### Illustrative levelled role families for NICE Oversight and Governance Work roles 1.0.0

<table>
<thead>
<tr>
<th>NICE Oversight and Governance Work roles 1.0.0</th>
<th>SFIA Level 1</th>
<th>SFIA Level 2</th>
<th>SFIA Level 3</th>
<th>SFIA Level 4</th>
<th>SFIA Level 5</th>
<th>SFIA Level 6</th>
<th>SFIA Level 7</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Responsibility, accountability and impact.</strong></td>
<td>Perform routine tasks under close supervision; follows instructions and requires guidance to complete their work.</td>
<td>Provides assistance to others, works under routine supervision, and manages own work within deadlines.</td>
<td>Performs varied tasks, sometimes complex and non-routine, using discretion to address routine problems.</td>
<td>Performs diverse complex activities, supports and contributes expertise to deliver team objectives.</td>
<td>Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation.</td>
<td>Has significant organizational influence, makes high-level decisions, demonstrates leadership, fosters organizational collaboration, and accepts accountability for overall success.</td>
<td>Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.</td>
</tr>
<tr>
<td><strong>Communications Security (COMSEC)</strong></td>
<td>COMSEC Manager SFIA 6</td>
<td>Senior COMSEC Manager SFIA 6</td>
<td>Cyber Policy and Strategy Planner SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Senior Cyber Workforce Developer SFIA 5</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Chief Information Security Officer SFIA 7</td>
</tr>
<tr>
<td><strong>Cybersecurity Policy and Planning</strong></td>
<td>Cyber Workforce Developer SFIA 4</td>
<td>Senior Cyber Workforce Developer SFIA 5</td>
<td>Cyber Instructional Curriculum Developer SFIA 4</td>
<td>Senior Cyber Instructional Curriculum Developer SFIA 5</td>
<td>Cyber Legal Advisor SFIA 5</td>
<td>Senior Cyber Legal Advisor SFIA 6</td>
<td>Program Manager SFIA 6</td>
</tr>
<tr>
<td><strong>Cybersecurity Workforce Management</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Cybersecurity Curriculum Development</strong></td>
<td>Senior Cyber Curriculum Developer SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Cybersecurity Instruction</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Cybersecurity Legal Advice</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Executive Cybersecurity Leadership</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Privacy Compliance</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Product Support Management</strong></td>
<td>Product Support Manager SFIA 3</td>
<td>Senior Product Support Manager SFIA 4</td>
<td>Lead Product Support Manager SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Program Management</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Secure Project Management</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Security Control Assessment</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Systems Authorization</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Systems Security Management</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Technology Portfolio Management</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
<tr>
<td><strong>Technology Program Auditing</strong></td>
<td>Cyber Instructor SFIA 3</td>
<td>Senior Cyber Instructor SFIA 4</td>
<td>Lead Cyber Instructor SFIA 5</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Cyber Workforce Manager SFIA 6</td>
<td>Secure Project Management SFIA 4</td>
<td>Senior IT Project Manager SFIA 5</td>
</tr>
</tbody>
</table>

---

*The SFIA Foundation is the global not-for-profit organisation which owns the Skills Framework for the Information Age. SFIA® is a registered trademark of the SFIA Foundation. © copyright SFIA Foundation 2021. www.sfia-online.org*
## Illustrative levelled role families for NICE Design and Development Work roles 1.0.0

The SFIA Foundation is the global not-for-profit organization which owns the Skills Framework for the Information Age.

SFIA® is a registered trademark of the SFIA Foundation. © copyright SFIA Foundation 2021.

### NICE Design and Development Work roles 1.0.0

<table>
<thead>
<tr>
<th>SFIA Level 1</th>
<th>SFIA Level 2</th>
<th>SFIA Level 3</th>
<th>SFIA Level 4</th>
<th>SFIA Level 5</th>
<th>SFIA Level 6</th>
<th>SFIA Level 7</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Follow</strong></td>
<td><strong>Assist</strong></td>
<td><strong>Apply</strong></td>
<td><strong>Enable</strong></td>
<td><strong>Ensure, advise</strong></td>
<td><strong>Initiate, influence</strong></td>
<td><strong>Set strategy, inspire, mobilise</strong></td>
</tr>
</tbody>
</table>

**Responsibility, accountability and impact.**

- **SFIA Level 1 Follow**
  - Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.

- **SFIA Level 2 Assist**
  - Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.

- **SFIA Level 3 Apply**
  - Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.

- **SFIA Level 4 Enable**
  - Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.

- **SFIA Level 5 Ensure, advise**
  - Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.

