

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

NICE Oversight and Governance Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
<b>Responsibility, accountability and impact.</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.
Communications Security (COMSEC)					COMSEC Manager SFIA 5	Senior COMSEC Manager SFIA 6	
Cybersecurity Policy and Planning						Cyber Policy and Strategy Planner SFIA 6	
Cybersecurity Workforce Management				Cyber Workforce Developer SFIA 4	Senior Cyber Workforce Developer SFIA 5	Cyber Workforce Manager SFIA 6	
Cybersecurity Curriculum Development				Cyber Instructional Curriculum Developer SFIA 4	Senior Cyber Instructional Cur Developer SFIA 5		
Cybersecurity Instruction			Cyber Instructor SFIA 3	Senior Cyber Instructor SFIA 4	Lead Cyber Instructor SFIA 5		
Cybersecurity Legal Advice				Cyber Legal Advisor SFIA 4	Senior Cyber Legal Advisor SFIA 5		
Executive Cybersecurity Leadership							Chief Information Security Officer SFIA 7
Privacy Compliance				Privacy Officer SFIA 4	Senior Privacy Officer SFIA 5	Chief Privacy Officer SFIA 6	
Product Support Management			Product Support Manager SFIA 3	Senior Product Support Manager SFIA 4	Lead Product Support Manager SFIA 5		
Program Management						Program Manager SFIA 6	
Secure Project Management				IT Project Manager SFIA 4	Senior IT Project Manager SFIA 5	Head of IT Project Management SFIA 6	
Security Control Assessment			Security Control Assessor SFIA 3	Senior Security Control Assessor SFIA 4	Lead Security Control Assessor SFIA 5		
Systems Authorization						Authorizing Official/Designating Rep SFIA 6	Senior Authorizing Official/Desig Rep SFIA 7
Systems Security Management					Information Systems Security Manager SFIA 5	Senior InfoSys Security Manager SFIA 6	
Technology Portfolio Management					IT Investment/Portfolio Manager SFIA 5	Senior IT Investment/Portfolio Manager SFIA 6	
Technology Program Auditing			Technology Program Auditor SFIA 3	Senior Technology Program Auditor SFIA 4	Lead Technology Program Auditor SFIA 5		

# Illustrative levelled role families for NICE Design and Development Work roles 1.0.0

NICE Design and Development Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
<b>Responsibility, accountability and impact.</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	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		

# Illustrative levelled role families for NICE Implementation and Operation Work roles 1.0.0

NICE Implementation and Operation Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
<b>Responsibility, accountability and impact.</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.
<b>Data Analysis</b>		Data Analyst SFIA 2	Senior Data Analyst SFIA 3	Lead Data Analyst SFIA 4	Principal Data Analyst SFIA 5		
<b>Database Administration</b>		Database Administrator SFIA 2	Senior Database Administrator SFIA 3	Lead Database Administrator SFIA 4	Principal Database Administrator SFIA 5		
<b>Knowledge Management</b>		Knowledge Manager SFIA 2	Senior Knowledge Manager SFIA 3	Lead Knowledge Manager SFIA 4	Principal Knowledge Manager SFIA 5	Head of Knowledge Management SFIA 6	
<b>Network Operations</b>		Network Operations Specialist SFIA 2	Senior Network Operations Specialist SFIA 3	Lead Network Operations Specialist SFIA 4			
<b>Systems Administration</b>	System Administrator SFIA 1	System Administrator SFIA 2	Senior System Administrator SFIA 3	Lead System Administrator SFIA 4			
<b>Systems Security Analysis</b>			Systems Security Analyst SFIA 3	Senior Systems Security Analyst SFIA 4	Lead Systems Security Analyst SFIA 5		
<b>Technical Support</b>		Technical Support Specialist SFIA 2	Senior Technical Support Specialist SFIA 3	Lead Technical Support Specialist SFIA 4			
<b>Technology Research and Development</b>			Research & Development Specialist SFIA 3	Senior R & D Specialist SFIA 4	Lead R & D Specialist SFIA 5		

# Illustrative levelled role families for NICE Protection and Defense Work roles 1.0.0

NICE Protection and Defense Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
<b>Responsibility, accountability and impact.</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.
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		
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

NICE Investigation Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
Responsibility, accountability and impact.	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.

## 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

# Illustrative levelled role families for NICE Cyberspace Intelligence Work roles 1.0.0

NICE Cyberspace Intelligence Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
<b>Responsibility, accountability and impact.</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.
<b>All-Source Analysis</b>			<b>All-Source Analyst SFIA 3</b>	<b>Senior All-Source Analyst SFIA 4</b>	<b>Lead All-Source Analyst SFIA 5</b>		
<b>All-Source Collection Management</b>					<b>All Source-Collection Manager SFIA 5</b>	<b>Senior All Source-Collection Manager SFIA 6</b>	
<b>All-Source Collection Req Mgmt</b>					<b>All Source-Collection Req Manager SFIA 5</b>	<b>Senior All Source-Collection Req Mgr SFIA 6</b>	
<b>Cyber Intelligence Planning</b>					<b>Cyber Intel Planner SFIA 5</b>	<b>Senior Cyber Intel Planner SFIA 6</b>	
<b>Multi-Disciplined Language Analysis</b>				<b>Multi-disciplined Language Analyst SFIA 4</b>	<b>Senior Multi-disciplined Language Analyst SFIA 5</b>		

# Illustrative levelled role families for NICE Cyberspace Effects Work roles 1.0.0

NICE Cyberspace Effects Work roles 1.0.0	SFIA Level 1 Follow	SFIA Level 2 Assist	SFIA Level 3 Apply	SFIA Level 4 Enable	SFIA Level 5 Ensure, advise	SFIA Level 6 Initiate, influence	SFIA Level 7 Set strategy, inspire, mobilise
<b>Responsibility, accountability and impact.</b>	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems.	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.	Performs diverse complex activities, supports and supervises others, works autonomously under general direction, and contributes expertise to deliver team objectives.	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.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, fosters organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.
<b>Cyberspace Operations</b>			Cyber Operator SFIA 3	Senior Cyber Operator SFIA 4	Lead Cyber Operator SFIA 5		
<b>Cyber Operations Planning</b>					Cyber Ops Planner SFIA 5	Senior Cyber Ops Planner SFIA 6	
<b>Exploitation Analysis</b>			Exploitation Analyst SFIA 3	Senior Exploitation Analyst SFIA 4	Lead Exploitation Analyst SFIA 5		
<b>Mission Assessment</b>				Mission Assessment Specialist SFIA 4	Senior Mission Assessment Specialist SFIA 5		
<b>Partner Integration Planning</b>					Partner Integration Planner SFIA 5	Senior Partner Integration Planner SFIA 6	
<b>Target Analysis</b>			Target Analyst SFIA 3	Senior Target Analyst SFIA 4	Lead Target Analyst SFIA 5		
<b>Target Network Analysis</b>			Target Network Analyst SFIA 3	Senior Target Network Analyst SFIA 4	Lead Target Network Analyst SFIA 5		