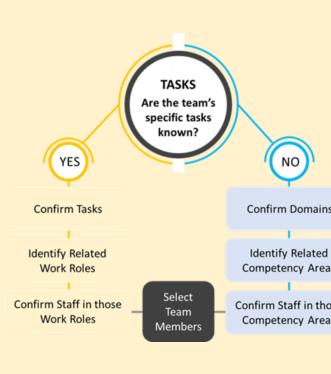
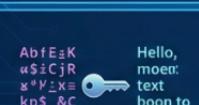
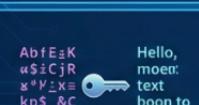
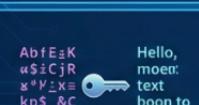
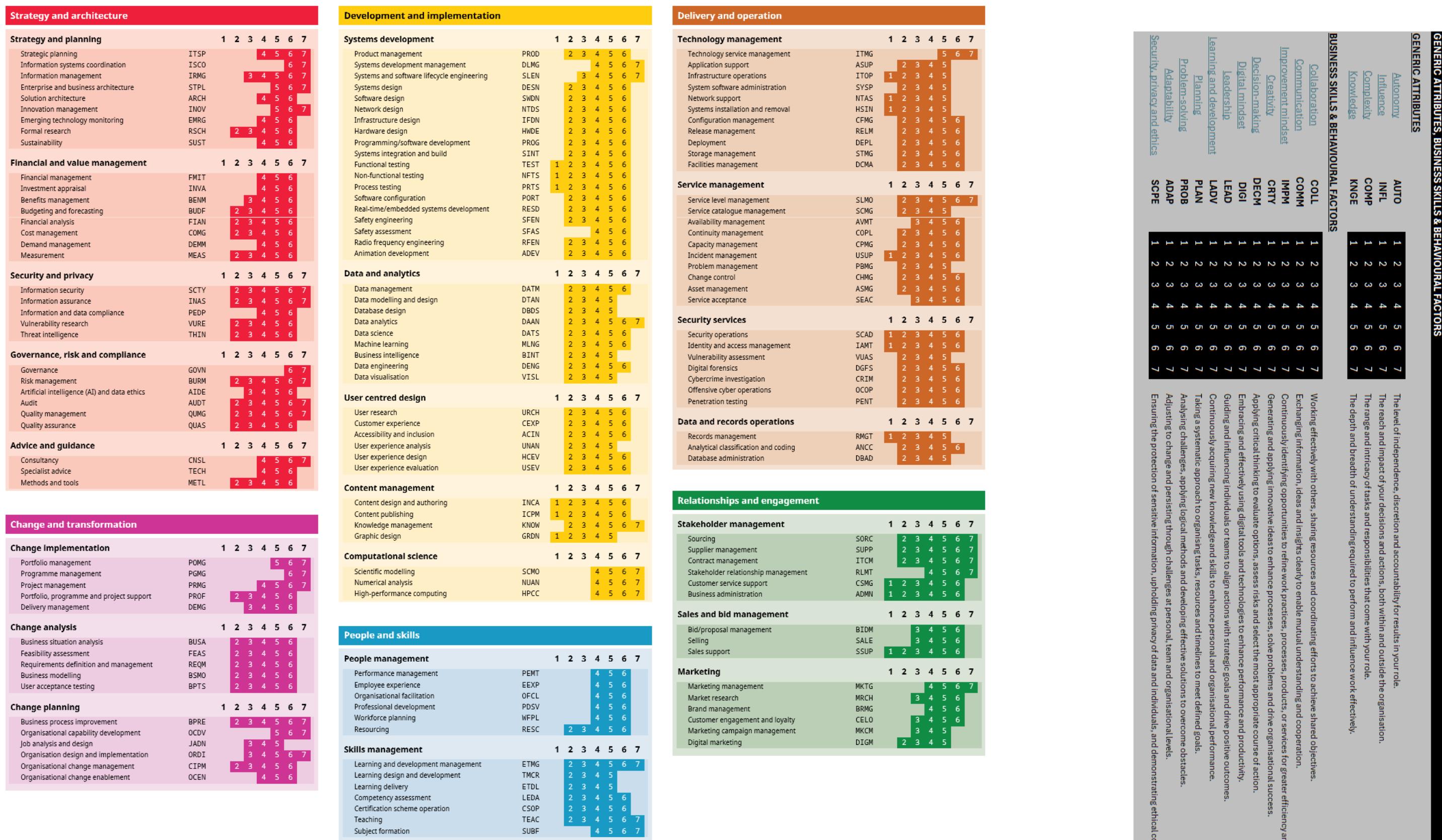


OPM-ID	Community DCWF	WRL-ID 2024-25	WRL-ID 2017	NCWF 2025 - Titre	DCWF 2025 - Titre	OPM_Levels		D25	N25	D24	N24	D17	N17
411	IT	IO-WRL-007	OM-STS-001	Technical Support	Technical Support Specialist	2_3_4	411	1	1	-	1	1	1
421	IT	IO-WRL-002	OM-DTA-001	Database Administration	Database Administrator	2_3_4_5	421	1	1	-	1	1	1
431	IT	IO-WRL-003	OM-KMG-001	Knowledge Management	Knowledge Manager	2_3_4_5_6	431	1	1	-	1	1	1
441	IT	IO-WRL-004	OM-NET-001	Network Operations	Network Operations Specialist	2_3_4	441	1	1	-	1	1	1
451	IT	IO-WRL-005	OM-ADM-001	Systems Administration	System Administrator	1_2_3_4	451	1	1	-	1	1	1
632 (631)	IT	DD-WRL-004	SP-SYS-002	Secure Systems Development	Systems Developer	3_4_5	632	1	1	-	1	1	1
641	IT	DD-WRL-006	SP-SRP-001	Systems Requirements Planning	Systems Requirements Planner	3_4_5	641	1	1	-	1	1	1
651	IT	DD-WRL-002	SP-ARC-001	Enterprise Architecture	Enterprise Architect	5_6	651	1	1	-	1	1	1
661	IT	DD-WRL-008	SP-TRD-001	Technology Research and Development	Research & Development Specialist	3_4_5	661	1	1	-	1	1	1
671	IT	DD-WRL-007	SP-TST-001	Systems Testing and Evaluation	System Testing and Evaluation Specialist	3_4	671	1	1	-	1	1	1
141	CS	PD-WRL-006	AN-TWA-001	Threat Analysis	Threat Analyst	3_4_5	141	0	1	-	1	0	1
212	CS	PD-WRL-002	IN-FOR-002	Digital Forensics	Digital Forensics Analyst	3_4_5	212	1	1	-	1	1	1
462	CS	N/A	N/A	Control Systems Security	Control Systems Security Specialist	3_4_5	462	1	0	-	0	1	0
511	CS	PD-WRL-001	PR-CDA-001	Defensive Cybersecurity	Cyber Defense Analyst	2_3_4_5	511	1	1	-	1	1	1
521	CS	PD-WRL-004	PR-INF-001	Infrastructure Support	Cyber Defense Infrastructure Support Specialist	1_2_3_4_5	521	1	1	-	1	1	1
531	CS	PD-WRL-003	PR-CIR-001	Incident Response	Cyber Defense Incident Responder	2_3_4_5	531	1	1	-	1	1	1
