The DoD Cyber Workforce Rotational Program

DoD CIVILIAN PARTICIPANT Q&A INFO SHEET

Q1. **What is the DoD Cyber Workforce Rotation Program (CWRP)?**

A1. The DoD Cyber Workforce Rotation Program (CWRP) is a cyber-focused rotation program that is committed to broadening and enhancing the DoD cyber workforce's cyber skills through structured rotation experiences within the larger cyber community. Rotation assignments are between three and twelve months and focus on practical development designed to expand an individual's functional, cross-functional, and leadership abilities through on-the-job learning.

Q2. **How does the DoD CWRP differ from other rotation programs that are available?**

A2. The DoD CWRP is unique because it offers a combination of elements focused on employee development and is the first-ever DoD program for DoD Cyber Workforce Framework (DCWF) aligned personnel. The DoD CWRP offers a distinctive combination of the following:

i. **Customized Development:** Participants will engage in external rotations to broaden skill-sets and gain exposure to new environments.

ii. **Cyber-Focused Career Development:** The DoD CWRP offers cyber-focused development opportunities within the Department.

iii. **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.

iv. **Defined Guidance*:** Participants will be provided guidance on how to apply newly learned skills upon return to their Home Organization.

Note: DoD Components are responsible for providing a pathway for individuals to leverage newly acquired skills.
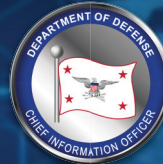
Q3. **How do DoD civilians participate in the DoD CWRP?**

A3. DoD civilians can apply to the DoD CWRP by visiting the DoD Emerging Technologies Talent Marketplace (ETM) at https://www.dodemergingtech.com/cyber-workforce-rotational-program-cwrp/

Once on the DoD ETM, users will be prompted to create a skill-based profile and then search for rotation opportunities.

Q4. **How will salary and benefits be paid?**

A4. The participant's salary and benefits will continue to be paid by their Home Organization. The participant will be compensated at the same grade as their position of record for the duration of the rotation assignment.

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Q5. Who is eligible to participate in the CWRP?

A5. The CWRP is open to DoD civilians who meet the following criteria:

i. **Grade Coverage:** The program covers all permanent GS-11 to GS-15 (or equivalent), DoD Civilians who are working within the cyberspace domain in support of U.S. Cyber Command's mission.

ii. **Certification:** Participants must be certified at the level required for the rotation assignment, within the Host Organization.

iii. **Experience:** Participants must have at least one year of service in their current position and must be performing at the "fully successful" level or above.

iv. **Supervisory Endorsement:** Participants must have the endorsement of their immediate supervisor.

Q6. Will the application process include interviews?

A6. Candidates are expected to participate in interviews with the Host Supervisor. Selected candidates will receive an offer letter.

Q7. When are the enrollment periods?

A7. DoD CIO issues an annual Call for Rotation Opportunities announcing the next cycle for CWRP Nominations; however, rotation opportunities are available on a continuous basis.

Q8. Who is the best person to contact regarding CWRP-related questions?

A8. To learn more about the DoD CWRP application process, please navigate to
https://www.dodemergingtech.com/cyber-workforce-rotational-program-cwrp/

For additional questions, please contact the DoD CWRP mailbox at
osd.mc-alex.dod-cio.mbx.cyber-excepted-service@mail.mil