	>>>>> Increasing responsibility, accountability and impact >>>>>						
	1. Follow	2. Assist	3. Apply	4. Enable	5. Ensure, advise	6. Initiate, influence	7. Set strategy, inspire, mobilise
	Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work.	Provides assistance to others, works under general supervision, and uses their discretion to address routine problems.	Performs varied tasks, sometimes complex and non-routine, using methodical approaches. 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.	Provides expert guidance in their specialty and works under broad direction. Accountable for achieving workgroup objectives and managing work from analysis to execution and evaluation.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall policy and strategy, and assumes accountability for overall success.

Excel rows can be expanded using the + to reveal full SFIA content.

Hyperlinks link to SFIA website for full content for skills descriptions, skill level description and generic attributes.

Expand for complete set of attributes describing SFIA levels

Illustrative job family	NICE Work Roles	1	2	3	4	5	6	7
Infosec/Cybersecurity	Executive Cyber Leadership							7
NICE role definition	Executes decision-making authorities and establishes vision and direction for an organization's cyber and cyber-related resources and/or operations.							
Indicative SFIA skills	Information security SCTY							7
	Risk management BURM							7
	Information assurance INAS							7
Infosec/Cybersecurity	Information Systems Security Manager					5	6	
Infosec/Cybersecurity	Communications Security (COMSEC) Manager					5	6	
Infosec/Cybersecurity	Cyber Policy and Strategy Planner						6	
Infosec/Cybersecurity	Research & Development Specialist			3	4	5		
Infosec/Cybersecurity	Secure Software Assessor			3	4	5		
Infosec/Cybersecurity	Information Systems Security Developer			3	4	5		
NICE role definition	Designs, develops, tests, and evaluates information system security throughout the systems development lifecycle.							
Indicative SFIA skills	Information security SCTY			3	4	5		
	Vulnerability assessment VUAS			3	4	5		
	Continuity management COPL			3	4	5		
	Solution architecture ARCH				4	5		
	Systems design DESN			3	4	5		
	Testing TEST			3	4	5		
	Penetration testing PENT			3	4	5		
Infosec/Cybersecurity	Systems Security Analyst			3	4	5		
Infosec/Cybersecurity	Cyber Defense Analyst		2	3	4	5		
Infosec/Cybersecurity	Cyber Defense Infrastructure Support Specialist	1	2	3	4	5		
Infosec/Cybersecurity	Cyber Defense Incident Responder		2	3	4	5		
Infosec/Cybersecurity	Vulnerability Assessment Analyst		2	3	4	5		
Infosec/Cybersecurity	Threat/Warning Analyst			3	4	5		
Infosec/Cybersecurity	Exploitation Analyst			3	4	5		
Infosec/Cybersecurity	All-Source Analyst			3	4	5		
Infosec/Cybersecurity	Mission Assessment Specialist				4	5		
Infosec/Cybersecurity	Target Developer			3	4	5		
Infosec/Cybersecurity	Target Network Analyst			3	4	5		
Infosec/Cybersecurity	Multi-disciplined Language Analyst				4	5		
Infosec/Cybersecurity	Cyber Intel Planner					5	6	
Infosec/Cybersecurity	Cyber Ops Planner					5	6	
Infosec/Cybersecurity	Partner Integration Planner					5	6	
Infosec/Cybersecurity	Cyber Operator			3	4	5		
Infosec/Cybersecurity	Cyber Crime Investigator			3	4	5		
Infosec/Cybersecurity	Law Enforcement /Counterintelligence Forensics Analyst			3	4	5		
Infosec/Cybersecurity	Cyber Defense Forensics Analyst			3	4	5		
Architecture	Enterprise Architect					5	6	
Architecture	Security Architect				4	5	6	
Systems/software engineering	Software Developer		2	3	4	5		
Systems/software engineering	Systems Requirements Planner			3	4	5		
Systems/software engineering	System Testing and Evaluation Specialist			3	4			
Systems/software engineering	Systems Developer			3	4	5		
Operations	Technical Support Specialist		2	3	4			
Operations	System Administrator	1	2	3	4			
Operations	Network Operations Specialist		2	3	4			
Product management	Product Support Manager			3	4	5		
Project delivery	Program Manager						6	
Project delivery	IT Project Manager				4	5	6	
Project delivery	IT Investment/Portfolio Manager					5	6	
Project delivery	All Source-Collection Requirements Manager					5	6	
Data and analytics	Database Administrator		2	3	4	5		
Data and analytics	Data Analyst		2	3	4	5		
Governance, risk, compliance	Security Control Assessor			3	4	5		
Governace, risk, compliance	IT Program Auditor			3	4	5		
Legal/Data privacy	Cyber Legal Advisor				4	5		
Legal/Data privacy	Privacy Officer/Privacy Compliance Manager				4	5	6	
HR / workforce management	Cyber Workforce Developer and Manager				4	5	6	
Organisation development	Cyber Instructional Curriculum Developer				4	5		
Organisation development	Cyber Instructor			3	4	5		
Organisation development	All Source-Collection Manager					5	6	
Organisation development	Knowledge Manager		2	3	4	5		
Enterprise/functional leadership	Authorizing Official/Designating Representative						6	7