

2020-21 CORE SKILL REQUIREMENTS FOR
RESIDENTAL CURRICULUM 326
Cyber Systems and Operations (CSO)
Subspecialty: 6208
Curriculum# 326

Billet subspecialty coding is to be based on the minimum education/training/experience level required for optimum performance. Cyber Systems and Operations/6208 subspecialty coding is justified when, in addition to the general criteria stated in NAVPERS 15839 series (Manual of Navy Officer Manpower and Personnel Classification) Part B, the following specific criteria are satisfied:

1. Description of CSR Competencies. The listed CSRs are a set of quantifiable skills, traits and experiences that a subspecialist must possess to perform acceptably in a coded billet for the Cyber Systems and Operations/6208.

a. CSR-1: Develop, operate, manage, maintain or assess network systems and architectures at multiple security levels. Recommend and implement solutions to network problems

b. CSR-2: Make recommendations concerning military application or future cyber capabilities to enhance operations. Determine requirements from local to enterprise level, particularly with respect to integration with tactical systems and cloud computing.

c. CSR-3: Assess the interoperability of hardware and software and manage acquisition processes for future network capabilities.

d. CSR-4: Operate and exploit electrical and computer systems that comprise the backbone of the cyber system, and integrate advanced communication programs into military systems.

e. CSR-5: Plan and implement proactive and reactive electromagnetic maneuver warfare actions supporting joint and maritime warfare.

f. CSR-6: Search for, locate, identify, penetrate, characterize, and collect intelligence from targets in cyberspace for analysis, threat recognition, planning, and fusion with other sources, targeting, and conduct of future operations and other measures short of attack, to prepare potential targets for future operations.

g. CSR-7: Devise and employ measures to preserve and protect friendly/DoD cyberspace capabilities, networks and net-centric capabilities. Plan and carry out actions that protect and defend information systems by ensuring availability, integrity, authentication, confidentiality and non-repudiation.

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h. CSR-8: Devise and employ offensive cyber capabilities, and integrate non-kinetic with kinetic fires for optimum effect.

i. CSR-9: Develop and input cyber-relevant requirements into research, development, and acquisition processes for space systems, cyber-physical systems, and unmanned/autonomous systems.

j. CSR-10: Integrate unmanned/autonomous cyber resources into operational planning, for improved execution of command and control, communications, ISR, and weapon delivery.

k. CSR-11: Conduct strategic, operational and tactical planning across the full range of cyberspace operations, to include Offensive Cyber Operations (OCO), Defensive Cyber Operations (DCO), Global Information Grid (GIG) and integration of UV/AS; integrate cyber planning into overall mission planning as part of an OPLAN/CONPLAN under both Navy and Joint commands. Provide recommendations for cyber authorities, policies, and organizational responsibilities.

l. CSR-12: Ensure operationally relevant data is collected, processed, stored, protected, organized, made accessible, and merged with related data sources to deliver relevant information to decision makers at all levels of command.

m. CSR-13: Employ cyber systems to enable the commander to make operational decisions and direct forces with the utmost speed, accuracy and efficiency, such that adversaries cannot disrupt friendly actions or respond appropriately or effectively.

2. Subspecialty Coding Restrictions:

a. Billets assigned to: Surface Warfare, Submarine Warfare, Special Warfare, Aviation Warfare, Oceanography, Information Warfare, Information Professional, and Intelligence.

3. Applicable Officer Designator(s):

a. 111X/112X/131X/132X/180X/181X/182X/183X/184X/644X/645X/743X

4. Applicable Billet Designator(s):

a. 1000-1120/1310-1322/1800-1830/1840/6640/6450/7430

5. Educational and Significant Experience Criteria. Coded billets are authorized when the functions of the billet include the CSR competencies listed above in (in paragraph 1). For additional clarification regarding definition of suffixes, refer to the NAVPERS 15839I, Vol 1.

Note: 'Proven' requires at least 18-month experience tour in subspecialty coded billet or billet using the CSR of a related subspecialty.

Subspecialty Code Suffixes Authorized for 6208				
Billet	Officer	Suffix	Definition	Notes
X	X	C	Proven Doctor of Philosophy	19, 20
X	X	D	Doctor of Philosophy	17, 18
X	X	E	Bachelor's or Baccalaureate Degree	5, 6
	X	F	Proven Master's Degree that does not meet all ESR's	9
	X	G	Master's Degree that does not meet all ESR's	8
X		H	Master's Degree desired, not required	7
		L	Certificate degree at the Master's level	
		M	Proven Post Master's Degree graduate education	
		N	Post Master's Degree graduate education	
X	X	P	Master's Degree in approved Navy subspecialty	10, 11
X	X	Q	Proven Master's Degree	12, 13
X	X	R	Proven Significant Experience	3, 4
X	X	S	Significant Experience obtained through OJT	1, 2

Note 1: S-coded billets for 6208 are authorized when the functions of the billet include at least two of the three following criteria.

