



Cybersecurity Advisor

DEPARTMENT OF HOMELAND SECURITY
Cybersecurity and Infrastructure Security Agency
Integrated Operations Division -IOD

Summary

This announcement is issued under the **Direct Hire Authority (DHA)** to recruit for positions for which there is a critical hiring need. Selectee(s) will receive a career or career-conditional appointment in the competitive service and may be required to serve a one year probationary period.

The official title of this position is **Information Technology Cybersecurity Specialist (INFOSEC), GS-2210-13/14.**

[Learn more about this agency](#)

Overview

Accepting applications

🕒 Open 08/05/2026 to 08/11/2026

Location

Many vacancies in the following locations:



-  Tucson, AZ
-  Los Angeles, CA
-  San Diego, CA
-  Denver, CO
-  Jacksonville, FL

Work site options**Telework eligible**

Yes — as determined by the agency policy.

Remote job

No

Relocation expenses reimbursed

No

Salary

\$90,925 - \$139,684 per year

Salary range listed reflects the GS base rate (not including locality pay), see the "Additional Information" section of the announcement for details.

Pay scale & grade

GS 13-14

Promotion potential

14

[? Learn more about pay scale and grade](#)

Pay scale and grade determines the salary of the job.

Work schedule

Full-time - This position will infrequently require work hours beyond a normal business operations schedule.

Travel Required

25% or less - May be required to be in a travel status 7 -10 nights per month.

Appointment type

Permanent

Occupations and job series

- [2210 Information Technology Management](#)

Supervisory status

No

Federal service type

This job is in the Competitive Service

Represented by a union

No

Drug test

Yes

Security clearance

Sensitive Compartmented Information

Position sensitivity and risk**Special-Sensitive (SS)/High Risk**

? Jobs require a [background check](#) and some require a [security clearance](#). The type depends on the job.

Background check type

- [Credentialing](#)
- [Suitability/Fitness](#)
- [National security](#)

Financial disclosure required

No

? Some jobs require [financial disclosure](#) to identify conflicts of interests.

Announcement number

IOD-DHA-13025297-26-KR

Control number

879367600

This job is open to **The public**

U.S. Citizens, Nationals or those who owe allegiance to the U.S.

 Career transition (CTAP, ICTAP, RPL)

Federal employees whose job, agency or department was eliminated and are eligible for priority over other applicants.

Clarification from the agency

• U.S. Citizens • Career Transition Assistance Program (CTAP) • Interagency Career Transition Assistance Program (ICTAP)

Videos



We Are CISA
CISA



Watch on

Duties

Typical work assignments at the full performance level include, but are not limited to:

- Building regional and local cybersecurity coalitions to promote information sharing on best practices and lessons learned and promote the resilience of the cyber infrastructure throughout the U.S. and its territories.
- Developing and promoting collaborative relationships with critical infrastructure owners and operators as well as State, Local, Tribal, and Territorial (SLTT) government to reduce risk and threats to infrastructure, enterprise, communications, and control systems.
- Coordinating cyber incidents for reporting and supports other cybersecurity assessment programs associated with critical infrastructure.
- Participating as a presenter in regional local conferences, summits, seminars, and symposia relating to cybersecurity initiatives.
- Performing security reviews, identify gaps in security architecture, and develop security risk management plans.
- Collaborating with critical infrastructure owners, operators, IT security experts, and managers to support organizational cybersecurity objectives.
- Responsible for enhanced coordination efforts with CISA stakeholders, including communication with other Federal departments and agencies, DHS, CISA divisions, leadership of SLTT, as well as external industry leaders for situational awareness and response on cyber incidents and events.
- Participating in cybersecurity partnerships with and across critical infrastructure owners and operators and state, local, tribal and territorial government levels.
- Advising senior management on regional trends and analyses.

- Assisting in identifying, prioritizing, and coordinating the protection of critical cyber defense infrastructure and key resources.