541	CS	PD-WRL-007	PR-VAM-001	Vulnerability Analysis	Vulnerability Assessment Analyst	2_3_4_5	541	1	1	-	1	1	1
611	CS	OG-WRL-013	SP-RSK-001	Systems Authorization	Authorizing Official/Designated Representative	6_7	611	1	1	-	1	1	1
612	CS	OG-WRL-012	SP-RSK-002	Security Control Assessment	Security Control Assessor	3_4_5	612	1	1	-	1	1	1
622	CS	DD-WRL-005	SP-DEV-002	Software Security Assessment	Software Security Assessment Specialist	3_4_5	622	1	1	-	1	1	1
631 (632)	CS	DD-WRL-004	SP-SYS-001	Secure Systems Development	Information Systems Security Developer	3_4_5	631	1	1	-	1	1	1
652	CS	DD-WRL-001	SP-ARC-002	Cybersecurity Architecture	Security Architect	4_5_6	652	1	1	-	1	1	1
722	CS	OG-WRL-014	OV-MGT-001	Systems Security Management	Information Systems Security Manager	5_6	722	1	1	-	1	1	1
723	CS	OG-WRL-001	OV-MGT-002	Communications Security (COMSEC) Management	COMSEC Manager	5_6	723	1	1	-	1	1	1
211	EN	IN-WRL-002	IN-FOR-001	Digital Evidence Analysis	Forensics Analyst	3_4_5	211	1	1	-	1	1	1
221	EN	IN-WRL-001	IN-INV-001	Cybercrime Investigation	Cyber Crime Investigator	3_4_5	221	1	1	-	1	1	1
711	EN	OG-WRL-004	OV-TEA-001	Cybersecurity Curriculum Development	Cyber Instructional Curriculum Developer	4_5	711	1	1	-	1	1	1
712	EN	OG-WRL-005	OV-TEA-002	Cybersecurity Instruction	Cyber Instructor	3_4_5	712	1	1	-	1	1	1
731	EN	OG-WRL-006	OV-LGA-001	Cybersecurity Legal Advice	Cyber Legal Advisor	4_5	731	1	1	-	1	1	1
732	EN	OG-WRL-008	OV-LGA-002	Privacy Compliance	Privacy Compliance Manager	4_5_6	732	1	1	-	1	1	1
751	EN	OG-WRL-003	OV-SPP-001	Cybersecurity Workforce Management	Cyber Workforce Developer and Manager	4_5_6	751	1	1	-	1	1	1
752	EN	OG-WRL-002	OV-SPP-002	Cybersecurity Policy and Planning	Cyber Policy and Strategy Planner	6	752	1	1	-	1	1	1
801	EN	OG-WRL-010	OV-PMA-001	Program Management	Program Manager	6	801	1	1	-	1	1	1
802	EN	OG-WRL-011	OV-PMA-002	Secure Project Management	IT Project Manager	4_5_6	802	1	1	-	1	1	1
803	EN	OG-WRL-009	OV-PMA-003	Product Support Management	Product Support Manager	3_4_5	803	1	1	-	1	1	1
