

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

Illustrative Levelled Role Families The levelled role families presented here are illustrative examples and are not prescriptive. Of course, no single employer is likely to have all of these roles at all the levels shown. The specific roles, levels, and job families will vary depending on the size, structure, and needs of each organization. Smaller organizations may have fewer distinct roles and levels, while larger organizations may have a more extensive range of specialized roles and levels. The SFIA levels used in this illustration serve as a guide and provide a common reference point. However, employers will typically have their own job grading methods and career frameworks that align with their unique organizational context and requirements.

It is important to understand that the purpose of role/job levelling is not to establish a rigid hierarchy but rather to enable several key benefits. These benefits include:

1. Clarity in career progression pathways for employees
  2. Consistency in job expectations and responsibilities across the organization
  3. Alignment of compensation and rewards with the level of contribution and value delivered by each role
  4. Identification of skill gaps and development opportunities to support workforce planning and talent management
- By providing a structured approach to job levelling, organizations can foster a fair, transparent, and effective framework for managing their workforce and supporting the growth and development of their employees.

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>	Follows instructions, completes routine tasks under close supervision, and requires guidance. Learns and applies basic skills and knowledge.	Assists and supports others, works under routine supervision, and uses discretion to solve routine problems. Actively learns through training and on-the-job experiences.	Performs varied tasks, including complex and non-routine, using standard methods. Plans and manages own work, exercises discretion, and meets deadlines. Proactively enhances their skills and impact.	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.	Influences the organisation significantly, makes high-level decisions, shapes policies, demonstrates thought leadership, fosters collaboration, and accepts accountability for strategic initiatives and outcomes.	Determines overall organisational vision and strategy, operates at the highest level, and assumes accountability for overall success.
<b>Systems Testing and Evaluation</b>			<b>System Testing &amp; Evaluation Specialist SFIA 3</b>	<b>Senior System Testing &amp; Eval Specialist SFIA 4</b>			
<b>Technology Research and Development</b>			<b>Research &amp; Development Specialist SFIA 3</b>	<b>Senior R &amp; D Specialist SFIA 4</b>	<b>Lead R &amp; D Specialist SFIA 5</b>		
<b>Defensive Cybersecurity</b>		<b>Cyber Defense Analyst SFIA 2</b>	<b>Cyber Defense Analyst SFIA 3</b>	<b>Senior Cyber Defense Analyst SFIA 4</b>	<b>Lead Cyber Defense Analyst SFIA 5</b>		
<b>Digital Forensics</b>			<b>Cyber Defense Forensics Analyst SFIA 3</b>	<b>Senior Cyber Defense Forensics Analyst SFIA 4</b>	<b>Lead Cyber Defense Forensics Analyst SFIA 5</b>		
<b>Incident Response</b>		<b>Cyber Defense Incident Responder SFIA 2</b>	<b>Cyber Defense Incident Responder SFIA 3</b>	<b>Senior Cyber Defense Incident Responder SFIA 4</b>	<b>Lead Cyber Defense Incident Responder SFIA 5</b>		
<b>Infrastructure Support</b>	<b>Cyber Defense Infra Specialist SFIA 1</b>	<b>Cyber Defense Infra Specialist SFIA 2</b>	<b>Cyber Defense Infra Specialist SFIA 3</b>	<b>Senior Cyber Defense Infra Specialist SFIA 4</b>	<b>Lead Cyber Defense Infra Specialist SFIA 5</b>		
<b>Insider Threat Analysis</b>			<b>Insider Threat Analyst SFIA 3</b>	<b>Senior Insider Threat Analyst SFIA 4</b>	<b>Lead Insider Threat Analyst SFIA 5</b>		
<b>Threat Analysis</b>			<b>Threat Analyst SFIA 3</b>	<b>Senior Threat Analyst SFIA 4</b>	<b>Lead Threat Analyst SFIA 5</b>		
<b>Vulnerability Analysis</b>		<b>Vulnerability Assessment Analyst SFIA 2</b>	<b>Vulnerability Assessment Analyst SFIA 3</b>	<b>Senior Vulnerability Assessment Analyst SFIA 4</b>	<b>Lead Vulnerability Assessment Analyst SFIA 5</b>		