Requirements

Conditions of employment

- You must be a U.S. citizen.
- Selective Service - Males born after 12/31/59 must be registered or exempt from Selective Service, see <http://www.sss.gov/>
- All Federal employees are required to participate in Direct Deposit/Electronic Funds Transfer for salary payments.
- DHS uses E-Verify, an Internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](#), including your rights and responsibilities.
- You must be able to obtain and maintain a security clearance suitable for Federal employment as determined by a background investigation. This may include a credit check, a review of financial issues, as well as certain criminal offenses and illegal use or possession of drugs.
- This position may be designated as essential personnel. Essential personnel must be able to serve during continuity of operation events without regard to declarations of liberal leave or government closures due to weather, protests, and acts of terrorism or lack of funding. Failure to report for or remain in this position may result in disciplinary or adverse action in accordance with applicable laws, rules, and regulations (5 U.S.C. 7501-7533 and 5 CFR Part 752, as applicable).
- This position has been identified as a drug testing designated position (TDP) for purposes of the CISA's Drug-Free Workplace Program. All applicants tentatively selected for this position will be required to submit to a drug test to screen for illicit/illegal drug use prior to receiving a final offer of employment. A final offer of employment is contingent upon a negative drug test result. After appointment, you may be subject to periodic random drug testing.
- The selectee must possess and maintain a valid state driver's license.
- This is a mobile work position. Due to frequent travel requirements, selectee must reside within the area of responsibility identified in the announcement. Locality pay will be based on the duty location.

Qualifications

Do **NOT** copy and paste the duties, specialized experience, or occupational assessment questionnaire from this announcement into your resume as that will not be considered a demonstration of your qualifications for this position. Your resume must describe your work and experience, in your own words.

To be considered minimally qualified for this position, you must demonstrate that you have the required proficiency level of competencies and experience for the respective grade level in which you are applying:

REQUIRED COMPETENCIES: Experience must be Information Technology (IT)-related; the experience may be demonstrated by paid or unpaid experience and/or completion of specific,

intensive training (for example, IT certification), as appropriate. You must have IT-related experience demonstrating each of the required competencies listed below and must meet or exceed the minimum proficiency level established for each by grade level. For more information, see [Competency-Based Qualification Standard for the Information Technology Management Series, 2210](#).

You qualify at the GS-13 and GS-14, if you have:

1. **Attention to Detail** - Is thorough when performing work and conscientious about attending to detail.
2. **Customer Service** - Works with clients and customers (that is, any individuals who use or receive the services or products that your work unit produces, including the general public, individuals who work in the agency, other agencies, or organizations outside the Government) to assess their needs, provide information or assistance, resolve their problems, or satisfy their expectations; knows about available products and services; is committed to providing quality products and services.
3. **Decision Making** - Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.
4. **Information Management** - Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems.
5. **Interpersonal Skills** - Shows understanding, friendliness, courtesy, tact, empathy, concern, and politeness to others; develops and maintains effective relationships with others; may include effectively dealing with individuals who are difficult, hostile, or distressed; relates well to people from varied backgrounds and different situations.
6. **Oral Communication** - Expresses information (for example, ideas or facts) to individuals or groups effectively, taking into account the audience and nature of the information (for example, technical, sensitive, controversial); makes clear and convincing oral presentations; listens to others, attends to nonverbal cues, and responds appropriately.
7. **Problem Solving** - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.
8. **Teamwork** - Encourages and facilitates cooperation, pride, trust, and group identity; fosters commitment and team spirit; works with others to achieve goals.
9. **Technical Competence** - Uses knowledge that is acquired through formal training or on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.

AND

SPECIALIZED EXPERIENCE: In addition to meeting the qualification requirement listed above, you must have at least one year of specialized experience at the next lower GS-grade level (or equivalent). Specialized experience is experience that has equipped you with the particular competencies/knowledge, skills, and abilities to successfully perform the duties of the position and is typically in or related to the work of the position to be filled. Such experience is typically gained in the IT field or through the performance of work where the primary concern is IT.

