



CYBER WORKFORCE ROTATION PROGRAM CES CIVILIAN PARTICIPANT Q&A INFO SHEET



1. What is the Cyber Workforce Rotation Program (CWRP)?

The Cyber Workforce Rotation Program (CWRP) pilot is a customized and cyber-focused rotation program that is committed to broadening and enhancing Cyber Excepted Service (CES) workforce cyber skills through structured rotation experiences within the larger cyber community, with an emphasis on practical development designed to expand functional, cross-functional, and leadership abilities through on-the-job learning.



2. How does CWRP differ from other rotation programs that are available?



The CWRP is unique because it offers a combination of employee development elements and is the first-ever DoD program for DoD Cyber Workforce Framework (DCWF) aligned CES personnel. The CWRP also offers the following benefits to participants:

- Customized Development: Participants will engage in external rotations to broaden skillsets and gain exposure to new environments.
- Cyber-Focused Career Development: The CWRP offers cyber-focused development opportunities within the Department.
- Cyber Role Mobility: Participants will have the opportunity to gain exposure to differing mission goals or other DCWF work roles as part of their rotation assignment.
- Defined Guidance: Participants will be provided guidance on how to apply newly learned skills upon return to their Home Organization.

3. How does a CES employee apply to participate in the CWRP?

CES employees can apply by visiting the DoD Emerging Technologies Talent Marketplace (DoD ETM) at <https://www.dodemergingtech.com/dod-cyber-rotational-programs/>. Once on the DoD ETM, users will be prompted to create a skill-based profile and then search for rotation opportunities.



4. What application materials should CES employees provide?



Applicants must provide:

- Supervisory Endorsement: Participants must have the endorsement of their immediate supervisor. Endorsements, which also verify the availability of funding for the rotation, will be reviewed by the Host Organization when making the participant selection decision.
- Individual Development Plan (IDP): Participants must complete an IDP which reflects a need for the type of experience offered by the rotation assignment.

5. How will salary and benefits be paid?

The participant's salary and benefits will continue to be paid by the Home Organization. The participant will be compensated at the same grade as the position of record for the duration of the rotation assignment.





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6. Who is eligible to participate in the CWRP?

The CWRP is open to CES employees who meet the following criteria:

- **GG Coverage:** The program covers all permanent GG-11 to GG-15, DoD Civilians who are working within the cyberspace domain in support of U.S. Cyber Command's mission.
- **Certification:** Participants must be certified at the level required for the rotation assignment, within the Host Organization.
- **Experience:** Participants must have at least one year of service in their current position and must be performing at a "fully successful" or "outstanding" level.
- **Supervisory Endorsement:** Participants must have the endorsement of their immediate supervisor. Endorsements, which also verify the availability of funding for the rotation, will be reviewed by the Host Organization when making the participant selection decision.
- **Individual Development Plan (IDP):** Participants must complete an IDP which reflects a need for the type of experience offered by the rotation assignment.
- **Motivation:** Ideal participants are highly motivated to succeed and are willing to challenge themselves to do so.



7. Will the application process include interviews? If so, how long will they take?



Eligible CES employees will be expected to participate in interviews with the Host Supervisor. Host Supervisors will have two weeks to conduct interviews and select a viable candidate via the DoD ETM. DoD Chief Information Officer, Cyber Workforce Management Directorate (DoD CIO) will extend offers to the candidates that have been selected by the participating CES Organizations.

8. When are the enrollment periods?

DoD CIO issues an annual Call for Rotation Opportunities announcing the next cycle for CWRP Nominations.



9. Who is the best person to contact regarding CWRP-related questions?



For more information on the CWRP, please visit <https://www.dodemergingtech.com/dod-cyber-rotational-programs/> or contact Ms. Ayanna Baker, DoD CIO, Cyber Workforce Management Directorate, at ayanna.o.baker.ctr@mail.mil.