- **SFIA Level 6 Initiate, influence**
  - Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability for overall success.

- **SFIA Level 7 Set strategy, inspire, mobilise**
  - Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.

### Cybersecurity Architecture

- **Security Architect SFIA 4**
- **Lead Security Architect SFIA 5**
- **Principal Security Architect SFIA 6**

### Enterprise Architecture

- **Lead Enterprise Architect SFIA 5**
- **Principal Enterprise Architect SFIA 6**

### Secure Software Development

- **Junior Software Developer SFIA 2**
- **Software Developer SFIA 3**
- **Senior Software Developer SFIA 4**
- **Lead Software Developer SFIA 5**
- **Principal Software Developer SFIA 6**

### Secure Systems Development

- **InfoSys Security Developer SFIA 3**
- **Senior InfoSys Security Developer SFIA 4**
- **Lead InfoSys Security Developer SFIA 5**

### Software Security Assessment

- **Secure Software Assessor SFIA 3**
- **Senior Secure Software Assessor SFIA 4**
- **Lead Secure Software Assessor SFIA 5**

### Systems Requirements Planning

- **Systems Requirements Planner SFIA 3**
- **Senior Systems Requirements Planner SFIA 4**
- **Lead Systems Requirements Planner SFIA 5**

### Systems Testing and Evaluation

- **System Testing & Evaluation Specialist SFIA 3**
- **Senior System Testing & Eval Specialist SFIA 4**

### Technology Research and Development

- **Research & Development Specialist SFIA 3**
- **Senior R & D Specialist SFIA 4**
- **Lead R & D Specialist SFIA 5**

---

The SFIA Foundation is the global not-for-profit organization which owns the Skills Framework for the Information Age.

SFIA® is a registered trademark of the SFIA Foundation. © copyright SFIA Foundation 2021.

www.sfia-online.org
# Illustrative levelled role families for NICE Implementation and Operation Work roles 1.0.0

<table>
<thead>
<tr>
<th>SFIA Level 1</th>
<th>SFIA Level 2</th>
<th>SFIA Level 3</th>
<th>SFIA Level 4</th>
<th>SFIA Level 5</th>
<th>SFIA Level 6</th>
<th>SFIA Level 7</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Follow</strong></td>
<td><strong>Assist</strong></td>
<td><strong>Apply</strong></td>
<td><strong>Enable</strong></td>
<td><strong>Ensure, advise</strong></td>
<td><strong>Initiate, influence</strong></td>
<td><strong>Set strategy, inspire, mobilise</strong></td>
</tr>
<tr>
<td>Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.</td>
<td>Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.</td>
<td>Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.</td>
<td>Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.</td>
<td>Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.</td>
<td>Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability for overall success.</td>
<td>Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Data Analysis</strong></th>
<th><strong>Database Administration</strong></th>
<th><strong>Knowledge Management</strong></th>
<th><strong>Network Operations</strong></th>
<th><strong>Systems Administration</strong></th>
<th><strong>Systems Security Analysis</strong></th>
<th><strong>Technical Support</strong></th>
<th><strong>Technology Research and Development</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Data Analyst SFIA 2</td>
<td>Database Administrator SFIA 2</td>
<td>Knowledge Manager SFIA 2</td>
<td>Network Operations Specialist SFIA 2</td>
<td>System Administrator SFIA 1</td>
<td>Systems Security Analyst SFIA 3</td>
<td>Technical Support Specialist SFIA 2</td>
<td>Research &amp; Development Specialist SFIA 3</td>
</tr>
<tr>
<td>Senior Data Analyst SFIA 3</td>
<td>Senior Database Administrator SFIA 3</td>
<td>Senior Knowledge Manager SFIA 3</td>
<td>Senior Network Operations Specialist SFIA 3</td>
<td>Senior System Administrator SFIA 3</td>
<td>Senior Systems Security Analyst SFIA 3</td>
<td>Senior Technical Support Specialist SFIA 3</td>
<td>Senior R &amp; D Specialist SFIA 3</td>
</tr>
<tr>
<td>Principal Data Analyst SFIA 5</td>
<td>Principal Database Administrator SFIA 5</td>
<td>Principal Knowledge Manager SFIA 5</td>
<td>Head of Knowledge Management SFIA 6</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NICE Implementation and Operation Work roles 1.0.0</th>
<th>Responsibility, accountability and impact.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Follow</strong></td>
<td>Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.</td>
</tr>
<tr>
<td><strong>Assist</strong></td>
<td>Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.</td>
</tr>
<tr>
<td><strong>Apply</strong></td>
<td>Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.</td>
</tr>
<tr>
<td><strong>Enable</strong></td>
<td>Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.</td>
</tr>
<tr>
<td><strong>Ensure, advise</strong></td>
<td>Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.</td>
</tr>
<tr>
<td><strong>Initiate, influence</strong></td>
<td>Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability for overall success.</td>
</tr>
<tr>
<td><strong>Set strategy, inspire, mobilise</strong></td>
<td>Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.</td>
</tr>
</tbody>
</table>
**NICE Protection and Defense Work roles 1.0.0**