You qualify at the GS-13 grade level, if you have:

At least one (1) year of specialized experience at the GS-12 grade level (or equivalent) performing **all** the following duties:

1. Providing advice and guidance to resolve, implement, or manage cybersecurity issues;

2. Conducting systems security evaluations, audits, and reviews; **AND**
3. Developing cybersecurity policies and guidelines to ensure compliance with directives.

You qualify at the GS-14 grade level, if you have:

At least one (1) year of specialized experience at the GS-13 grade level (or equivalent) performing **all** the following duties:

1. Providing authoritative technical guidance and oversight related to information systems security to include cybersecurity frameworks, controls and auditing requirements;
2. Monitoring compliance of security programs designed to minimize system vulnerabilities by adhering to information systems security, regulations, protocols or security certification and accreditation requirements; **AND**
3. Serving as a senior representative for complex, high-visibility information technology projects.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

All qualification requirements must be met by the closing date of this announcement.

Education

No Educational Substitution: There is no substitution of education for experience at this grade level. You must meet the qualifications listed in the "Requirements" section of this announcement.

Additional information

- Other incentives may be authorized.
- If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306, Declaration for Federal Employment](#), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.
- Additional vacancies may be filled with this announcement.
- A one-year probationary period may be required during which we will evaluate your fitness and whether your continued employment advances the public interest. We may consider your performance and conduct, the needs and interests of the agency, whether your continued employment would advance organizational goals of the agency or the Government, and whether your continued employment would advance the efficiency of the Federal service. **Upon completion of your probationary period your employment will be terminated unless you receive certification, in writing, that your continued employment advances the public interest.**
- The salary range indicated in this announcement reflects the minimum base pay, GS-13, step 1 up to the maximum base pay, GS-14, step 10. This announcement covers multiple locations. The actual salary will be adjusted based on the grade, step, and locality for the selectee's duty location. General Schedule (GS) locality pay tables may be found at [Salaries & Wages](#).

- If selected below the full performance level, you may be noncompetitively promoted to the next higher grade level after meeting all regulatory requirements, and upon the recommendation of management. Promotion is neither implied nor guaranteed.

Reasonable Accommodation (RA) Requests: If you believe you have a disability (i.e., physical or mental), covered by the Rehabilitation Act of 1973 as amended that would interfere with completing the USA Hire Competency Based Assessments, you will be granted the opportunity to request a RA in your online application. Requests for RA for the USA Hire Competency Based Assessments and appropriate supporting documentation for RA must be received prior to starting the USA Hire Competency Based Assessments. Decisions on requests for RA are made on a case-by-case basis. If you meet the minimum qualifications of the position, after notification of the adjudication of your request, you will receive an email invitation to complete the USA Hire Competency Based Assessments, based on your adjudication decision. You must complete all assessments within 48 hours of receiving the URL to access the USA Hire Competency Based Assessments, if you received the link after the close of the announcement. To determine if you need a RA, please review the [Procedures for Requesting a Reasonable Accommodation for Online Assessments](#).

Current or Former Political Appointees: The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Candidates should be committed to improving the efficiency of the Federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution.

Benefits



A career with the U.S. government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding. [Learn more about federal benefits](#).

[Review our benefits](#)

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time or intermittent. Contact the hiring agency for more information on the specific benefits offered.

How you will be evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

Your qualifications will be evaluated based on your application materials (e.g., resume, supporting documents), your responses on the application questionnaire, and your responses to all assessments required for this position.

