

CAREER PATHWAY CYBER LEGAL ADVISOR (731)

December 2020

**CLEARED
For Open Publication**

Feb 25, 2021

Department of Defense
OFFICE OF PREPUBLICATION AND SECURITY REVIEW

Developed By:

The Interagency
Federal Cyber Career
Pathways Working
Group

Endorsed By:



Table of Contents

CAREER PATHWAY CYBER LEGAL ADVISOR (731)	1
1 731-CYBER LEGAL ADVISOR	3
1.1 Work Role Overview	3
1.2 Core Tasks.....	5
1.3 Core Knowledge, Skills, and Abilities	6
1.4 Core Competencies.....	8
1.5 Suggested Qualifications / Capability Indicators	9
2 APPENDIX: 731-CYBER LEGAL ADVISOR TASK ANALYSIS AND KSA MAPPING	10
2.1 Key to Reading the Task Analysis and KSA Mapping.....	10
2.2 731-Cyber Legal Advisor Task Analysis and KSA Mapping.....	11

1 731-CYBER LEGAL ADVISOR

1.1 WORK ROLE OVERVIEW

The table below provides an overview of various role-specific elements related to 731- Cyber Legal Advisor.

Table 1. 731-Cyber Legal Advisor Work Role Overview

NICE Role Description	Provides legal advice and recommendations on relevant topics related to cyber law.
OPM Occupational Series	<p>Personnel performing the 731-Cyber Legal Advisor work role are most commonly aligned to the following Occupational Series (Top 5 Shown):</p> <ul style="list-style-type: none"> - 905 – General Attorney – 88% - 2210-Information Technology Management- 3% - 1222-Patent Attorney – 2% - 1102-Contracting – 2% - 301-Miscellaneous Administration and Program – 1%
Work Role Pairings	<p>Personnel performing the 731 Cyber Legal Advisor- work role are most commonly paired with the following complimentary Work Roles (Top 5 shown):</p> <ul style="list-style-type: none"> - 422-Data Analyst – 45% - 732-Privacy Compliance Manager – 16% - 752-Cyber Policy and Strategy Planner – 11% - 221-Cyber Crime Investigator – 8% - 411-Technical Support Specialist – 8%
Functional Titles	<p>Personnel performing the 731-Cyber Legal Advisor work role may unofficially or alternatively be called:</p> <ul style="list-style-type: none"> - Attorney-Adviser - Contract Attorney - Foreign Law Specialist - General Attorney - Legal Advisor - Legal Assistant - Legal Instruments Examiner - Paralegal Specialist
Distribution of GS-Levels	<p>Personnel performing the 731-Cyber Legal Advisor work role are most commonly found within the following grades on the General Schedule.*</p> <ul style="list-style-type: none"> - <input type="checkbox"/> GS-7 – redacted**

	<ul style="list-style-type: none"> - <input type="checkbox"/> GS-9 – redacted** - <input type="checkbox"/> GS-11 – redacted** - <input type="checkbox"/> GS-12 – redacted** - <input checked="" type="checkbox"/> GS-13 – 12% - <input checked="" type="checkbox"/> GS-14 – 21% - <input checked="" type="checkbox"/> GS-15 – 42% <p>*20% of all 731s are in non-GS pay plans and excluded from this section **Percentages less than 3% have been redacted</p>
<p>On Ramps</p>	<p>The following work roles are examples of possible roles an individual may perform prior to transitioning into the 731-Cyber Legal Advisor work role:</p> <ul style="list-style-type: none"> - N/A
<p>Off Ramps</p>	<p>The following work roles are examples of common transitions an individual may pursue after having performed the 731-Cyber Legal Advisor. This is not an exhaustive list, nor does it consider learning and development opportunities an individual may pursue to prepare themselves for performing alternate work roles:</p> <ul style="list-style-type: none"> - 711 Cyber Instructional Curriculum Developer - 712-Cyber Instructor - 732-Privacy Compliance Manger - 752-Cyber Policy and Strategy Planner - 901-Executive Cyber Leadership

1.2 CORE TASKS

The table below provides a list of tasks that represent the Core, or baseline, expectations for performance in the 731- Cyber Legal Advisor work role, as well as additional tasks that those in this role may be expected to perform.