804	EN	OG-WRL-015	OV-PMA-004	Technology Portfolio Management	IT Investment/Portfolio Manager	5_6	804	1	1	-	1	1	1
805	EN	OG-WRL-016	OV-PMA-005	Technology Program Auditing	IT Program Auditor	3_4_5	805	1	1	-	1	1	1
901	EN	OG-WRL-007	OV-EXL-001	Executive Cybersecurity Leadership	Executive Cyber Leader	7	901	1	1	-	1	1	1
112	CE	CE-WRL-004	AN-ASA-002	Mission Assessment	Mission Assessment Specialist	4_5	112	0	0	-	1	1	1
121	CE	CE-WRL-003	AN-EXP-001	Exploitation Analysis	Exploitation Analyst	3_4_5	121	1	0	-	1	1	1
122	CE	N/A	N/A	Digital Network Exploitation Analysis	Digital Network Exploitation Analyst	4_5_6	122	1	0	-	0	0	0
131	CE	CE-WRL-006	AN-TGT-001	Target Analysis	Joint Targeting Analyst	3_4_5	131	1	0	-	1	1	1
132	CE	CE-WRL-007	AN-TGT-002	Target Network Analysis	Target Digital Network Analyst	3_4_5	132	1	0	-	1	1	1
133	CE	N/A	N/A	Target Reporting Analysis	Target Analyst Reporter	4_5_6	133	1	0	-	0	1	0
321	CE	CE-WRL-001	CO-OPS-001	Cyberspace Network Operations	(CyberSpace) Access Network Operator	3_4_5	321	1	0	-	1	0	1
322	CE	N/A	N/A	Cyberspace Operations	Cyberspace Operator	3_4_5	322	1	0	-	0	1	0
332	CE	CE-WRL-002	CO-OPL-002	Cyber Operations Planning	Cyber Operations Planner	5_6	332	1	0	-	1	0	1
333	CE	CE-WRL-005	CO-OPL-003	Partner Integration Planning	Partner Integration Planner	5_6	333	0	0	-	1	0	1
341	CE	N/A	N/A	Cyberspace Capability Development	Cyberspace Capability Developer	4_5_6	341	1	0	-	0	0	0
442	CE	N/A	N/A	Network Technics	Network Technician	3_4_5	442	1	0	-	0	1	0
443	CE	N/A	N/A	Network Analysis	Network Analyst	3_4_5	443	1	0	-	0	1	0
463	CE	N/A	N/A	Hosting Analysis	Host Analyst	3_4_5	463	1	0	-	0	1	0
551	CE	N/A	N/A	Red Teaming	Red Team Specialist	3_4_5	551	1	0	-	0	0	0
111	CI	CI-WRL-001	AN-ASA-001	All-Source Analysis	All-Source Analyst	3_4_5	111	1	0	-	1	1	1
151	CI	CI-WRL-005	AN-LNG-001	Multi-Disciplined Language Analysis	Multi-Disciplined Language Analyst	4_5	151	1	0	-	1	1	1
311	CI	CI-WRL-002	CO-CLO-001	All-Source Collection Management	All-Source Collection Manager	5_6	311	1	0	-	1	1	1
