

**STATEWIDE  
NATIONAL GUARD OF ARIZONA  
HUMAN RESOURCE OFFICE  
5636 E. McDowell Road, Bldg M5710, Phoenix, AZ 85008-3495  
PHONE (602) 629-4800; DSN 853-4800  
WEBSITE: <http://dema.az.gov/>**

**TITLE 5 EXCEPTED  
VACANCY ANNOUNCEMENT**

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**ANNOUNCEMENT NUMBER: 19-069C    OPENING DATE: 15-Jan-19    CLOSING DATE: 23-Jan-19**

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**POSITION TITLE, SERIES, GRADE, AND POSITION NUMBER:  
IT Specialist(INFOSEC), GS-2210-12, T5824200, MPCN:0105617934**

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**KNOWN PROMOTION POTENTIAL: NONE**

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**SALARY RANGE:  
\$75,741.00-\$98,464 PA**

**SUPERVISORY     MANAGERIAL   
NON-SUPERVISORY/NON-MANAGERIAL**

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**LOCATION OF POSITION:**

**Joint Task Force, J9, Phoenix, AZ**

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**APPLICATIONS MUST BE MAILED OR HAND CARRIED TO: Human Resources Office, 5636 E. McDowell Road, Bldg M5710, Phoenix, AZ 85008-3495. Applications must be received by close of business (1530 MST) on the closing date shown above or if mailed, postmarked no later than the closing date.** The Human Resources Office will not accept applications that are mailed at government expense, exceptions to hard-copy delivery may be considered on case-by-case basis. Please contact 602-629-4826/4834 for consideration. Faxed applications will not be accepted.

**AREA OF CONSIDERATION:** This is a National Guard Title 5 Excepted Service position and is **Open to AZNG T32, T5 Employees, OR AGR/DSG/M-DAY members** Individual selected will receive an Indefinite Appointment and may be converted to permanent based on availability of funds or position no longer being encumbered

**INSTRUCTIONS FOR APPLYING:** Individuals applying for vacancies with the Arizona National Guard may submit Optional Form 612 (Optional Application for Federal Employment), or a Resume. Application must contain the Announcement Number, Title and Grade(s) of the job being applied for. Personal information must include full name and address (including ZIP Code), Day and evening phone numbers (with area code). Work experience information should be limited to either paid or nonpaid experience directly related to the position that the individual is applying for and must include: Job Title, Duties and accomplishments, Employers name and address, Supervisors name and phone number, starting and ending dates, hours per week and salary.

**Applicants MUST submit a completed AZNG Form 335-2-R (Knowledge, Skill and Ability Supplement) or a separate document explaining how they meet each Knowledge, Skill and Ability listed below and a Resume or the Optional Form 612.**

**VETERAN'S PREFERENCE:**

In accordance with 5 CFR §335.106, Veteran's Preference will be considered for vacancies under merit promotion when an agency accepts applications from individuals outside its own workforce.

**REQUIRED DOCUMENTATION:**

Eligible veterans must claim their veterans' preference on their resume and during the application process for federal positions using the proper documentation. To receive the 5 point preference (TP) rating the individual must provide member copy 4 of their Certificate of Release or Discharge from Active Duty (DD 214) for verification. To receive the 10 point preference the Application for 10-Point Veterans Preference form (SF-15) must accompany application and additional documentation detailing characterization of service.

**EVALUATION PROCESS:** Each applicant must **FULLY SUBSTANTIATE** on their application how they meet the requirements listed in the specialized experience area; otherwise applicant will be considered unqualified for this position. Applications will be evaluated solely on information supplied in the application (OF 612) or resume. Experience will be evaluated based on relevance to the position for which application is being made. Include job titles, starting and ending

dates (month and year), hours per week, salary, duties/accomplishments, employer(s) name and address, and supervisor(s) name/phone number and permission to contact.

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**EDUCATION:**

If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

**CONDITIONS OF EMPLOYMENT:**

- Participation in the Direct Deposit/Electronic Funds Transfer Program.
- Federal employment suitability as determined by a background investigator.
- May be required to successfully complete a probationary period.
- This position conducts information assurance functions. The incumbent shall comply with the requirements of the certification program and will be required to obtain and maintain certification. Certification requirements are outlined in DOD Instruction 8570.01-M.
- Work may require access to classified information. Must be able to obtain and maintain the appropriate security clearance.
- The incumbent of this position description must have, at a minimum, a completed National Agency Check (NAC) prior to position assignment.