<table>
<thead>
<tr>
<th>SFIA Level 1</th>
<th>SFIA Level 2</th>
<th>SFIA Level 3</th>
<th>SFIA Level 4</th>
<th>SFIA Level 5</th>
<th>SFIA Level 6</th>
<th>SFIA Level 7</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Follow</strong></td>
<td><strong>Assist</strong></td>
<td><strong>Apply</strong></td>
<td><strong>Enable</strong></td>
<td><strong>Ensure, advise</strong></td>
<td><strong>Initiate, influence</strong></td>
<td><strong>Set strategy, inspire, mobilise</strong></td>
</tr>
<tr>
<td>Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.</td>
<td>Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.</td>
<td>Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.</td>
<td>Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.</td>
<td>Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.</td>
<td>Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.</td>
<td>Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.</td>
</tr>
</tbody>
</table>

**Responsibility, accountability and impact.**

**Systems Testing and Evaluation**

- **System Testing & Evaluation Specialist SFIA 3**
  - Senior System Testing & Evaluation Specialist SFIA 4

**Technology Research and Development**

- **Research & Development Specialist SFIA 3**
  - Senior R & D Specialist SFIA 4
  - Lead R & D Specialist SFIA 5

**Defensive Cybersecurity**

- **Cyber Defense Analyst SFIA 2**
  - Cyber Defense Analyst SFIA 3
  - Senior Cyber Defense Analyst SFIA 4
  - Lead Cyber Defense Analyst SFIA 5

**Digital Forensics**

- **Cyber Defense Forensics Analyst SFIA 3**
  - Senior Cyber Defense Forensics Analyst SFIA 4
  - Lead Cyber Defense Forensics Analyst SFIA 5

**Incident Response**

- **Cyber Defense Incident Responder SFIA 2**
  - Cyber Defense Incident Responder SFIA 3
  - Senior Cyber Defense Incident Responder SFIA 4
  - Lead Cyber Defense Incident Responder SFIA 5

**Infrastructure Support**

- **Cyber Defense Infra Specialist SFIA 1**
  - Cyber Defense Infra Specialist SFIA 2
  - Cyber Defense Infra Specialist SFIA 3
  - Senior Cyber Defense Infra Specialist SFIA 4
  - Lead Cyber Defense Infra Specialist SFIA 5

**Insider Threat Analysis**

- **Insider Threat Analyst SFIA 3**
  - Senior Insider Threat Analyst SFIA 4
  - Lead Insider Threat Analyst SFIA 5

**Threat Analysis**

- **Threat Analyst SFIA 3**
  - Senior Threat Analyst SFIA 4
  - Lead Threat Analyst SFIA 5

**Vulnerability Analysis**

- **Vulnerability Assessment Analyst SFIA 2**
  - Vulnerability Assessment Analyst SFIA 3
  - Senior Vulnerability Assessment Analyst SFIA 4
  - Lead Vulnerability Assessment Analyst SFIA 5
### Illustrative levelled role families for NICE Investigation Work roles 1.0.0

<table>
<thead>
<tr>
<th>NICE Investigation Work roles 1.0.0</th>
<th>SFIA Level 1</th>
<th>SFIA Level 2</th>
<th>SFIA Level 3</th>
<th>SFIA Level 4</th>
<th>SFIA Level 5</th>
<th>SFIA Level 6</th>
<th>SFIA Level 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility, accountability and impact.</td>
<td>Follow</td>
<td>Assist</td>
<td>Apply</td>
<td>Enable</td>
<td>Ensure, advise</td>
<td>Initiate, influence</td>
<td>Set strategy, inspire, mobilise</td>
</tr>
<tr>
<td>Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.</td>
<td>Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.</td>
<td>Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.</td>
<td>Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.</td>
<td>Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability for overall success.</td>
<td>Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Cybercrime Investigation**
- Cyber Crime Investigator SFIA 3
- Senior Cyber Crime Investigator SFIA 4
- Lead Cyber Crime Investigator SFIA 5