312	CI	CI-WRL-003	CO-CLO-002	All-Source Collection Requirements Management	All-Source Collection Requirements Manager	5_6	312	1	0	-	1	1	1
331	CI	CI-WRL-004	CO-OPL-001	Cyber Intelligence Planning	Cyber Intelligence Planner	5_6	331	1	0	-	1	1	1
422	DA	IO-WRL-001	OM-DTA-002	Data Analysis	Data Analyst	2_3_4_5	422	1	1	-	1	1	1
423	DA	N/A	N/A	Data Science	Data Scientist	3_4_5	423	1	0	-	0	1	0
424	DA	N/A	N/A	Data Management	Data Steward	4_5_6	424	1	0	-	0	1	0
623	DA	N/A	N/A	AI/ML Design	AI/ML Specialist	3_4_5	623	1	0	-	0	1	0
624	DA	N/A	N/A	Data Operations	Data Operations Specialist	4_5_6	624	1	0	-	0	1	0
653	DA	N/A	N/A	Data Architure	Data Architect	5_6_7	653	1	0	-	0	1	0
672	DA	N/A	N/A	AI Test & Evaluation	AI Test & Evaluation Specialist	3_4_5	672	1	0	-	0	1	0
733	DA	N/A	N/A	AI Risk and Ethics	AI Risk and Ethics Specialist	3_4_5	733	1	0	-	0	1	0
753	DA	N/A	N/A	AI Adoption	AI Adoption Specialist	4_5_6	753	1	0	-	0	1	0

NF-COM-001 Access Controls Learner's capabilities to define, manage, and monitor the roles and secure access privileges of who is authorized to access protected data and resources and understand the impact of different types of access controls.	NF-COM-002 Artificial Intelligence (AI) Security Learner's capabilities to secure Artificial Intelligence (AI) against cyberattacks, to ensure it is adequately contained where it is used, and to mitigate the threat AI presents where it or its users have malicious intent.	NF-COM-003 Asset Management Learner's capabilities to conduct and maintain an accurate inventory of all digital assets, to include identifying, developing, operating, maintaining, upgrading, and disposing of assets.	NF-COM-004 Cloud Security Learner's capabilities to protect cloud data, applications, and infrastructure from internal and external threats.	NF-COM-005 Communications Security Learner's capabilities to secure the transmissions, broadcasting, switching, control, and operation of communications and related network infrastructures.															
