



DEPARTMENT OF THE ARMY
CHIEF INFORMATION OFFICER
107 ARMY PENTAGON
WASHINGTON DC 20310-0107

CS-RES-PW-018

SAIS-CS (25-1rrrr)

26-Feb-2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Cyberspace Workforce Qualification Requirements

1. References. See enclosure.

2. Purpose. Provides initial guidance regarding the transition from Department of Defense (DoD) 8570.01-M to Department of Defense Manual (DoDM) 8140.03, qualification requirements.

3. Applicability.

a. Per Army Regulation (AR) 25-2, para 2-7, the Army Chief Information Officer (CIO), on behalf of the Secretary of the Army, establishes policy, resourcing, and oversight of the Army Cybersecurity Program. The policy memorandum meets provisions outlined in AR 25-2, para 1-8, where the Army CIO, when needed, will issue policy memoranda to amplify guidance for the policies in AR 25-2.

b. The policy memorandum applies to all personnel assigned to positions identified as part of the cyber workforce under the DoD Cyber Workforce Framework (DCWF), which includes servicemembers, Army civilian employees, and contracted support service personnel.

4. Background. Cyberspace Workforce Qualification Program. DoDM 8140.03, Cyberspace Workforce Qualification and Management Policy, 15 February 2023, supersedes DoD Directive 8570 and 8570-01-M upon implementation across a phased 3-year schedule.

5. Responsibilities. Principal Officials, Headquarters, Department of the Army; Commanders of Army commands, Army service component commands, and direct reporting units; and senior leaders of agencies and activities:

a. Continue under the DoD 8570.01-M requirements until Army CIO issues further guidance, to include an implementation schedule for DoDM 8140.03.

SAIS-CS (25-1rrrr)

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b. Code all billets/position data in the manpower and personnel systems with the DoD Cyberspace Workforce Framework (DCWF) work role and proficiency levels per DoDI 8140.02. Validate current coding for all personnel.

c. Collaborate with the servicing G-1 and Human Resource Management Division to review and update Civilian Position Descriptions to align with the Table of Distribution and Allowance (TDA) manpower and personnel system billets IAW DoDI 8140.02.

d. Collaborate with the servicing G-1, Force Management, and Human Resource Management Division to review, code, and update Military Table of Equipment (MTOE) billets in accordance with DoDI 8140.02.

e. The Cyber Center of Excellence will coordinate with Army CIO/Cybersecurity Directorate to plan the way forward for the completion of cyber work role coding for military personnel.

f. DoDM 8140.03 was issued in February 2023, with an initial implementation schedule. Army CIO will issue further guidance on the implementation schedule to which the Army will adhere. Pending such release, no personnel actions should be taken based on qualification provisions in DoDM 8140.03. However, it is advised that organizations review and plan for personnel to complete training to the extent feasible.

g. Review cyber work role codes for any position that becomes vacant prior to initiating a hiring action.

6. Points of contact:

a. CIO Policy Inbox: usarmy.pentagon.hqda-cio.mbx.policy-inbox@army.mil.

b. SAIS-CS Director: MG Jan C. Norris, Army CISO, jan.c.norris.mil@army.mil.

c. SAIS-CS Deputy Director: Mr. Nathan Colodney, nathan.j.colodney.civ@army.mil.

d. SAIS-CSP Policy Team: usarmy.pentagon.hqda-cio.mbx.sais-csp@army.mil.

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Encl

LEONEL T. GARCIGA
Chief Information Officer

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SAIS-CS (25-1rrrr)

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Director, U.S. Army Acquisition Support Center

CF:

Principal Cyber Advisor

Director of Enterprise Management

Director, Office of Analytics and Integration

Commander, Eighth Army

REFERENCES

- a. DoD 8570.01-M (Information Assurance Workforce Improvement Program) (Superseded).
- b. DoDM 8140.03 (Cyberspace Workforce Management and Qualification Program).
- c. AR 25-2 (Army Cybersecurity Program).
- d. DoDI 8140.02 (Identification, Tracking, Reporting of Cyberspace Workforce Requirements).
- e. Federal Information Security Modernization Act (FISMA) of 2014.
- f. DoDD 8140.01 (Cyberspace Workforce Management).
- g. DA Pamphlet 25-2-6 (Cybersecurity Training and Certification Program).
- h. DA Pamphlet 25-2-7 (Army Information System Privileged Access).