



DEPARTMENT OF DEFENSE
CIVILIAN PERSONNEL MANAGEMENT SERVICE
1400 KEY BOULEVARD
ARLINGTON, VA 22209-5144

NOV 27 2009

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Schedule A Hiring Authority for the Cyber Security Workforce

The Department of Defense has been granted Schedule A authority by the Office of Personnel Management (OPM) to staff certain cyber security positions worldwide. The authority may be used for 3000 positions Department-wide. In order to appropriately allocate the authority across the Department, we need information regarding your anticipated use of the authority.

This authority is limited to positions that require unique qualifications not currently established by OPM to perform such functions as cyber risk and strategic analysis, incident handling and malware/vulnerability analysis, program management, distributed control systems security, cyber incident response, cyber exercise facilitation and management, cyber vulnerability detection and assessment, network and systems engineering, enterprise architecture, intelligence analysis, investigation, investigative analysis and cyber related infrastructure inter-dependency analysis.

The authority applies to the following occupational series: security (GS-0080), intelligence analysts (GS-0132), computer engineers (GS-0854), electronic engineers (GS-0855), computer scientists (GS-1550), operations research (GS-1515), criminal investigators (GS-1811), telecommunications (GS-0391), and IT specialists (GS-2210). In addition to being limited to the series listed above, this authority may only be used for positions that require the unique cyber security skills and knowledge covered by this Schedule A authority to the extent that a selective placement factor is both justified and used.

All positions will be at the General Schedule (GS) grade levels 09-15. No new appointments may be made under this authority after December 31, 2012 or the date on which OPM establishes applicable qualification standards, whichever is earlier. You will be receiving information in the future regarding an effort to determine interim qualifications requirements that could be used by the Department prior to the development of OPM qualification standards.

If you anticipate utilizing this authority, please notify Ms. Joyce Griffith via email at marian.griffith@cpms.osd.mil by December 18, 2009, regarding your requirements so that we may ensure that total usage does not exceed our authorization. In the event that

requirements exceed our current authorization, allocations will be granted based on mission needs. After we receive your information, delegated authority will be granted along with the numerical limitations.

Should you have any questions regarding the authority, please feel free to contact Ms. Griffith at (703) 696-6301, extension 648.

A handwritten signature in black ink, appearing to read 'S. Stewart', with a horizontal line above the letters.

Sharon Stewart
Acting Director