COMPETENCY AREAS Competency Areas focus on a learner's capabilities in particular domains. They identify Knowledge and Skills only (NOT Tasks) and can be used <u>in conjunction with work roles</u> or <u>on their own</u> and represent specialized and/or emerging areas and other topics such as e.g. 		DOMAINES DE COMPÉTENCES EN CYBERSÉCURITÉ (COMPETENCY AREAS) <table border="1"> <tbody> <tr> <td> NF-COM-001 Access Controls</td><td> NF-COM-002 Artificial Intelligence (AI) Security</td><td> NF-COM-003 Asset Management</td><td> NF-COM-004 Cloud Security</td><td> NF-COM-005 Communications Security</td></tr> <tr> <td> NF-COM-006 Cryptography</td><td> NF-COM-007 Cyber Resiliency</td><td> NF-COM-008 DevSecOps</td><td> NF-COM-009 Operating Systems (OS) Security</td><td> NF-COM-010 Operational Technology (OT) Security</td></tr> <tr> <td> NF-COM-011 Supply Chain Security</td><td> NF-COM-012 Cybersecurity Fundamentals</td><td> NF-COM-013 Cybersecurity Leadership</td><td> NF-COM-014 Data Security</td><td> NF-COM-015 Programming</td></tr> </tbody> </table>			 NF-COM-001 Access Controls	 NF-COM-002 Artificial Intelligence (AI) Security	 NF-COM-003 Asset Management	 NF-COM-004 Cloud Security	 NF-COM-005 Communications Security	 NF-COM-006 Cryptography	 NF-COM-007 Cyber Resiliency	 NF-COM-008 DevSecOps	 NF-COM-009 Operating Systems (OS) Security	 NF-COM-010 Operational Technology (OT) Security	 NF-COM-011 Supply Chain Security	 NF-COM-012 Cybersecurity Fundamentals	 NF-COM-013 Cybersecurity Leadership	 NF-COM-014 Data Security	 NF-COM-015 Programming
 NF-COM-001 Access Controls	 NF-COM-002 Artificial Intelligence (AI) Security	 NF-COM-003 Asset Management	 NF-COM-004 Cloud Security	 NF-COM-005 Communications Security															
 NF-COM-006 Cryptography	 NF-COM-007 Cyber Resiliency	 NF-COM-008 DevSecOps	 NF-COM-009 Operating Systems (OS) Security	 NF-COM-010 Operational Technology (OT) Security															
 NF-COM-011 Supply Chain Security	 NF-COM-012 Cybersecurity Fundamentals	 NF-COM-013 Cybersecurity Leadership	 NF-COM-014 Data Security	 NF-COM-015 Programming															
NF-COM-011 Supply Chain Security Learner's capabilities to analyze and control digital and physical risks presented by technology products or services purchased from parties outside your organization.			NF-COM-010 Operational Technology (OT) Security Learner's capabilities to improve and maintain the security of Operational Technology (OT) systems while addressing their unique performance, reliability, and safety requirements.																
NF-COM-012 Cybersecurity Fundamentals Learner's capabilities to understand and apply core cybersecurity principles including the CIA triad (confidentiality, integrity, availability), identify common threat vectors and attack surfaces, comprehend fundamental risk management concepts, and demonstrate knowledge of essential cybersecurity terminology, framework and best practices that form the foundation for all cybersecurity disciplines.	NF-COM-013 Cybersecurity Leadership Learner's capabilities to lead cybersecurity initiatives and teams through strategic planning, effective communication of security concepts to diverse stakeholders, development of security culture within organizations, risk prioritization and resource allocation, incident response coordination, and the ability to align cybersecurity objectives with business goals while fostering collaboration across organizational boundaries.	NF-COM-014 Data Security Learner's capabilities to protect digital information throughout its entire lifecycle from creation to destruction, implement data classification schemes and access controls, apply appropriate encryption and data masking techniques, ensure compliance with data protection regulations, and maintain data integrity and availability while preventing unauthorized access corruption, or theft of sensitive information.	NF-COM-015 Programming Learner's capabilities to develop computer software using secure coding practices that prevent the introduction of security vulnerabilities, identify and remediate common programming flaws, implement security controls within application architecture, conduct code security reviews, and integrate security considerations throughout the software development lifecycle to protect against both known and emerging threats.																