You will be assessed on the following competencies (knowledge, skills, abilities, and other characteristics):

- Accountability
- Attention to Detail
- Customer Service
- Decision Making
- Flexibility
- Influencing/Negotiating
- Information Management
- Integrity/Honesty
- Interpersonal Skills
- Learning
- Oral Communication
- Problem Solving
- Reading Comprehension
- Reasoning
- Self-Management
- Stress Tolerance
- Teamwork
- Technical Competence

The USA Hire Assessment includes a cut score based on the minimum level of required proficiency in these critical general competencies. You must meet or exceed the cut score to be considered. You will not be considered for the position if you score below the cut score or fail to complete the assessment.

Overstating your qualifications and/or experience in your application materials or application questionnaire may result in your removal from consideration.

Interagency/Career Transition Assistance Program (I/CTAP): If you have never worked for the federal government, you are not I/CTAP eligible. View information about [I/CTAP eligibility](#) on OPM's Career Transition Resources website. To be considered under I/CTAP, you must be rated eligible based on minimum qualifications for this position. In addition, you must submit the supporting documents listed under the required documents section of this announcement.

Veterans' preference procedures are not applicable when candidates are selected through Direct Hire Authority (DHA).

Structured Resume Review: Subject matter experts (SMEs) will review your resume to determine your technical qualifications for this position based on the required specialized experience. SMEs will not review additional information beyond your resume (e.g., cover letter). Applicants passing the structured resume review will move on to the next phase of the assessment process.

To preview the application questionnaire, click here:

<https://apply.usastaffing.gov/ViewQuestionnaire/13025297>

Required Documents

All documents, including transcripts, must be in English.

1. **RESUME:** [Limit your resume to no more than two pages.](#) The USAJOBS database will not allow an applicant to submit an application that includes a resume over two pages. **Be clear and specific in describing your job-related qualifications,** as HR cannot make assumptions regarding your experience. Include dates (month and year) and hours worked per week. For military or Federal civilian service, you **MUST** include your pay plan/band, series, and/or rank/grade (e.g., Captain, E-5, GS-0301-9). Do **NOT** include photographs, social media links (e.g., LinkedIn), inappropriate content, or other personal or sensitive information such as date of birth, social security number, gender, religious affiliation. **IF INCLUDED YOUR RESUME WILL NOT BE CONSIDERED.**

2. COMPLETE APPLICATION QUESTIONNAIRE AND ONLINE USA HIRE ASSESSMENTS

- If you are requesting a reasonable accommodation to the USA Hire Assessments, submit documentation to support your request, including the [Reasonable Accommodation Request Form](#).

3. OTHER SUPPORTING DOCUMENTS *(only submit if applicable):*

- **CURRENT OR FORMER FEDERAL CIVILIAN EMPLOYEE:** Submit a copy of your most recent [SF-50, Notification of Personnel Action](#) which shows the grade, step, tenure (block 24) "1" (Career) or "2" (Career-Conditional), and position occupied (block 34) "1" (Competitive Service). Schedule Policy/Career employees submit a copy of your initial appointment SF-50 and proof of competitive status. Provide proof of permanent appointment if applying based on an [Interchange Agreement](#). If applying for a higher grade, provide a SF-50 which shows the length of time you have been in your current/highest grade or promotion potential held. **You may need to provide more than one (1) SF-50,** if your SF-50 does not clearly demonstrate that you meet the one-year time-in-grade requirement (examples of appropriate SF-50s include **Appointment/Conversion, Within-Grade/Range Increases** and **Promotion actions**). **NOTE: Pay adjustments and awards are NOT acceptable.**
- **VETERAN DOCUMENTATION:** Submit a copy of your DD-214, Certificate of Release or Discharge from Active Duty (Member Copy 4 or equivalent).
 - **ACTIVE DUTY SERVICE MEMBERS:** If applying based on eligibility under the Veterans Opportunity to Work (VOW) Act, you must submit certification from the Armed Forces that you will be discharged or released from active duty within 120 days from the date on the certification. This must indicate your dates of active service, rank/grade, expected character of service (i.e., honorable or general) and type of separation (i.e., separation or retirement). **NOTE:** The VOW Act provides tentative preference. If selected, a DD-214 must be provided prior to appointment.
 - **10-POINT VETERANS' PREFERENCE:** If claiming 10-point Veterans' Preference, you will need to submit a [SF-15](#) and provide an official document from the Department of Veterans Affairs or from a branch of the Armed Forces certifying your overall compensable service-connected disability rating (NOTE: Your overall percentage must be clearly shown), and/or any other associated documentation based on your preference.