- a. Duties that require detailed knowledge of, or experience in, specific cyber systems, processes, management or leadership.
- b. Appropriate training on specific cyber systems, processes, or management is available to qualified officers prior to assignment to the billets.
- c. Specific community career track requirements / milestones include distinct follow-on billets requiring cyber expertise.

Note 2: S-code Officers for 6208 are authorized when:

- a. The Officer has filled a B, S, R, P, or Q code billet for more than 18 months and has no subspecialty code in the field.
- b. FITREP justifies that they have accomplished the task(s) associated with the CSRs above for more than 18 months.
- c. Discrete incremental training received has provided the set for required skills associated with the CSRs above.

Note 3: R-coded billets for 6208 are authorized when, in addition to the requirement for S-code billets, the billet must be filled by Officers having filled previous 6208-coded billets. A

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requirement for familiarity or experience in the specific duties, as through service in a previous billet, should characterize these billets.

Note 4: R-coded Officers are authorized when:

- a. The Officer has filled a B, S, R, P, or Q code billet for more than 18 months and has an S subspecialty code.
- b. Two FITREPs justify that they have accomplished the task(s) associated with the CSRs above for more than 18 months.

Note 5: E-code billets for 6208 are authorized but limited to billets coded for 01-03, where a strong background in cyber is warranted but generally not available through graduate education or experience.

Note 6: E-coded Officers are authorized when they have received a baccalaureate in one of the following areas:

- a. Cyber Systems or Cyber Security
- b. Computer Science or Computer Engineering
- c. Information systems or Network Engineering
- d. Other degrees with a strong correlation to the 6208 ESR, by petition.

Note 7: H-coded billets for 6208 are authorized for billets requiring expertise in Cyber where a master's level of knowledge is desirable but not essential for optimum performance.

Note 8: G-coded Officers for 6208 are authorized when:

- a. An Officer has not completed all the required ESRs (e.g., not completed a thesis or capstone at NPS)
- b. An Officer attends a civilian institution and completes two thirds or greater of the ESRs.

Note 9: F-coded Officers for 6208 are authorized when an officer has G code and has done a tour in a master's degree billet or higher.

Note 10: P-coded billets for 6208 are authorized when the billet requires performance of at least three of the thirteen above-listed duty requirements.

Note 11: P-coded Officers for 6208 are authorized when:

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a. An Officer completes the Cyber Systems and Operations Master's degree at NPS. Full subspecialty will not be given if a thesis or capstone/practicum is not completed. Officers graduating without meeting this requirement will instead receive the G subspecialty code. Utilization and obligations are still required.

b. The Officer completes a master's degree at an accredited institution of higher learning that satisfies ALL 6208 ESRs.

Note 12: Q-coded billets for 6208 are authorized when the billet meets all the requirements of the P code and detailed knowledge of, or experience in, specific cyber systems, processes, management, or leadership.

Note 13: Q-coded Officers for 6208 are authorized when the officer completes the Cyber Systems and Operations ESR, either at NPS or another accredited institution, and having done at least 18 months in a master's degree coded billet or higher. The Officer must have a P-code prior to a Q-coded tour.

Note 14: F-coded Officers cannot obtain Q codes. They will be authorized G codes.

Note 15: N-coded billets or Officers for 6208 are not authorized.

Note 16: M-coded billets or Officers for 6208 are not authorized.

Note 17: D-coded billets for 6208 are authorized when the billet requires:

a. Detailed knowledge beyond that attainable through master's degree of other pre-doctoral programs.

b. Research.

Note 18: D-coded Officers for 6208 are authorized when:

a. They complete the Cyber Systems and Operations PhD program.

b. They complete a PhD program at another accredited institution of higher learning that meets ALL the 6208 ESRs.

Note 19: C-coded billets for 6208 are authorized when the billet requires:

a. Supervision of research or instruction as part of the master's degree program or higher.

Note 20: C-coded Officers for 6208 are authorized when:

a. The Officer holds a 6208D code and has done at least 18 months in a D-coded billet.

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6. Major Area Sponsor and Subject Matter Experts

a. Major Area Sponsor: [REDACTED] OPNAV N2N6C1, [REDACTED]

b. Subject Matter Expert: [REDACTED] Navy Information Forces, [REDACTED]

APPROVED: [REDACTED]
FCC/CYOE (Curriculum Sponsor)

2/20/2020
Date

APPROVED: [REDACTED]
Major Area Sponsor

4/6/2020
Date

APPROVED: [REDACTED]
Director, OPNAV N711

3 Aug 2020
Date