## AGENCY LIST OF CYBERSECURITY WORK ROLES OF CRITICAL NEED

AGENCY:

AGENCY POC:

INSTRUCTIONS: In column C, mark all Work Roles the agency has determined as the Work Roles of Critical Need (WRCN) and then complete the next three sections (columns D - O) for only those WRCNs.

This report is due to OPM by August 31, 2018 (send to CyberHRStrategy@opm.gov)

WORK ROLES OF CRITICAL NEED (WRCN)			WRCN SKILL SHORTAGE IN:		WRCN SKILL	SHORTAGE IS:	ROOT CAUSE(S) OF WRCN SKILL SHORTAGE								COMMENTS
, ,		(mark	one or both)	(mark one or both)											
WRCN Titles	OPM Code	Mark All That Apply	Staffing Levels	Proficiency/ Competency Levels	Current	Emerging	Talent Pipeline	Recruitment/ Outreach	Hiring	Retention	(mark all that app Development/ Training		Resources/ Budget	Other (describe)	
Securely Provision Category															
Authorizing Official/Designating Representative	611														
Security Control Assessor	612														
Software Developer	621														
Secure Software Assessor	622														
Enterprise Architect	651														
Security Architect	652														
Research & Development Specialist	661														
Systems Requirements Planner	641														
System Testing and Evaluation Specialist	671														
Information Systems Security Developer	631														
Systems Developer	632														
Operate and Maintain Category															
Database Administrator	421														
Data Analyst	422														
Knowledge Manager	431														
Technical Support Specialist	411														
Network Operations Specialist	441														
System Administrator	451														
Systems Security Analyst	461														
Oversee and Govern Category															
Cyber Legal Advisor	731														
Privacy Compliance Manager	732														
Cyber Instructional Curriculum Developer	711														
Cyber Instructor	712														
Information Systems Security Manager	722														
Communications Security (COMSEC) Manager	723														
Cyber Workforce Developer and Manager	751														
Cyber Policy and Strategy Planner	752														
Executive Cyber Leadership	901														
Program Manager	801														
IT Project Manager	802														
Product Support Manager	803														
IT Investment/Portfolio Manager	804														
IT Program Auditor	805														
Protect and Defend Category															
Cyber Defense Analyst	511														
Cyber Defense Infrastructure Support Specialist	521														

Source-Collection Manager   Source-Collection Requirements Manager   Source-									
Inalyze Category  Varning Analyst  121  121  135 Unice Analyst  112  131  141  15 Unice Collection Requirements Manager  15 Source Collection Requirements Manager  17 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  10 Source Collection Requirements Manager  11 Source Collection Requirements Manager  12 Source Collection Requirements Manager  13 Source Collection Requirements Manager  13 Source Collection Requirements Manager  13 Source Collection Requirements Manager  14 Source Collection Requirements Manager  15 Source Collection Requirements Manager  15 Source Collection Requirements Manager  16 Source Collection Requirements Manager  17 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  10 Source Collection Requirements Manager  10 Source Collection Requirements Manager  11 Source Collection Requirements Manager  12 Source Collection Requirements Manager  13 Source Collection Requirements Manager  15 Source Collection Requirements Manager  16 Source Collection Requirements Manager  17 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  10 Source Collection Requirements Manager  10 Source Collection Requirements Manager  11 Source Collection Requirements Manager  12 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements	Cyber Defense Incident Responder	531							
Inalyze Category  Varning Analyst  121  121  135 Unice Analyst  112  131  141  15 Unice Collection Requirements Manager  15 Source Collection Requirements Manager  17 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  10 Source Collection Requirements Manager  11 Source Collection Requirements Manager  12 Source Collection Requirements Manager  13 Source Collection Requirements Manager  13 Source Collection Requirements Manager  13 Source Collection Requirements Manager  14 Source Collection Requirements Manager  15 Source Collection Requirements Manager  15 Source Collection Requirements Manager  16 Source Collection Requirements Manager  17 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  10 Source Collection Requirements Manager  10 Source Collection Requirements Manager  11 Source Collection Requirements Manager  12 Source Collection Requirements Manager  13 Source Collection Requirements Manager  15 Source Collection Requirements Manager  16 Source Collection Requirements Manager  17 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements Manager  19 Source Collection Requirements Manager  10 Source Collection Requirements Manager  10 Source Collection Requirements Manager  11 Source Collection Requirements Manager  12 Source Collection Requirements Manager  18 Source Collection Requirements Manager  19 Source Collection Requirements	Vulnerability Assessment Analyst	541							
Varnig Analyst									
Source Collection Manager   311	Analyze Category								
Il-Source Analyst	Warning Analyst	141							
Alission Assessment Specialist  112  131  132  133  134  135  135  135  135  136  137  137  137  137  137  138  138  138	Exploitation Analyst	121							
arget Developer	All-Source Analyst	111							
arget Network Analyst 132   151   16	Mission Assessment Specialist	112							
Multi-Disciplined Language Analyst  151  151  151  151  151  151  151  1	Target Developer	131							
ollect and Operate Category  Ill Source-Collection Manager  311  Ill Source-Collection Requirements Manager  312  Syber Intel Planner  331  Syber Operator  321  Syber Operator  321  Syber Crime Investigator  322  Syber Crime Investigator  323  Syber Crime Investigator  324  Syber Crime Investigator  325  Syber Crime Investigator  326  Syber Crime Investigator  327  Syber Crime Investigator  328  Syber Crime Investigator  329  Syber Crime Investigator  320  Syber Crime Investigator  321  Syber Crime Investigator  322  Syber Crime Investigator  323  Syber Crime Investigator  324  Syber Crime Investigator  325  Syber Crime Investigator  326  Syber Crime Investigator  327  Syber Crime Investigator  328  Syber Crime Investigator  329  Syber Crime Investigator  320  Syber Crime Investigator  320  Syber Crime Investigator  320  Syber Crime Investigator  321  Syber Crime Investigator  322  Syber Crime Investigator  323  Syber Crime Investigator  324  Syber Crime Investigator  Syber Crime Invest	Target Network Analyst	132							
Source-Collection Manager   311	Multi-Disciplined Language Analyst	151							
Source-Collection Manager   311									
Ill Source-Collection Requirements Manager 312	Collect and Operate Category								
yber Intel Planner         331	All Source-Collection Manager	311							
yber Ops Planner 332	All Source-Collection Requirements Manager	312							
artner Integration Planner 333	Cyber Intel Planner	331							
yber Operator 321 Same Same Same Same Same Same Same Same	Cyber Ops Planner	332							
Avestigate Category Syber Crime Investigator Orensics Analyst  221  221  231  241  251  261  261  271  271  271  271  271  27	Partner Integration Planner	333							
yber Crime Investigator 221 Superior 221 Sup	Cyber Operator	321							
yber Crime Investigator 221 Superior 221 Sup									
orensics Analyst 211 Superior Control	Investigate Category								
	Cyber Crime Investigator								
yber Defense Forensics Analyst 212 Significant State S	Forensics Analyst								
	Cyber Defense Forensics Analyst	212							