**EQUAL OPPORTUNITY:** The Arizona National Guard is an Equal Opportunity Employer. Selection for this position will be made without regard to race, religion, age, national origin, sex, political affiliation, marital status, membership or nonmembership in an employee organization or any other non-merit factor.

**REASONABLE ACCOMODATION POLICY:**

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:  
An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.  
An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.  
An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about disability employment and reasonable accommodations or how to contact an agency.

Relocation Incentive may be offered:      YES       NO   
PCS may be offered:                              YES       NO

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**KNOWLEDGE, SKILLS AND ABILITIES REQUIRED FOR SUCCESSFUL PERFORMANCE IN THIS POSITION:**

Each applicant should fully justify on their application how they meet each KSA listed below using AZNG Form 335-2-R to reference the justification.

- 1. Knowledge of the mission, objectives, terminology, and management practices of Arizona Department of Emergency Administration (DEMA), Arizona National Guard (AZNG), and National Institute of Standards and Technology (NIST) to recognize probable areas of interaction and to serve as a technical expert in Cyber Security.**
- 2. Knowledge of contemporary standards, practices, procedures, and methods in the Cyber community and knowledge of network systems design, development, testing, installation, operating, management, and maintenance concepts and methods to provide and protect network infrastructure.**
- 3. Knowledge of Security Technical Implementation Guides (STIG) as it applies to architecture, administration, and management of operating systems, networking, and virtualization software and the ability to implement system configuration, maintenance, upgrades, and modifications**
- 4. Knowledge in innovation, collaboration and coordination with Chief Information Security Officers (CISO), Chief Information Officers (CIOs), and Network Administrators in the public and private sector.**
- 5. Ability to develop, implement and track training plans, scenarios and exercises for Cyber Operators.**
- 6. Ability to analyse, scan and diagnose network infrastructure in order to provide network maps, vulnerability assessments, penetration testing network and software structure and write tools in order to automate certain security tasks and provide executive level reporting, recommendations and written and verbal presentations.**
- 7. Skills: Can work methodically; very detail oriented in the identification and resolution of complex system issues and can clearly articulate complex concepts both written and verbally.**
- 8. Skills: Maintain integrity of process, approach and controls for cyber incident management, including the ability to coordinate and manage important/highly sensitive investigations with potential for business wide impact/reputational damage.**

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**SPECIALIZED EXPERIENCE:** Must have 36 months experience, education or training in requirements appropriate to an assigned computer applications area or computer specialty area in an organization. Experience planning the sequence of actions necessary to accomplish the assignments in coordination with outside agencies and development of project controls. Experience in adapting technical guidelines and precedents to meet the needs of the assignment. Experience preparing documentation on cost/benefit studies, which involve summarizing and organizing material in a logical fashion and presenting it in written form. Experience working with different type of firewalls, routers and network switches and load balancers. Experience evaluating design systems and network architectures. Experience examining computer and network security from a holistic view, including threat modeling, specifications, implementation, testing, and vulnerability assessment. Experience diagnosing database weaknesses and establishing security best practices. Experience working with two or more scripting languages (PHP, Python, Perl, or shell).

**BRIEF JOB DESCRIPTION:** The purpose of this position is to serve as an advanced Cyberspace Operator, Training Manager and Interagency Liaison, leveraging a high level of expertise and organizational leadership for the preparation and execution of tasked missions. Prepares and maintains currency for, and executes an advanced role in, Cyberspace Operations. Utilizes knowledge of systems security principles and concepts of emerging Information Technology (IT) security developments, and of the infrastructure protection environment to select appropriate tools to be used by team members when performing operational missions and assignments. Establishes methodology and determines best techniques to secure computer systems and to protect cyber key terrain from exploitation of information and/or to achieve other tasked objectives in cyberspace. Leverages knowledge of multiple stakeholder's networks (strengths and weaknesses) to plan and execute appropriate courses of action following a cyber attack and to establish inter-agency training scenarios. Develops, implements and tracks training plans for Cyber Operators. Closely coordinates with federal, state and local agencies to promote unified, interagency computer security protocols and practices. Performs other duties as assigned.

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**SELECTING OFFICIAL:** Col Patrick DeConcini