- **INTERAGENCY/CAREER TRANSITION ASSISTANCE PROGRAM (I/CTAP):** Submit a copy of the following:
 - Reduction in Force (RIF) separation notice, notice of proposed removal for failure to relocate, notice of disability annuity termination, or certification from the National Guard Bureau or Military Department that you are eligible for disability retirement;
 - SF-50 "Notification of Personnel Action", documenting your RIF separation, noting your position, grade level, and duty location, and/or Agency certification of inability to place you through reemployment priority list (RPL), etc.;
 - Latest performance appraisal including your rating; **AND**
 - Any documentation from your agency that shows your current promotion potential.
- **CURRENT OR FORMER POLITICAL SCHEDULE A, SCHEDULE C, NON-CAREER SES OR PRESIDENTIAL APPOINTEE EMPLOYEE:** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
 - Position title;
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee);
 - Agency; **AND**
 - Beginning and ending dates of appointment.

How to Apply

Please read the entire announcement and all the instructions before you begin an application. To apply for this position, you must complete all required questionnaires, assessments, and submit the documentation specified in the Required Documents section below.

A complete application package must be received by 11:59 PM (EST) on 08/11/2026 to receive consideration. It is your responsibility to ensure all required documents have been submitted.

The application process is as follows:

1. To begin, click **Apply** to access the online application. You will need to be logged into your USAJOBS account to apply. If you do not have a USAJOBS account, you will need to create one before beginning the application.
2. Answer the questions presented in the application and attach all necessary supporting documentation. Only resumes up to a total of two pages will be accepted. Applicants with resumes exceeding two pages will be removed from consideration. If you submit multiple versions of your resume, only the most recent version, based on the submission date and/or time, will be reviewed for qualification determinations.
3. Click **Submit Application** prior to 11:59 PM (EST) on 08/11/2026.
4. If you are required to complete any USA Hire Assessments, you will be notified after submitting your application. The notification will be provided in your application submission screen and via email. The notification will include your unique assessment access link to the USA Hire system and the completion deadline. Additionally, in USAJOBS you can click "Track this application" to return to your assessment completion notice.

5. Access USA Hire using your unique assessment link. Access is granted through your USAJOBS login credentials.
6. Review all instructions prior to beginning your assessments. You will have the opportunity to request a testing accommodation before beginning the assessments should you have a disability covered under the Rehabilitation Act of 1973 as amended.
7. Set aside about two (2) hours to take the USA Hire assessments; however, most applicants complete the assessments in less time. If you need to stop the assessments and continue later, you can re-use your unique assessment link.
8. Your responses to the USA Hire Assessments will be reused for one year (in most cases) from the date you complete an assessment. If future applications you submit require completion of the same assessments, your responses will be automatically reused.

Visit the [USA Hire Applicant Resource Center](#) for practice assessments and assessment preparation resources.

To update your application, including supporting documentation: You may update your application documents and some questions related to your personal information at any time during the announcement open period. However, you will not be able to make changes to questions related to assessing the minimum qualifications and competencies (knowledge, skills, abilities and other characteristics) mentioned in the "How You Will Be Evaluated" section above. To make an allowed update to your application, return to your [USAJOBS](#) account. There you will find a record of your application, the application status, and an option to **Edit my application**. This option will no longer be available once the announcement has closed.

To verify the status of your application, log into your USAJOBS account at <https://usajobs.gov>, all your applications will appear on the Welcome screen. The **Application Status** will appear along with the date your application was last updated. For information on what each **Application Status** means, visit: <https://help.usajobs.gov/how-to/application/status>.

