State of California, Military Department

State Active Duty (SAD)

Vacancy Announcement

1 Position Available

Position Details

Announcement Number:	SAD VA 2026-107
Opening Date:	18 November 2026
Closing Date:	8 December 2026
Position Title:	Cyber Defense Analyst (SAD E-6/CW2)
Duty Location:	Cyber Network Defense (CND), Sacramento, CA
Selecting Official:	CND Chief
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. The incumbent will be appointed on annually renewable State Active-Duty orders through year six, at which time the incumbent may be eligible for career status IAW CMD Reg 600-1, dated 15 November 2024. 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 (CSG) pay grade, not to exceed E-6/CW2.** 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 Employee Assistance Programs, Group Legal Services, Long-Term Disability Insurance, Long-Term Care Insurance, Retirement Annuity, Savings Plus, 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-5 through E-7 or WO1 through CW3** 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.
- Duty hours are depended upon customer driven work schedules and may include extended hours, alternative shifts, and weekends.
- Candidate is required to supplement 24/7 operational support for assigned cyber incident response missions impacting State of California, local municipality, and regional critical infrastructure information assets as required by official Mission Request Tasking (MRT) assignments from the Governor's Office of Emergency Services (CalOES), or California Cybersecurity Integration Center (Cal-CSIC).

- Be fully compliant with current and ongoing changes to California Military Department (CMD) hiring/ retention requirements regarding vaccination status, physical and dental readiness, and adverse personnel action status.
- On-site portions of the Independent Security Assessment (ISA) and Local Educational Agency (LEA) programs may need to be supported with on-site attendance. Candidate must comply with all State of California, CMD, and supported entity on-site health and safety requirements.
- Routine local travel is required 50% monthly; State-wide/Out-of-State travel up to 20% monthly.
- 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 or 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

This position reports directly to the Sr Cyber Analyst and is Senior Rated by Chief, Cyber Network Defense.

- Conduct cybersecurity defensive analysis on state agency and Local Educational Agency (LEA) networks in support of California Department of Technology, Office of Information Security Independent Security Assessments (ISA) under Section 11549.3 of California Government Code.
- Serve as the Cyber Defense Analyst lead for assigned assessments, to include point of contact, report content, out-brief, and accountability for engagement deliverables.
- Perform full scope vulnerability and network security assessment and analysis of supported entity information technology assets
- Analyze network traffic collected during customer engagements for indications of compromise; research and characterize anomalous act1vIty and potential threats.
- Interpret supported entity configurations and networ1t topologies against baseline, regulatory, and technical guidelines, to include Defense-in-Depth, and document findings.
- Identify and validate security weaknesses, recommend countermeasures, and assist supported entities with network hardening and reconfiguration.
- Author the Cyber Defense Analyst content of the assessment report, to include risk findings, risk characterization, and countermeasure recommendations.
- Prepare and deliver technical briefings to supported entity Agency CIO, CISO, and senior IT staff; brief the Cyber Defense Analyst Team Lead and CND management on projects, efforts, and findings.
- Conduct ISA/ LEA operations during agreed upon entity operational windows that may require varying shifts, spanning extended hours (12-hour days), including out-of-business hour periods.
- Serve on a mobile support delivery team working on-site at supported entity locations; maintain equipment inventory, readiness, sanitization, and security.

- Upon validated Mission Request Tasking (MRT) from CalOES/Cal-CSIC, conduct network defensive analysis, cyber hunt, and Incident Response actions; preserve artifacts to forensic and law enforcement standards.
- As experience and qualification are gained, provide mentorship and on-the-job instruction to Cyber Defense Analysts in training: design, develop, and maintain tools and systems for team use.
- Maintain qualification under DoD Manual 8140.03 and the Cyber Analyst Proficiency Standard: complete assigned no-cost CND training by suspense.
- Protect supported entity information in accordance with Federal Intelligence Community, Department of Defense, California Government Code Section 6250, and CMD requirements.
- Other duties as assigned.

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. **Applications 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 Unit. 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, 8 December 26.**

Statement of Qualifications:

A Statement of Qualifications is REQUIRED and must be submitted with your Employment Application. Applications received without an appropriate Statement of Qualifications based on the instructions below will be rejected for being incomplete and will not be considered. Resumes, cover letters, and other documents will not be considered as a response to the Statement of Qualifications. Please limit your SOQ to a maximum of two (2) pages, single-spaced, no less than twelve-point Arial font.

Candidate must clearly and concisely identify experience in categories listed below and must be in the following order:

- **Describe your experience working with computers, information technology systems, networks, or other technical environments. Include an example of a technical problem you identified and how you helped resolve it.**
- **Describe a situation where you reviewed information, data, records, or reports to identify an issue, error, trend, or potential concern. Explain the steps you took and the outcome.**
- **Describe a time when you worked with a team or assisted customers, clients, or stakeholders to accomplish a goal. What was your role, what challenges did you face, and what was the result?**