Table 2. 731-Cyber Legal Advisor Core Tasks

Task ID	Task Description	Core or Additional
T0131	Interpret and apply laws, regulations, policies, standards, or procedures to specific issues.	Core
T0419	Acquire and maintain a working knowledge of constitutional issues which arise in relevant laws, regulations, policies, agreements, standards, procedures, or other issuances.	Core
T0474	Provide legal analysis and decisions to inspectors general, privacy officers, oversight and compliance personnel regarding compliance with cybersecurity policies and relevant legal and regulatory requirements.	Core
T0478	Provide guidance on laws, regulations, policies, standards, or procedures to management, personnel, or clients.	Core
T0006	Advocate organization's official position in legal and legislative proceedings.	Additional
T0098	Evaluate contracts to ensure compliance with funding, legal, and program requirements.	Additional
T0102	Evaluate the effectiveness of laws, regulations, policies, standards, or procedures.	Additional
T0220	Resolve conflicts in laws, regulations, policies, standards, or procedures.	Additional
		Additional
T0434	Conduct framing of pleadings to properly identify alleged violations of law, regulations, or policy/guidance.	Additional
T0465	Develop guidelines for implementation.	Additional
T0476	Evaluate the impact of changes to laws, regulations, policies, standards, or procedures.	Additional
T0487	Facilitate implementation of new or revised laws, regulations, executive orders, policies, standards, or procedures.	Additional
T0522	Prepare legal and other relevant documents (e.g., depositions, briefs, affidavits, declarations, appeals, pleadings, discovery).	Additional

1.3 CORE KNOWLEDGE, SKILLS, AND ABILITIES

The table below provides a ranking of KSAs that represent the Core, or baseline, expectations for performance in the 731- Cyber Legal Advisor work role, as well as additional KSAs that those in this role may be expected to demonstrate.

Table 3. 731-Cyber Legal Advisor Core KSAs

KSA ID	Description	Competency	Importance to Work Role
K0004	Knowledge of cybersecurity principles.	Information Systems/Network Security	Foundational to all work roles
K0001	Knowledge of computer networking concepts and protocols, and network security methodologies.	Infrastructure Design	Foundational to all work roles
K0003	Knowledge of national and international laws, regulations, policies, and ethics as they relate to cybersecurity.	Legal, Government, and Jurisprudence	Foundational to all work roles
K0002	Knowledge of risk management processes (e.g., methods for assessing and mitigating risk).	Risk Management	Foundational to all work roles
K0005	Knowledge of cyber threats and vulnerabilities.	Vulnerabilities Assessment	Foundational to all work roles
K0006	Knowledge of specific operational impacts of cybersecurity lapses.	Vulnerabilities Assessment	Foundational to all work roles
K0157	Knowledge of cyber defense and information security policies, procedures, and regulations.	Computer Network Defense	Core
K0316	Knowledge of business or military operation plans, concept operation plans, orders, policies, and standing rules of engagement.	Operations Support	Core
K0261	Knowledge of Payment Card Industry (PCI) data security standards.	Data Privacy and Protection	Additional
K0615	Knowledge of privacy disclosure statements based on current laws.	Data Privacy and Protection	Additional
K0262	Knowledge of Personal Health Information (PHI) data security standards.	Data Privacy and Protection	Additional
K0017	Knowledge of concepts and practices of processing digital forensic data.	Computer Forensics	Additional
K0312	Knowledge of intelligence gathering principles, policies, and procedures including legal authorities and restrictions.	Intelligence Analysis	Additional
K0341	Knowledge of foreign disclosure policies and import/export control regulations as related to cybersecurity.	Legal, Government, and Jurisprudence	Additional
K0267	Knowledge of laws, policies, procedures, or governance relevant to cybersecurity for critical infrastructures.	Legal, Government, and Jurisprudence	Additional

KSA ID	Description	Competency	Importance to Work Role
A0046	Ability to monitor and assess the potential impact of emerging technologies on laws, regulations, and/or policies.	Technology Awareness	Additional
K0059	Knowledge of new and emerging information technology (IT) and cybersecurity technologies.	Technology Awareness	Additional
K0107	Knowledge of Insider Threat investigations, reporting, investigative tools and laws/regulations.	Threat Analysis	Additional

1.4 CORE COMPETENCIES

The table below is a compilation of competencies aligned to the 731- Cyber Legal Advisor work role, and their associated importance. Listed competencies are collections of three or more similar Knowledge, Skills, or Abilities aligned to the Work Role. *These competencies originate from the [NICE Framework Competency Pivot Tool](#).*

Table 4. 731-Cyber Legal Advisor Core Competencies

Technical Competency	Comp. ID	Definition	Work Role Related KSAs	Importance
Data Privacy and Protection	C014	KSAs that relate to the operation, management, and maintenance of network and telecommunication systems and linked systems and peripherals.	<ul style="list-style-type: none"> • Knowledge of Payment Card Industry (PCI) data security standards. • Knowledge of Personal Health Information (PHI) data security standards. • Knowledge of privacy disclosure statements based on current laws. 	Core
Legal Government and Jurisprudence	C030	KSAs that relate to laws, regulations, policies, and ethics that can impact organizational activities.	<ul style="list-style-type: none"> • Knowledge of laws, policies, procedures, or governance relevant to cybersecurity for critical infrastructures. • Knowledge of foreign disclosure policies and import/export control regulations as related to cybersecurity. 	Core
Technology Awareness	C053	KSAs that relate to keeping up to date on technological developments and making effective use of technology to achieve results	<ul style="list-style-type: none"> • Knowledge of new and emerging information technology (IT) and cybersecurity technologies. • Ability to monitor and assess the potential impact of emerging technologies on laws, regulations, and/or policies. 	Additional