SFIA 9 – Summary Chart

The global skills and competency framework for the digital world



Employee ID	Employee Name	Work Role	New Role Title	DCMF Workforce Elements: IT			DCMF Workforce Elements: CS			DCMF Workforce Elements: EN			DCMF Workforce Elements: CE			DCMF Workforce Elements: CI			DCMF Workforce Elements: SE		
				SEFA 1.1 Function	SEFA 1.2 Role	SEFA 1.3 Impact	SEFA 1.4 Function	SEFA 1.5 Role	SEFA 1.6 Impact	SEFA 1.1 Function	SEFA 1.2 Role	SEFA 1.3 Impact	SEFA 1.4 Function	SEFA 1.5 Role	SEFA 1.6 Impact	SEFA 1.7 Function	SEFA 1.8 Role	SEFA 1.9 Impact			
411	Technical Support Specialist	Cyber IT	Dod CIO	411	IT	(CV-WL-007) Technical Support	Technical Support Specialist														
421	Database Administrator	Cyber IT	Dod CIO	421	IT	(Q-WL-002) Database Administration	Database Administrator														
431	Knowledge Manager	Cyber IT	Dod CIO	431	IT	(Q-WL-003) Knowledge Management	Knowledge Manager														
441	Network Operations Specialist	Cyber IT	Dod CIO	441	IT	(Q-WL-004) Network Operations	Network Operations Specialist														
451	System Administrator	Cyber IT	Dod CIO	451	IT	(Q-WL-005) System Administration	System Administrator														
632	Systems Developer	Cyber IT	Dod CIO	632 (631)	IT	(Q-WL-004) Secure Systems Development	Systems Developer														
641	Systems Requirements Planner	Cyber IT	Dod CIO	641	IT	(Q-WL-006) Systems Requirements Planning	Systems Requirements Planner														
651	Enterprise Architect	Cyber IT	Dod CIO	651	IT	(Q-WL-002) Enterprise Architecture	Enterprise Architect														
661	Research & Development Specialist	Cyber IT	Dod CIO	661	IT	(Q-WL-008) Technology Research and Development	Research & Development Specialist														
671	System Testing and Evaluation Specialist	Cyber IT	Dod CIO	671	IT	(Q-WL-007) Systems Testing and Evaluation	System Testing and Evaluation Specialist														
212	Cyber Defense Forensics Analyst	Cybersecurity	Dod CIO	212	CS	(Q-WL-002) Digital Forensics	Digital Forensics Analyst														
462	Control Systems Security Specialist	Cybersecurity	Dod CIO	462	CS	N/A	Control Systems Security Specialist														
511	Cyber Defense Analyst	Cybersecurity	Dod CIO	511	CS	(Q-WL-001) Detective Cybersecurity	Cyber Defense Analyst														
521	Cyber Defense Infrastructure Support Specialist	Cybersecurity	Dod CIO	521	CS	(Q-WL-004) Infrastructure Support	Cyber Defense Infrastructure Support Specialist														
531	Cyber Defense Incident Responder	Cybersecurity	Dod CIO	531	CS	(Q-WL-003) Incident Response	Cyber Defense Incident Responder														
541	Vulnerability Assessment Analyst	Cybersecurity	Dod CIO	541	CS	(Q-WL-007) Vulnerability Analysis	Vulnerability Assessment Analyst														
611	Authorizing Official/Designated Representative	Cybersecurity	Dod CIO	611	CS	(Q-WL-013) Systems Authorization	Authorizing Official/Designated Representative														
612	Security Control Advisor	Cybersecurity	Dod CIO	612	CS	(Q-WL-012) Security Control Advisor	Security Control Advisor														
622	Secure Software Assessor	Cybersecurity	Dod CIO	622	CS	(Q-WL-005) Software Security Assessment	Secure Software Assessor														
631	Information Systems Security Developer	Cybersecurity	Dod CIO	631 (632)	CS	(Q-WL-004) Secure Systems Development	Information Systems Security Developer														
652	Security Architect	Cybersecurity	Dod CIO	652	CS	(Q-WL-001) cybersecurity Architecture	Security Architect														
722	Information Systems Security Manager	Cybersecurity	Dod CIO	722	CS	(Q-WL-014) Systems Security Management	Information Systems Security Manager														
723	COMSEC Manager	Cybersecurity	Dod CIO	723	CS	(Q-WL-001) Communications Security (COMSEC) Management	COMSEC Manager														
805	IT Program Auditor	Cyber Enders	Dod CIO	805	EN	(Q-WL-016) Technology Program Auditing	IT Program Auditor														
