

State of California, Military Department  
State Active Duty (SAD)  
Vacancy Announcement  
1 Position Available

### Position Details

Announcement Number: SAD VA 2021-087  
Opening Date: 22 November 2021  
Closing Date: 6 December 2021  
Position Title: Network Protection Team Leader (SAD O-2)  
Duty Location: Rancho Cordova, CA  
Selecting Official: Chief, Cyber Operations  
Projected Employment Date: 1 January 2022

### Vacancy Announcement Details

The Military Department is accepting applications for the State Active Duty position indicated above. This vacancy announcement expires **6 December 2021** unless sooner rescinded. 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 21 April 2020. 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-2.** 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 (Air, Army, CSG) in the grades **O-1 through O-3** may apply. Applicants must have a military affiliation per Para 3-2 of CMD Reg. 600-1. Applicants who are not current members of the California Military Department may apply, however, **applicants must meet military affiliation requirements at the time of appointment.** CSG members who have no prior federal military experience must be a member of the CSG in good standing for a minimum of two years for eligibility for SAD vacancies. **CSG members must submit a copy of their CSG orders with their application.** Non-members of the California Military Department (Air, Army, CSG) must submit a **Letter of Intent** to meet qualifying military affiliation at the time of appointment along with their application.
- Completion of military (Officer Academy) and civilian education (High School diploma or equivalent) requirements commensurate with the grade of the applicant are required. **Attach documentation of your highest level of civilian education.**

- Must have an operational knowledge of the California National Guard organization and the chain of command.
- Required to meet height/weight and physical fitness standards prescribed by their military branch of membership.
- Must possess, at minimum, a SECRET clearance, however, a TOP SECRET clearance with Sensitive Compartmented Information eligibility is preferred.
- Applicant must meet, and maintain, federally recognized medical fitness standards. **Attach a current copy, within the past twelve months, of your military component's verification of these requirements. (See instructions at the end of this announcement for required component-specific documents.)**
- Must pass Live Scan upon hire date.
- Appropriate military uniform with federally recognized, or CSG recognized, rank will be worn in accordance with military regulation.
- Must be able to pass both State and Federal background checks (Live Scan). Continuation of employment is contingent upon maintaining favorable State and Federal background checks.
- Must possess a valid state driver's license. **Attach a current copy, within the past six months, of your Department of Motor Vehicle's printout.**

### Primary Duties and Responsibilities

The Network Protection Team Leader will be under the administrative control of the SOC OIC (SAD) and under the operational control of the Network Protection Team Manager (SCS). Security Operations Center is a part of JTF-Cyber.

- Administratively manage one SAD member within the Network Protection Team.
- Perform duties as a member of the Network Protection Team to provide critical perimeter protection of California Department of Technology (CDT) and State IT assets.
- Cyber security knowledge or experience demonstrable through professional certifications or experience in the field.
- Ability to prioritize and manage time effectively.
- Ability to apply techniques for detecting host and network-based intrusions using intrusion detection techniques.
- Knowledge of computer networking concepts and protocols, and network security methodologies (firewall and intrusions detection systems).
- Knowledge of cyber threats and vulnerabilities.
- Knowledge of authentication, authorization, and access control methods.
- Knowledge of the organization's core business/mission processes.
- Skill in using incident handling methodologies.
- Skill in using protocol analyzers.
- Skill in collecting data from a variety of cyber defense resources.
- Skill in performing packet-level analysis.
- Develop content for cyber defense tools.
- Characterize and analyze network traffic to identify anomalous activity and potential threats to network resources.
- Coordinate with enterprise-wide cyber defense staff to validate network alerts.

- Ensure that cybersecurity-enabled products or other compensating security control technologies reduce identified risk to an acceptable level.
- Document and escalate incidents (including event's history, status, and potential impact for further action) that may cause ongoing and immediate impact to the environment.
- Provide daily summary reports of network events and activity relevant to cyber defense practices.
- Receive and analyze network alerts from various sources within the enterprise and determine possible causes of such alerts.
- Provide timely detection, identification, and alerting of possible attacks/intrusions, anomalous activities, and misuse activities and distinguish these incidents and events from benign activities.
- Use cyber defense tools for continual monitoring and analysis of system activity to identify malicious activity.
- Conduct research, analysis, and correlation across a wide variety of all source data sets (indications and warnings).
- Notify designated managers, cyber incident responders, and cybersecurity service provider team members of suspected cyber incidents and articulate the event's history, status, and potential impact for further action in accordance with the organizations cyber incident response plan.
- Perform other duties as assigned.

### Instructions for Submitting Applications

To request a State Active Duty Appointment Application or CSG AHA forms, please contact State Personnel Programs by email at [SP.SADApplication@cmd.ca.gov](mailto:SP.SADApplication@cmd.ca.gov) for assistance.

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 required documents will not be considered.**

- **All Applicants: Are required to submit documentation of COVID-19 vaccination.**
- **All Applicants:** Documentation of your highest level of civilian education listed on your application. (Legible copy of either diploma, degree, or transcripts).
- **Readiness:** Include any documentation for current flagging actions. SM must include memo signed by commander indicating circumstances and disposition mitigation.
- **All CAARNG Applicants:** Are required to submit an OFFICER RECORD BRIEF (ORB).
- **CA Army National Guard (CAARNG) Applicants:** Attach APFT (DA Form 705) and MEDPROS IMR, current within the past twelve months. **(Due to the CA NG inability to conduct APFT qualification during the current COVID -19 Restrictions, the 12-month APFT (DA Form 705) requirement has been extended to 31 March 2022 and must not be dated any earlier than 31 March 2019. Army Directive 2020-006 (Army Combat Fitness Test) allows Soldiers to continue to take and record an APFT to overcome a flag).**
- **CA Air National Guard (CA ANG) Applicants:** Are required to submit Report on Individual Person (RIP), and ARCNet Individual Readiness Detail, current within the past twelve months
- **CA State Guard (CSG) Applicants:** Complete and submit the CA 3024-1 Member AHA Form. Once appointed, each CSG service member will be required to complete and submit, in its entirety, additional SAD Medical Readiness Standards requirements, not to exceed beyond one year after hire date.
- **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.
- **CSG Applicants:** CSG Orders – CSG Applicants only

- **Deployed Service Members:** Title 10 OCONUS Orders - Currently deployed service members only  
Complete applications and all supporting documents may either be mailed to Joint Force Headquarters, Director of State Personnel Programs, Attn: NGCA-JSD-SP (Box #27), 9800 Goethe Road, Sacramento, CA 95827, **Or** e-mailed as **One PDF file** to [SP.SADApplication@cmd.ca.gov](mailto:SP.SADApplication@cmd.ca.gov). Applications mailed, or e-mailed, must be received by the State Personnel office no later than the **close of business on Monday, 6 December 2021**.

### 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.**

**Network Protection Team Leader (SAD) Candidate must clearly and concisely identify experience in categories listed below and must be in the following order:**

- **Describe your background, experience, and education, and/or training in network security.**
- **Please explain your knowledge and experience with using and maintaining network security appliances, such as IDS, IPS, firewalls, etc. Please provide details on your roles and responsibilities.**
- **Please describe a situation where you were faced with multiple competing deadlines and how you overcame the situation. How do you organize tasks, methods, and tools you use?**