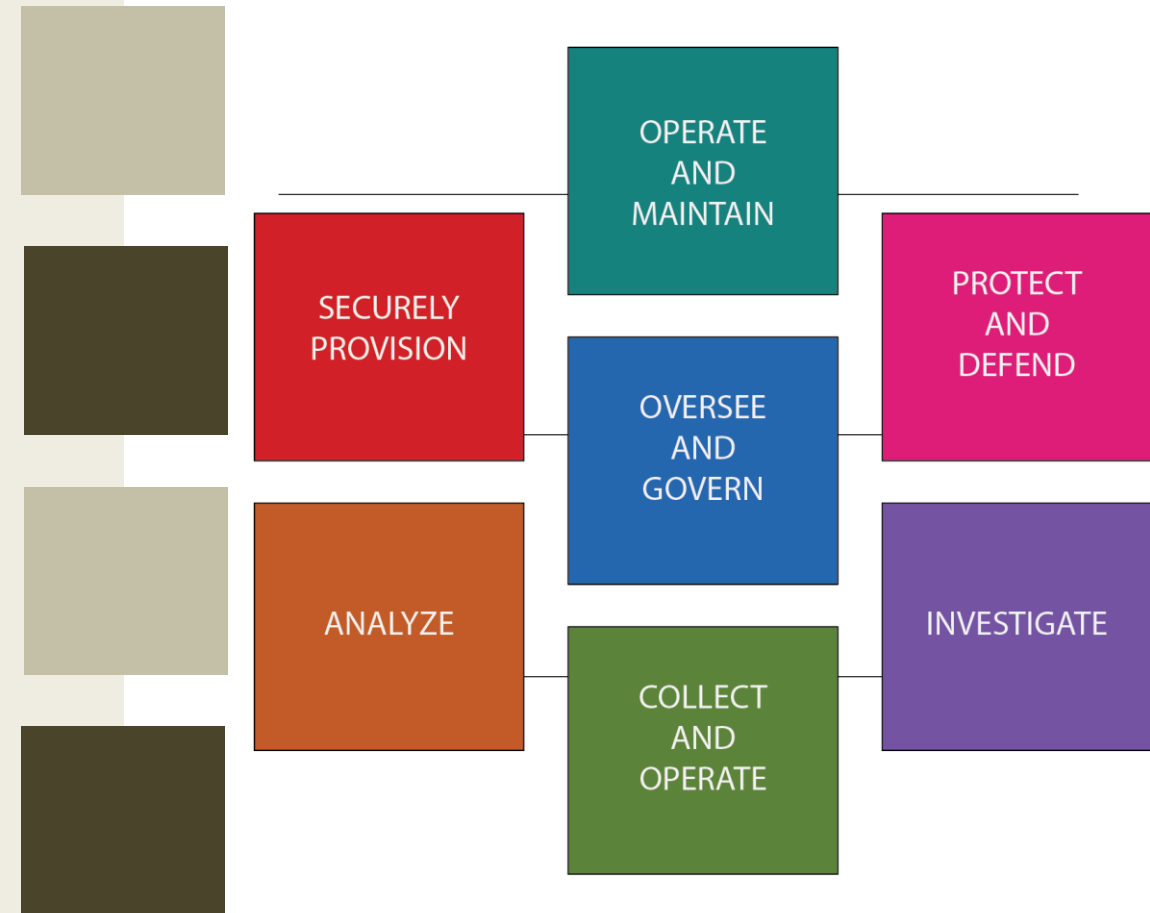


Improves communication about how to identify, recruit, develop, and retain cybersecurity talent.

Categorizes, organizes, and describes cybersecurity work.

Can be used by:

- Public and Private Sector Employers
- Education Providers
- Technology Developers
- Current and Future Cybersecurity Workers
- Training and Certification Providers
- Policymakers