901	Executive Cyber Leader	Cyber Enders	Dod CIO	901	EN	(Q-WL-007) Executive Cybersecurity Leadership	Executive Cyber Leader														
211	Forensic's Analyst	Cyber Enders	Dod CIO	211	EN	(Q-WL-002) Digital Evidence Analysis	Forensic's Analyst														
221	Cyber Crime Investigator	Cyber Enders	Dod CIO	221	EN	(Q-WL-001) cybercrime Investigation	Cyber Crime Investigator														
711	Cyber Infrastructure Curriculum Developer	Cyber Enders	Dod CIO	711	EN	(Q-WL-004) cybersecurity Curriculum Development	Cyber Infrastructure Curriculum Developer														
712	Cyber Instructor	Cyber Enders	Dod CIO	712	EN	(Q-WL-005) cybersecurity Instruction	Cyber Instructor														
731	Cyber Legal Advisor	Cyber Enders	Dod CIO	731	EN	(Q-WL-006) cybersecurity Legal Advice	Cyber Legal Advisor														
732	Privacy Compliance Manager	Cyber Enders	Dod CIO	732	EN	(Q-WL-008) Privacy Compliance	Privacy Compliance Manager														
751	Cyber Workforce Developer and Manager	Cyber Enders	Dod CIO	751	EN	(Q-WL-003) cybersecurity Workforce Management	Cyber Workforce Developer and Manager														
752	Cyber Policy and Strategy Planner	Cyber Enders	Dod CIO	752	EN	(Q-WL-002) cybersecurity Policy and Planning	Cyber Policy and Strategy Planner														
801	Program Manager	Cyber Enders	Dod CIO	801	EN	(Q-WL-010) Project Management	Program Manager														
802	IT Project Manager	Cyber Enders	Dod CIO	802	EN	(Q-WL-011) Secure Project Management	IT Project Manager														
803	Product Support Manager	Cyber Enders	Dod CIO	803	EN	(Q-WL-009) Product Support Management	Product Support Manager														
804	IT Investment Portfolio Manager	Cyber Enders	Dod CIO	804	EN	(Q-WL-005) Technology Portfolio Management	IT Investment Portfolio Manager														
901	Executive Cyber Leader	Cyber Enders	Dod CIO	901	EN	(Q-WL-007) Executive Cybersecurity Leadership	Executive Cyber Leader														
121	Exploitation Analyst	Cyber Effects	PCA US CYBER COM	121	CE	(Q-WL-003) Exploitation Analysis	Exploitation Analyst														
122	Digital Network Exploitation Analyst	Cyber Effects	PCA US CYBER COM	122	CE	N/A	Digital Network Exploitation Analyst														
131	Joint Targeting Analyst	Cyber Effects	PCA US CYBER COM	131	CE	(Q-WL-006) Target Analysis	Joint Targeting Analyst														
132	Target Digital Network Analyst	Cyber Effects	PCA US CYBER COM	132	CE	(Q-WL-007) Target Network Analysis	Target Digital Network Analyst														
133	Target Analyst Reporter	Cyber Effects	PCA US CYBER COM	133	CE	N/A	Target Reporting Analysis														
321	Access Network Operator	Cyber Effects	PCA US CYBER COM	321	CE	(Q-WL-001) Operator Network Operators	Access Network Operator														
322	CyberSpace Operator	Cyber Effects	PCA US CYBER COM	322	CE	N/A	CyberSpace Operations														
332	Cyber Operations Planner	Cyber Effects	PCA US CYBER COM	332	CE	(Q-WL-002) Cyber Operations Planning	Cyber Operations Planner														
341	CyberSpace Capability Developer	Cyber Effects	PCA US CYBER COM	341	CE	N/A	CyberSpace Capability Development														
442	Network Technician	Cyber Effects	PCA US CYBER COM	442	CE	N/A	Network Technician														
443	Network Analyst	Cyber Effects	PCA US CYBER COM	443	CE	N/A	Network Analysis														
463	Host Analyst	Cyber Effects	PCA US CYBER COM	463	CE	N/A	Host Analysis														
551	Red Team Specialist	Cyber Effects	PCA US CYBER COM	551	CE	N/A	Red Team														
422	Data Analyst	Data AI	CDAO	422	DA	(Q-WL-001) Data Analysis	Data Analyst														
423	Data Scientist	Data AI	CDAO	423	DA	N/A	Data Science														
424	Data Steward	Data AI	CDAO	424	DA	N/A	Data Steward														
623	AI/ML Specialist	Data AI	CDAO	623	DA	N/A	AI/ML Specialist														
624	Data Operations Specialist	Data AI	CDAO	624	DA	N/A	Data Operations Specialist														
653	Data Architect	Data AI	CDAO	653	DA	N/A	Data Architecture														
672	AI Test and Evaluation Specialist</td																				