



DEPARTMENT OF THE NAVY
OFFICE OF CIVILIAN HUMAN RESOURCES
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JUL 30 2010

MEMORANDUM FOR DISTRIBUTION

SUBJECT: Schedule A Excepted Service Hiring Authority for the Cyber \ Security Workforce – Implementing Guidance

Ref: (a) DoD Memo of March 25, 2010 and Nov 27, 2010
(b) OPM Memo's of May 3, 2010 and Nov 10, 2009
(c) OCHR memo with Interim Guidance of May 7, 2010

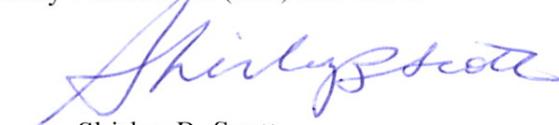
Encl: (1) Cyber Security Workforce Schedule A Hiring Authority Final Implementing Guidance

The Department of Defense requested and received the Schedule A Excepted Service hiring authority to staff certain cyber security positions worldwide as provided for in references (a) and (b). This authority is limited to positions in designated occupational series that require unique qualifications not currently established by the Office of Personnel Management (OPM) to perform such functions as: cyber risk and strategic analysis; incident handling and malware/vulnerability analysis; program management; distributed control systems security; cyber incident response; cyber exercise facilitation and management; cyber vulnerability detection and assessment; network and systems engineering; enterprise architecture; intelligence analysis; investigation; investigative analysis and cyber related infrastructure inter-dependency analysis. Of the 3000 allocations approved for DoD-wide use, the Department of the Navy (DON) has been authorized to fill 1013 positions. No new appointments may be made under his authority after December 31, 2012 or the date on which OPM establishes applicable qualification standards whichever is earlier.

Information technology, security, and human resource professionals collaborated across the Department to address the mission-critical need in Cyber Security. The Office of Civilian Human Resources partnered with Fleet Forces, Marine Corps, SPAWAR, NETWARCOM, Navy Cyber Forces, NCIS, Human Resource Service Centers, Human Resource Offices and the DON CIO to deploy this new Schedule A Hiring Authority. The effort is in direct support of the emergent needs identified with the newly created Department of the Navy Cyber Forces Command. Reference (c) provided interim guidance on the use of the Schedule A Excepted Service Appointing Authority.

Enclosure (1) provides the final guidance and is forwarded for your immediate use. This guidance will be updated and reissued as needed.

Questions can be referred to Ms. Cathy Watkins on (202) 685-6476.



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