

## Career Level Guide

All new DHS Cybersecurity Service employees start at career levels and salaries matching their experience and expertise, and many progress to higher career levels and salaries over time.

Typical starting salary range below reflect the salaries *most* employees receive in *most* of the United States in calendar year 2022.

In certain geographic areas, average starting salaries will be higher because of a local cybersecurity labor market supplement. This includes metro Washington, D.C. where salaries include a 10 percent supplement.

In addition, actual starting salaries may be higher or lower than the figures provided depending on employees' qualifications and the specific work they are hired to perform.

### ENTRY TRACK

<b>Career Level</b>	Cybersecurity Specialist
<b>Description</b>	An entry-level cybersecurity professional who is primarily a learner participating in a formal development program to gain technical expertise
<b>Typical Experience</b>	0–2 years of work experience—exclusive of internships
<b>Typical Starting Salary Range</b>	\$61,200 - \$72,000

### DEVELOPMENTAL TRACK

<b>Career Level</b>	Associate Cybersecurity Specialist
<b>Description</b>	A cybersecurity professional with some experience who applies still-burgeoning technical expertise to perform routine work with significant supervision and clear guidance
<b>Typical Experience</b>	3+ years of cybersecurity work experience
<b>Typical Starting Salary Range</b>	\$82,650 - \$91,350

# DHS Cybersecurity Service Career Level Guide

## TECHNICAL TRACK

<b>Career Level</b>	Senior Cybersecurity Specialist
<b>Description</b>	An experienced cybersecurity professional who applies technical expertise and independent judgement to perform a range of work
<b>Typical Experience</b>	5+ years of cybersecurity work experience
<b>Typical Starting Salary Range</b>	\$105,450 - \$116,550

<b>Career Level</b>	Staff Cybersecurity Specialist
<b>Description</b>	A resident cybersecurity expert who applies significant technical expertise to develop solutions for critical, non-routine challenges
<b>Typical Experience</b>	8+ years of cybersecurity work experience
<b>Typical Starting Salary Range</b>	\$128,250 - \$141,750

<b>Career Level</b>	Principal Cybersecurity Specialist
<b>Description</b>	A leading DHS cybersecurity technical authority who performs work of unusual difficulty to develop complex solutions impacting key DHS or federal cybersecurity programs
<b>Typical Experience</b>	12+ years of cybersecurity work experience
<b>Typical Starting Salary Range</b>	\$152,950 - \$169,050

<b>Career Level</b>	Senior Principal Cybersecurity Specialist
<b>Description</b>	A recognized federal cybersecurity technical authority with uncommon technical expertise who advises on cybersecurity challenges impacting DHS and the Nation
<b>Typical Experience</b>	15+ years of cybersecurity work experience
<b>Typical Starting Salary Range</b>	\$162,450 - \$179,550

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## LEADERSHIP TRACK

<b>Career Level</b>	Lead Cybersecurity Specialist
<b>Description</b>	An experienced cybersecurity professional who applies technical expertise and limited administrative supervision to delegate work to—and review the work of—lower-level cybersecurity professionals
<b>Typical Experience</b>	5+ years of cybersecurity work experience
<b>Typical Starting Salary Range</b>	\$123,500 - \$136,500

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<b>Career Level</b>	Cybersecurity Manager
<b>Description</b>	An experienced cybersecurity professional who oversees the work of subordinate employees and is responsible for their technical and administrative supervision
<b>Typical Experience</b>	8+ years of cybersecurity work experience; 0–3 years of leadership experience—to include leading the technical work of lower-level employees
<b>Typical Starting Salary Range</b>	\$144,400 - \$159,600

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<b>Career Level</b>	Senior Cybersecurity Manager
<b>Description</b>	A seasoned cybersecurity manager who oversees multiple DHS or federal cybersecurity programs or DHS organizations, including employees and contract resources, through subordinate managers
<b>Typical Experience</b>	12+ years of cybersecurity work experience; 5+ years of leadership experience
<b>Typical Starting Salary Range</b>	\$169,100 - \$186,900

# DHS Cybersecurity Service Career Level Guide

## EXECUTIVE TRACK

<b>Career Level</b>	Cybersecurity Executive
<b>Description</b>	An executive-level cybersecurity manager who serves as Component senior functional authority—or DHS-wide leader—and oversees multiple, highly-visible Component or DHS cybersecurity programs
<b>Typical Experience</b>	15+ years of cybersecurity work experience; 5+ years of leadership experience
<b>Typical Starting Salary Range</b>	\$175,750 - \$194,250

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<b>Career Level</b>	Senior Cybersecurity Executive
<b>Description</b>	A seasoned cybersecurity executive who serves as a DHS-wide cybersecurity leader and oversees expansive, National cybersecurity programs and multiple multi-level organizations as a direct report to a presidential appointee
<b>Typical Experience</b>	15+ years of cybersecurity work experience; 5+ years of leadership experience
<b>Typical Starting Salary Range</b>	\$190,000 - \$210,000

*Note: In limited circumstances, DHS may hire widely recognized cybersecurity technical experts and industry leaders at salaries higher than those typically provided in the Technical Track and Executive Track.*