

## **U.S. CYBER COMMAND**

**Civilian Positions Available: Fort Meade, MD**

Learn more about U.S. Cyber Command at our webpage: [www.cybercom.mil](http://www.cybercom.mil)

**Command Vision:** Achieve and maintain 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.

### **The following principles guide U.S. Cyber Command:**

We are one cyber enterprise.

We empower our workforce.

We champion integrated, scalable solutions.

We compete by employing a long-term campaign mindset.

We are risk aware, not risk adverse.

### **USCYBERCOM hires talent through Cyber Excepted Service:**

***“Positions are DoD Cyber Excepted Service (CES) personnel system positions in the Excepted Service under 10 U.S.C. 1599f.”***

The Department of Defense Cyber Excepted Service (CES) is an enterprise-wide approach for managing civilian cyber professionals across the Department of Defense. Under CES, USCYBERCOM brings on new civilian talent under the excepted service offering greater flexibility in recruitment, hiring incentives and promotion opportunities. Experience is highly valued in the CES, which transcends the typical time-based approach in the competitive service. Cyber Excepted Service at USCYBERCOM follows the [General Schedule - 2021 Salary Table](#) for the DC/MD/VA area and the CES occupational structure ([DoDI 1400.25, Volume 3007, para 3](#)). Learn more about CES here: [Cyber Excepted Service Web Page](#)

#### **Student/Recent Grads! Now accepting resumes for 2022 positions!**

Interested in collegiate student internships and recent graduate development opportunities?

**Send inquiries / resumes to: [cyber\\_recruiting@cybercom.mil](mailto:cyber_recruiting@cybercom.mil)**

### **We are hiring talent and you are the imperative:**

We must enable our most valuable assets – our people – in order to gain advantages in cyberspace. U.S. Cyber Command recruits, develops, and retains the most talented civilian personnel in cyber and support positions spanning the following career areas and beyond: Planning and Doctrine, Information Technology, Cyberspace Plans and Policy, Budget Analyst, Executive Communications, Operations Research Analyst, Exercise Planner, Training Analyst, Cyber Operations Specialist, Program Analyst, and positions in Human Resources, Acquisition, Logistics, Facilities, Protocol and more!

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## **Civilian Employment Benefits and Incentives:**

**The Department of Defense (DoD) is proud to offer comprehensive benefits packages, recruitment and work/life balance incentives which include the following:**

- Flexible Scheduling
- Family and medical leave
- Family-friendly workplace including childcare centers in some locations
- Up to 26 vacation days each year
- 13 days sick leave earned annually
- 10 paid holidays per year
- Health insurance-numerous plans to choose from
- Long Term Care insurance
- Retirement plan
- Additional pay for overtime, and work on holidays or Sundays
- Life insurance-with available additions for family coverage
- Transit subsidies
- Leave-sharing programs

## **USCYBERCOM Civilian Positions Imperative Information:**

- Equal Opportunity Employer.
- U.S. citizenship required.
- Must be of legal working age.
- Position is a national security position, which may require access to classified information, requires a favorable suitability review and security clearance as a condition of employment. Failure to maintain security eligibility may result in termination.
- This is a drug testing position.
- CES positions apply Veterans' Preference to preference eligible candidates, as defined by Section 2108 of the Title 5 U.S.C. in accordance with the procedures provided in DoD Instruction 1 400.25, Volume 3005, "CES Employment and Placement. *View CES Veterans' Preference here: [DoDI 1400.25, Volume 3005](#)*
- Veterans Preference Documentation (if applicable): Upon request from USCYBERCOM Civilian Personnel Office, candidates claiming Veterans Preference must submit a DD-214 (Member Copy 4), or, if you are CURRENTLY serving on active duty, a statement of service from your unit which states the date you entered on active duty, the date you are separating, and the campaign medals you have received. For those supplying the statement of service, preference will be verified by a DD-214 (Member Copy 4) upon separation from the military. Veterans with a service-connected disability must also submit, upon USCYBERCOM request, a VA letter dated 1991 or later.
- Position requires a probationary period in accordance with [DoDI 1400.25, Volume 3005, para 3.15](#).
- Applicant must have directly applicable experience that demonstrates the possession of knowledge, skills, abilities, and competencies necessary for immediate success in the position. Qualifying experience may have been acquired in any public or private sector job, but will clearly demonstrate past experience in the application of the particular competencies or knowledge, skills, and abilities necessary to successfully perform the duties of the position. Such experience is typically in or directly related to the work of the position to be filled in accordance with [DoDD 8140.01](#) and [DoDI 1400.25, Volume 3005, para 3.9](#).

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