State of California, Military Department

State Active Duty (SAD)

Vacancy Announcement

1 Position Available (TEMP)

Position Details

Announcement Number:	SAD VA 2026-089
Opening Date:	4 November 2026
Closing Date:	17 November 2026
Position Title:	Cyber Threat Intelligence (CTI) and Defense Analyst (NCRIC) (SAD E-8/CW3/O-3)
Duty Location:	Joint Task Force (JTF)-Cyber/Cal-CSIC, San Francisco, CA
Selecting Official:	OIC Knowledge Manager, JTF-Cyber/Cal-CSIC
Projected Employment Date:	TBD

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The California Military Department is accepting applications for the State Active-Duty position indicated above. An appointment to this position provides full benefit status for the appointee and their beneficiaries. **This position is not to exceed 14 March 2027.** Continuation and subsequent extensions of service will be determined by the individual's performance of duty and continuation of funding. **The Service Member selected for this position will be paid at their federal or California State Guard pay grade, not to exceed E-8/CW3/O-3.** This announcement has minimum requirements. Failure to meet these requirements will cause your application to be rejected from consideration. While it is important for you to read the entire announcement closely, please pay particular attention to the instructions at the end of this announcement for documents required to submit a complete application. **Applications missing signatures and required documents will not be considered.** The Service Member selected for this position may be eligible for health, dental, vision and life insurance benefits. Other benefits may also be available to those who qualify such as Service Member Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Supplemental Investment, and the Military Service Buy Back Program. **Reimbursement for moving and relocation expenses will not be paid.**

Eligibility Requirements

- Active members of the California Military Department (Army, Air, CSG) in the grades **E-1 through E-9 or WO1 through CW4 or O-1 through O-4** may apply. Applicants must have a militia affiliation per Para 5-2 of CMD Reg. 600-1. CSG members who have no prior federal militia experience must be a member of the CSG in good standing for a minimum of two years for eligibility for SAD vacancies.
- Analysts must have at least one (1) year of experience in cyber security/information assurance, and be able to research, process, create, and brief actionable reports using the information gathered.
- Analysts must be able to utilize critical thinking skills to apply gathered information and intelligence to California specific targets, information requirements, and areas of responsibility.
- Applicants must maintain good standing with militia component.
- Completion of militia and civilian education requirements commensurate with the grade of the applicant are required.
- Militia assignments appropriate to the grade of the applicant are required.
- Applicants must meet, and maintain, militia component medical and physical fitness standards.

- Appropriate militia uniform with federal and state recognized rank will be worn in accordance with militia regulation.
- Must be able to pass State and Federal background checks (Live Scan), and California Military Department status verification. Continuation of employment is contingent upon maintaining favorable background checks.
- Must possess a valid state driver's license.

Primary Duties and Responsibilities

The incumbent of this position will be supervised by the Cybersecurity Threat Intelligence and Defense Analyst (CCIC).

- Evaluates information and intelligence from a range of sources.
- Develops innovative analytical approaches and validation of analytical conclusions.
- Identifies intelligence gaps, specifies collection requirements to fill gaps in information, and determines the analytical approach to address the gaps.
- Identifies significant trends within assigned subject matter area and proposes new or revised analytical projects to alert decisionmakers to new developments and/or recommends complex analytical approaches to problems and situations for which data is incomplete, controversial, or for which no precedent exists.
- Serves as a team member on agency-wide multi-disciplinary efforts that involve critical statewide, strategic, or functional analysis issues.
- Responds to cyber events to assist with threat/risk identification, isolation and eradication/mitigation efforts, while also providing analytical intelligence support to the incident.
- Information such as threat actor, associated indicators of compromise and mitigation methods are expected to be attained for investigative and reporting purposes.
- Briefs on findings as determined by mission needs.
- Briefs executive and technical customers on threats facing the state or entity.
- Briefs a wide-ranging set of Federal, State, local and private sector partners on a range of threat issues, as determined by mission needs.
- Perform other related duties as required to fulfill the Cal-OES mission, goals and objectives.
- Additional duties may include but are not limited to assisting where needed within the program, which may include special assignment(s), complying with general State and Cal OES administrative reporting requirements (i.e. completion of time sheets, project time reporting, work plans, etc.) and attendance at IR coordination meetings.

Instructions for Submitting Applications

Interested applicants must submit a completed and signed State Active-Duty Appointment Application and all required supporting documentation (listed below), to the Director of State Personnel Programs. A**pplications missing signatures and/or required documents will not be considered.**

- **All Applicants:** State Active-Duty Appointment Application. To view the State Active Duty Appointment Application, please click State Active Duty Appointment Application (.pdf).
- **All Applicants:** Documentation of your highest level of civilian education listed on your application. (Legible copy of either diploma, degree, transcripts, record brief, RIP, etc.).
- **All Applicants:** Authorization for Release of Information Form. To view Authorization for Release Form, please click Authorization to Release Information Form (.pdf).

- **All Applicants:** Are **required** to submit a Resume.
- **All Applicants:** Personnel Status Verification for State-Active Duty (SAD) (CMD 901-13). California State Guard applicants will have the form completed by their CSG Uni. To view Personnel Status Verification for State Active-Duty (SAD) (CMD 901-13), please click https://calguard.ca.gov/wp-content/uploads/sites/62/2026/09/Personnel-Status-Verification-Form-for-State-Active-Duty-901-13.pdf.
- **All Applicants:** DMV Printout current within the past six months. California residents may obtain, at cost, a copy of their DMV printout. Unit DMV reports are not accepted.
- **CA Army National Guard (CAARNG) Applicants:** Are required to submit a Record Brief (ERB/ORB) or IPPS-A printout, current within the past six months.
- **CAARNG Applicants:** Are required to submit a Soldier Management Record printout (from Retirement Points Accounting System). **(Officer only)**
- **CA Air National Guard (CAANG) Applicants:** Are required to submit Report on Individual Person (RIP), and ARCNet Individual Readiness Detail, current within the past six months.
- **California State Guard (CSG) Applicants:** CSG Accession Orders and Current Promotion Orders.
- **Deployed Service Members:** Title 10 OCONUS Orders - Currently deployed Service Members only.

Complete applications and all supporting documents may be e-mailed to the California Military Department as **One PDF file** to SP.SADApplication@cmd.ca.gov. Applications must be received by the State Personnel office no later than **midnight on Tuesday, 17 November 2026.**