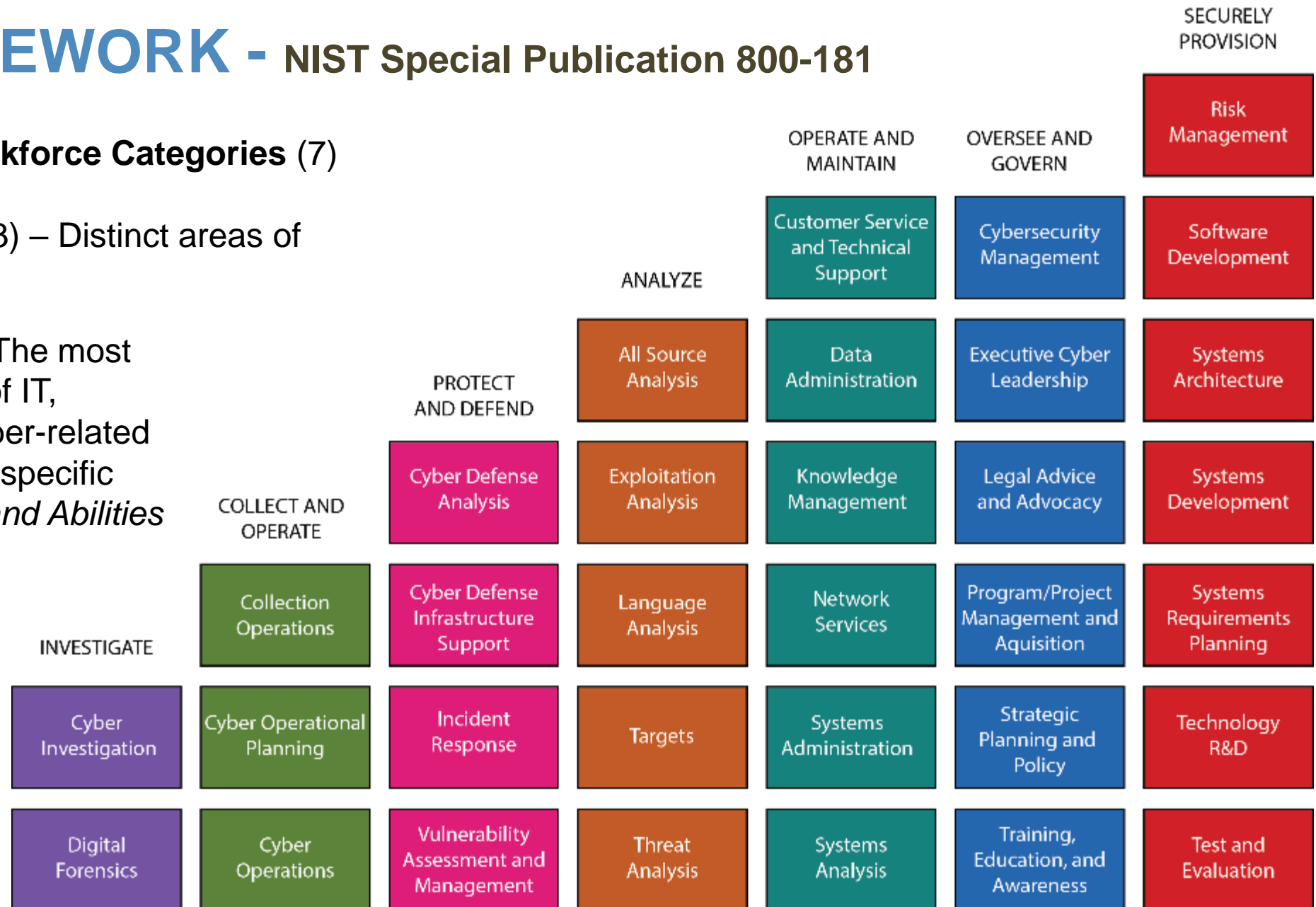
**NICE FRAMEWORK**  
**NIST Special Publication 800-181**

# NICE FRAMEWORK - NIST Special Publication 800-181

## Cybersecurity Workforce Categories (7)

**Specialty Areas (33)** – Distinct areas of cybersecurity work

**Work Roles (52)** – The most detailed groupings of IT, cybersecurity, or cyber-related work, which include specific *Knowledge, Skills, and Abilities (KSA's)* required to perform a set of *Tasks*.



# NICE FRAMEWORK - Categories

Categories	Descriptions
<b>Securely Provision (SP)</b>	Conceptualizes, designs, and builds secure information technology (IT) systems, with responsibility for aspects of systems and/or networks development.
<b>Operate and Maintain (OM)</b>	Provides the support, administration, and maintenance necessary to ensure effective and efficient information technology (IT) system performance and security.
<b>Oversee and Govern (OV)</b>	Provides leadership, management, direction, or development and advocacy so the organization may effectively conduct cybersecurity work.
<b>Protect and Defend (PR)</b>	Identifies, analyzes, and mitigates threats to internal information technology (IT) systems and/or networks.
<b>Analyze (AN)</b>	Performs highly-specialized review and evaluation of incoming cybersecurity information to determine its usefulness for intelligence.
<b>Collect and Operate (CO)</b>	Provides specialized denial and deception operations and collection of cybersecurity information that may be used to develop intelligence.
<b>Investigate (IN)</b>	Investigates cybersecurity events or crimes related to information technology (IT) systems, networks, and digital evidence.

## Oversee and Govern (6 Specialty Areas, 14 Work Roles)

Category	Specialty Area	Work Role
Oversee and Govern	Legal Advice and Advocacy	Cyber Legal Advisor
		Privacy Officer/Compliance Manager
	Training, Education, and Awareness	Cyber Instructional Curriculum Developer
		Cyber Instructor
	Cybersecurity Management	Information Systems Security Manager
		Communication Security Manager
	Strategic Planning and Policy	Cyber Workforce Developer and Manager
		Cyber Policy and Strategy Planner
	Executive Cyber Leadership	Executive Cyber Leadership
	Program/Project Management and Acquisition	Program Manager
		IT Project Manager
		Product Support Manager
		IT Investment/Portfolio Manager
		IT Program Auditor

# Building Blocks for a Capable and Ready Cybersecurity Workforce



# NICE FRAMEWORK RESOURCE CENTER



## 101 Resources

- Search the NICE Framework
- One Pager
- Video Tutorial



## Employer Resources

- DoD Cyber Workforce
- Position Description Tool
- Capability Indicators



## Education/Training Provider Resources

- Course/Curriculum Mappings
- Certification Mappings
- Training Catalog



## Learner Resources

- Pathways
- Career Profiles
- Hands-on Activities

# GET INVOLVED



## **NICE Conference and Expo**

November 16-18, 2020 | Atlanta, Georgia

[NICEconference.org](https://NICEconference.org)

The annual convening of community members and thought leaders from education, government, industry, and non-profits to explore ways of developing a skilled cybersecurity workforce ready to meet the challenges of the future.



## **NICE K12 Cybersecurity Education Conference**

December 7-8, 2020 | St. Louis, Missouri

[K12cybersecurityconference.org](https://K12cybersecurityconference.org)

Bringing together those interested in K12 cybersecurity education, this annual event highlights cybersecurity career awareness, integration of cybersecurity into educational portfolios, innovative educational approaches, and more.

# CONTACT US



[NIST.gov/NICE/Framework](https://nist.gov/NICE/Framework)



[NICEFramework@nist.gov](mailto:NICEFramework@nist.gov)



[Linkedin.com/company/NIST-NICE](https://linkedin.com/company/NIST-NICE)



[@NISTcyber](https://twitter.com/NISTcyber)