1.5 SUGGESTED QUALIFICATIONS / CAPABILITY INDICATORS

Table 5. 731-Cyber Legal Advisor Suggested Qualifications

For indicators of capability for the 731-Cyber Legal Advisor work role, please see [Draft NISTR 8193 - National Initiative for Cybersecurity Education \(NICE\) Framework Work Role Capability Indicators](#).

Section to be populated with updated DoD-8140 Qualification Matrix for 731-Cyber Legal Advisor.

2 APPENDIX: 731-CYBER LEGAL ADVISOR TASK ANALYSIS AND KSA MAPPING

2.1 KEY TO READING THE TASK ANALYSIS AND KSA MAPPING

Table 6. Key to Reading the Task Analysis and KSA Mapping

Proficiency	Task Statement	Importance
As Written	Task as written within the NICE Cybersecurity Workforce Framework (NICE Framework).	Overall Importance to Work Role
Entry	<i>Example behavioral indicator / task permutation for performing this task at an Entry skills proficiency level.</i>	
Intermediate	<i>Example behavioral indicator / task permutation for performing this task at an Intermediate skills proficiency level.</i>	
Advanced	<i>Example behavioral indicator / task permutation for performing this task at an Advanced skills proficiency level.</i>	

Table 7. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
ID of K, S, or A	Knowledge, Skill or Ability needed to perform the task as written within the NICE Framework	Competency mapped to the individual K, S, or A.

2.2 731-CYBER LEGAL ADVISOR TASK ANALYSIS AND KSA MAPPING

Table 8. T0131 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Interpret and apply laws, regulations, policies, standards, or procedures to specific issues.	Core
<i>Entry</i>	<i>Understand and recall laws, regulations, policies, standards, or procedures to specific issues.</i>	
<i>Intermediate</i>	<i>Interpret and apply laws, regulations, policies, standards, or procedures to specific issues.</i>	
<i>Advanced</i>	<i>Analyze and evaluate the application of laws, regulations, policies, standards, or procedures to specific issues.</i>	

Table 9. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
TO BE COMPLETED		

Table 10. T0419 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Acquire and maintain a working knowledge of constitutional issues relevant laws, regulations, policies, agreements, standards, procedures, or other issuances.	Core
Entry	<i>Understand and recall a working knowledge of constitutional issues, relevant laws, regulations, policies, agreements, standards, procedures, or other issuances.</i>	
Intermediate	<i>Acquire and maintain a working knowledge of constitutional issues, relevant laws, regulations, policies, agreements, standards, procedures, or other issuances.</i>	
Advanced	<i>Evaluate and analyze a working knowledge of constitutional issues, relevant laws, regulations, policies, agreements, standards, procedures, or other issuances.</i>	

Table 11. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
TO BE COMPLETED		

Table 12. T0474 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Provide legal analysis and decisions to inspector generals, privacy officers, oversight and compliance personnel with regard to compliance with cybersecurity policies and relevant legal and regulatory requirements.	Core
Entry	<i>Understand legal analysis and decisions provided to inspector generals, privacy officers, oversight and compliance personnel with regard to compliance with cybersecurity policies and relevant legal and regulatory requirements.</i>	
Intermediate	<i>Provide legal analysis and decisions to inspector generals, privacy officers, oversight and compliance personnel with regard to compliance with cybersecurity policies and relevant legal and regulatory requirements.</i>	
Advanced	<i>Analyze, evaluate and provide legal analysis and decisions to inspector generals, privacy officers, oversight and compliance personnel with regard to compliance with cybersecurity policies and relevant legal and regulatory requirements.</i>	

Table 13. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
	TO BE COMPLETED	

Table 14. T0478 Task Analysis

Proficiency	Task Statement	Importance
As Written within Framework	Provide guidance on laws, regulations, policies, standards, or procedures to management, personnel, or clients.	Core
Entry	<i>Understand and recall guidance on laws, regulations, policies, standards, or procedures provided to management, personnel, or clients.</i>	
Intermediate	<i>Provide guidance on laws, regulations, policies, standards, or procedures to management, personnel, or clients.</i>	
Advanced	<i>Analyze, evaluation and provide guidance on laws, regulations, policies, standards, or procedures to management, personnel, or clients.</i>	

Table 15. Primary Knowledge, Skills, and Abilities Required to Perform the above Task

KSA ID	Description	Competency
TO BE COMPLETED		