and program management to carry out assignments in support of planning, organizing and managing cyber/IT/data/tool acquisition.		CS 2. Professional knowledge of theoretical foundations of area of expertise.
IT 3. Knowledge to assist in the development and maintenance portions of system capabilities which support the operation, planning, management, analysis and decision-making functions of the customer.		CS 3. Professional knowledge of area of expertise and related disciplines to design, develop and methods and techniques to recommend solutions for problems.
IT 4. Analytical and evaluation skills to assess systems of IT/cyber/data programs and/or equipment for capability in meeting customer or project requirements.		CS 4. Ability to analyze, interpret and apply procedures in a variety of situations and recommend effective solutions to senior leaders.
IT 5. Oral and written communication skills for effective working relationships, interaction with customers, and presentation of findings and proposals.		CS 5. Ability to communicate effectively both orally and in writing.

Fellow Vacancy (Continued): Application Requirements	
<u>How To Apply:</u>	<ul style="list-style-type: none"> <input type="checkbox"/> Submit your completed application/resume to Cyber_Recruiting@cybercom.mil by 12:00 pm (EST) on 1 November 2023. No extensions will be granted. <ul style="list-style-type: none"> <input type="checkbox"/> Include all required information referenced in “Required Information and Documentation” (unless otherwise specified in that section).
<u>Required Information and Documentation:</u>	<p>Failure to provide all of the required information/documentation as stated in this vacancy announcement may result in an ineligible/reduced rating.</p> <p><u>Complete Application Package:</u></p> <ul style="list-style-type: none"> <input type="checkbox"/> Updated Resume that contains: <ul style="list-style-type: none"> <input type="checkbox"/> First and Last Name <input type="checkbox"/> Phone number and Email [Note: Provide the one you check daily] <input type="checkbox"/> College/university name <input type="checkbox"/> Degree type (i.e., Bachelor’s and/or Master’s degree) [Note: Provide for all degrees] <input type="checkbox"/> Major/concentration(s) [Note: Provide for all degrees] <input type="checkbox"/> GPA [Note: Provide for all degrees] <input type="checkbox"/> Graduation date [Note: Provide for all degrees] <input type="checkbox"/> Work experience and dates [Note: Provide start and end month and year] <input type="checkbox"/> Do NOT include any links to social media profiles, portfolios, projects, or other websites <input type="checkbox"/> Application Questions and Writing Sample <ul style="list-style-type: none"> <input type="checkbox"/> Do NOT alter the document or submit the answers to application questions or the writing sample using any format other than what is provided <input type="checkbox"/> Provide transcripts from your qualifying degree program(s). <ul style="list-style-type: none"> <input type="checkbox"/> An electronic, unofficial copy of your transcripts will be accepted during the application process; however, either an electronic or hard copy of your official transcripts is required when requested. Additional instructions will be provided when the official transcripts are needed. <input type="checkbox"/> Veterans only: Must provide appropriate documents, when requested.