**Digital Evidence Analysis**
- Digital Evidence Analyst SFIA 3
- Senior Evidence Analyst SFIA 4
- Lead Evidence Analyst SFIA 5

---

The SFIA Foundation is the global not-for-profit organization which owns the Skills Framework for the Information Age. SFIA® is a registered trademark of the SFIA Foundation. © copyright SFIA Foundation 2021.
## Illustrative levelled role families for NICE Cyberspace Intelligence Work roles 1.0.0

<table>
<thead>
<tr>
<th>NICE Cyberspace Intelligence Work roles 1.0.0</th>
<th>SFIA Level 1 Follow</th>
<th>SFIA Level 2 Assist</th>
<th>SFIA Level 3 Apply</th>
<th>SFIA Level 4 Enable</th>
<th>SFIA Level 5 Ensure, advise</th>
<th>SFIA Level 6 Initiate, influence</th>
<th>SFIA Level 7 Set strategy, inspire, mobilise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility, accountability and impact.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All-Source Analysis</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All-Source Collection Management</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All-Source Collection Req Mgmt</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cyber Intelligence Planning</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Multi-Disciplined Language Analysis</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Responsibility, accountability and impact:
- **SFIA Level 1 Follow**: Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.
- **SFIA Level 2 Assist**: Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.
- **SFIA Level 3 Apply**: Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.
- **SFIA Level 4 Enable**: Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.
- **SFIA Level 5 Ensure, advise**: Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.
- **SFIA Level 6 Initiate, influence**: Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.
- **SFIA Level 7 Set strategy, inspire, mobilise**: Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.

### All-Source Analysis
- **All-Source Analyst SFIA 3**
- **Senior All-Source Analyst SFIA 4**
- **Lead All-Source Analyst SFIA 5**

### All-Source Collection Management
- **All Source-Collection Manager SFIA 5**
- **Senior All Source-Collection Manager SFIA 6**

### All-Source Collection Req Mgmt
- **All Source-Collection Req Manager SFIA 5**
- **Senior All Source-Collection Req Mgr SFIA 6**

### Cyber Intelligence Planning
- **Cyber Intel Planner SFIA 5**
- **Senior Cyber Intel Planner SFIA 6**

### Multi-Disciplined Language Analysis
- **Multi-disciplined Language Analyst SFIA 4**
- **Senior Multi-disciplined Language Analyst SFIA 5**

---

The SFIA Foundation is the global not-for-profit organisation which owns the Skills Framework for the Information Age. SFIA® is a registered trademark of the SFIA Foundation. © copyright SFIA Foundation 2021.
## Illustrative levelled role families for NICE Cyberspace Effects Work roles 1.0.0

<table>
<thead>
<tr>
<th>NICE Cyberspace Effects Work roles 1.0.0</th>
<th>SFIA Level 1 Follow</th>
<th>SFIA Level 2 Assist</th>
<th>SFIA Level 3 Apply</th>
<th>SFIA Level 4 Enable</th>
<th>SFIA Level 5 Ensure, advise</th>
<th>SFIA Level 6 Initiate, influence</th>
<th>SFIA Level 7 Set strategy, inspire, mobilise</th>
</tr>
</thead>
<tbody>
<tr>
<td>Responsibility, accountability and impact.</td>
<td>Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.</td>
<td>Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.</td>
<td>Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines.</td>
<td>Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.</td>
<td>Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation. Provides authoritative guidance in their field and works under broad direction.</td>
<td>Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.</td>
<td>Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.</td>
</tr>
</tbody>
</table>

### Cyberspace Operations

- **Cyber Operator SFIA 3**
- **Senior Cyber Operator SFIA 4**
- **Lead Cyber Operator SFIA 5**

### Cyber Operations Planning

- **Cyber Ops Planner SFIA 5**
- **Senior Cyber Ops Planner SFIA 6**

### Exploitation Analysis

- **Exploitation Analyst SFIA 3**
- **Senior Exploitation Analyst SFIA 4**
- **Lead Exploitation Analyst SFIA 5**

### Mission Assessment

- **Mission Assessment Specialist SFIA 4**
- **Senior Mission Assessment Specialist SFIA 5**

### Partner Integration Planning

- **Partner Integration Planner SFIA 5**
- **Senior Partner Integration Planner SFIA 6**

### Target Analysis

- **Target Analyst SFIA 3**
- **Senior Target Analyst SFIA 4**
- **Lead Target Analyst SFIA 5**

### Target Network Analysis

- **Target Network Analyst SFIA 3**
- **Senior Target Network Analyst SFIA 4**
- **Lead Target Network Analyst SFIA 5**