Shared Certificate: After CISA completes its hiring, the resumes of the remaining candidates referred for selection consideration may be shared with other DHS Components. During the application process, you may choose to opt-in if you would like your name, application material, and assessment results to be shared. There is no guarantee of further consideration, and you continue to explore other job opportunity announcements.

Short Essay Questions: The vacancy questionnaire includes four short, free-response essay questions. This provides an opportunity for you to highlight your dedication to public service for the hiring manager and agency leadership (or designee(s)). While your responses are not required and will not be scored, we encourage you to thoughtfully address each question. Please provide a response of 200 words or less to each question. You will be asked to certify that you are using your own words and did not use a consultant or artificial intelligence (AI) such as a large language model (LLM) like ChatGPT or Copilot.

Agency contact information

 **Kazi Rahman**

Email

kazi.rahman@associates.cisa.dhs.gov

Address

Cybersecurity and Infrastructure Security Agency
1110 N Glebe Rd
Arlington, VA 22201
US

Next steps

Your status will also be updated on USAJOBS throughout the process. We expect to make a job offer within 30-60 days after the deadline for applications. If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an in-person or phone panel interview. If you are selected, we will conduct a suitability/security background investigation.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Notice to Applicants - The Cybersecurity and Infrastructure Security Agency (CISA) is subject to the provisions of the Fair Chance to Compete for Jobs Act of 2019. Unless excluded by law, all CISA hiring officials and agency representatives are statutorily prohibited from asking applicants to disclose their criminal history record information prior to receiving a conditional offer of employment. Applicants may submit a complaint, or any other information, to the CISA Office of the Chief Human Capital Officer Human Capital Policy and Programs Subdivision at email cisa.ochco.hcp@cisa.dhs.gov within 30 calendar days of the date of the alleged non-compliance by a CISA hiring manager or agency representative.

Thank you for your interest in the Department of Homeland Security, Cybersecurity and Infrastructure Security Agency!

Fair and transparent

The Federal hiring process is set up to be fair and transparent. Please read the following guidance.

[Criminal history inquiries](#)

[Equal Employment Opportunity \(EEO\) Policy](#)

[Financial suitability](#)

[New employee probationary period](#)

[Privacy Act](#)

[Reasonable accommodation policy](#)

[Selective Service](#)

[Signature and false statements](#)

[Social security number request](#)

Additional locations

 **Jacksonville, FL**

- 📍 **Miami, FL**
- 📍 **Orlando, FL**
- 📍 **Springfield, IL**
- 📍 **Detroit, MI**
- 📍 **Fargo, ND**
- 📍 **Bayonne, NJ**
- 📍 **Camden, NJ**
- 📍 **Cherry Hill, NJ**
- 📍 **Clifton, NJ**
- 📍 **East Orange, NJ**
- 📍 **Edison, NJ**
- 📍 **Elizabeth, NJ**
- 📍 **Flemington, NJ**
- 📍 **Freehold, NJ**
- 📍 **Hoboken, NJ**
- 📍 **Jersey City, NJ**
- 📍 **Long Beach, NJ**
- 📍 **Mays Landing, NJ**
- 📍 **New Brunswick, NJ**
- 📍 **Newark, NJ**
- 📍 **Newton, NJ**
- 📍 **Passaic, NJ**
- 📍 **Paterson, NJ**
- 📍 **Salem, NJ**
- 📍 **Somerville, NJ**
- 📍 **Toms River, NJ**
- 📍 **Trenton, NJ**
- 📍 **New York, NY**
- 📍 **Cincinnati, OH**
- 📍 **Cleveland, OH**
- 📍 **Salem, OR**
- 📍 **Charleston, SC**
- 📍 **Rapid City, SD**

 **Milwaukee, WI**



USAJOBS is a [United States Office of Personnel Management](#) website.