

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

### Position Details

Announcement Number: SAD VA 2022-006  
Opening Date: 14 January 2022  
Closing Date: 28 January 2022  
Position Title: Cyber Defense Analyst (SAD O-3)  
Duty Location: CalOES/Cal-CISC, Mather, CA  
Selecting Official: Knowledge Manager, Cal-CISC  
Projected Employment Date: 28 February 2022

### Vacancy Announcement Details

The Military Department is accepting applications for the State Active-Duty position indicated above. This vacancy announcement expires **28 January 2022** unless sooner rescinded.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-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 (Air, Army, CSG) in the grades **O-1 through O-4** 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 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 possess, at minimum, a SECRET clearance.
- Required to meet height/weight and physical fitness standards prescribed by their military branch of membership.
- 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).**
- 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

Supervised by the California Office of Emergency Services, Cyber Security integration Center (Cal-CSIC), Cyber Threat Intel Branch Chief, or designee. The Cyber Threat Intel Branch Chief, or designee, will provide day-to-day supervision, assignment of work schedule and validation of hours worked by the employee. The JRIC Director, or designee, may task the analyst up to 25% of the time.

- Identifies, analyzes, and mitigates threats to internal information technology (IT) systems and/or networks.
- Uses defensive measures and information collected from a variety of sources to identify, analyze, and report events that occur or might occur within the network to protect information, information systems, and networks from threats.
- Uses data collected from a variety of cyber defense tools (e.g., IDS alerts, firewalls, network traffic logs) to analyze events that occur within their environments for the purposes of mitigating threats.
- Develop cyber indicators to maintain awareness of the status of the highly dynamic operating environment. Collects, processes, analyzes, and disseminates cyber threat/warning assessments.
- Serves as a Cal-CSIC cyber operations team member and a liaison to the JRIC to assist with cyber incident response activities impacting the state of CA, JRIC AOR, local, tribal, and territorial governments.
- Serves as a point of contact for subject matter material for the JRIC AOR. Ensures appropriate relationships are made at the Federal, State, and local levels for information sharing and coordination activities. Works to advance joint, analytical, and collaborative opportunities with new and existing Cal CSIC partners.
- Briefs on cyber incident response activities as determined by mission needs. Briefs, liaisons, and coordinates with a wide-ranging set of Federal, State, local, and private sector partners on a range of threat issues as determined by mission needs.
- Works with the JRIC and partner agencies to respond, collect and perform forensics analysis of compromised systems.
- Works with the JRIC and the Cal-CSIC incident responders to create relevant and timely cyber products including post incident AARs, vulnerability assessments, executive summaries. and recommended actions to assist California, JRIC and partner entities.
- Investigate, document and reports on cybersecurity compromises and emerging trends.
- Provides actionable strategic, tactical, and technical cyber threat information and intelligence to federal, state, local tribal and territorial governmental and private sector partners through weekly, monthly, and ad hoc reports. briefings and presentations.

- Conducts all source analysis, digital forensics, and adversary targeting to identify, monitor, assess, and counter the threat posed by foreign cyber actors against US information systems, critical infrastructure, and cyber-related interests.
- Identify an organizations security vulnerabilities and pinpoint indicators of compromise (IOC) such as suspicious IP addresses, URLs, email addresses and attachments, registry keys and filenames.
- Attend on going Internal and external training on best practices and sound analytical research and writing skills. Attends training on specific subject matters relevant to the assigned subject area.
- Performs duties outlined by NIST Special Publication 800-181 (Workforce Framework for Cybersecurity) for Cyber Defense Analyst.
- Performs 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).
- **All Applicants:** Provide an updated resume.
- **Readiness:** Include any documentation for current flagging actions. SM must include memo signed by commander indicating circumstances and disposition mitigation.
- **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).**
- **All CAARNG Applicants:** Are required to submit a Record Brief (ERB).
- **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 Friday, 28 January 2022.**

## Statement of Qualifications

**A Resume is REQUIRED and must be submitted with your Employment Application. Applications received without an appropriate Resume will be rejected for being incomplete and will not be considered.**