State of California, Military Department

State Active Duty (SAD)

Vacancy Announcement

1 Position Available

(Current SAD Employees Only)

Position Details

Announcement Number:	SAD VA 2026-108
Opening Date:	20 November 2026
Closing Date:	3 December 2026
Position Title:	Cyber Analyst Branch Chief (SAD O-5)
Duty Location:	Joint Task Force (JTF) Cyber/Cal-CSIC, Mather, CA
Selecting Official:	OIC Knowledge Manager, JTF Cyber/Cal-CSIC
Projected Employment Date:	TBD

Vacancy Announcement Details

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 pay grade, not to exceed O-5.** 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 **O-4 through O-6** 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.
- Must be able to obtain/maintain a security clearance through the OHS I&A (Department of Homeland Security Office of Intelligence and Analysis).
- Must be eligible for EPC/GOEPC Consideration per regulations and board charter.
- 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

The incumbent of this position will be supervised by the Chief of Cyber Operations and receives guidance from the Cal-CSIC Commander.

- Manage the daily operations of the Cal-CS IC Intelligence Operations sections.
- Develop policy, programs and guidelines for implementation.
- Ensure that cyber workforce management policies and processes comply with legal and organizational requirements regarding equal opportunity, diversity, and fair hiring/employment practices.
- Review/Assess cyber workforce effectiveness to adjust skill and/or qualification standards.
- Serve on agency and interagency policy boards.
- Advocate for adequate funding for cyber training, resources, to include both internal and industry-provided courses, instructors, and related materials.
- Establish and maintain communication channels with stakeholders.
- Review existing and proposed policies with stakeholders.
- Monitor the rigorous application of cyber policies, principles, and practices in the delivery of planning and management services.
- Review, conduct, or participate in audits of cyber programs and projects.
- Define and integrate current and future mission environments.
- Perform portions of duties normally assigned to other staff positions and keep abreast of cybersecurity technologies and techniques.

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 (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 Thursday, 3 December 2026.**