DEVELOPING CYBER ORGANIZATIONS AND WORKFORCES

RESIDENT: P179989   **MOBILE: P309546**   **CERTIFICATION: PME, RDFP**

This course equips students to gain a comprehensive understanding of military cyber terrain, design effective organizational structures, apply cyber workforce frameworks and develop strategies for recruiting, retaining and managing high-performing cyber defense personnel. Military Articles and Services List (MASL) P179938 is used when this resident course is scheduled in Monterey.

OBJECTIVES

Upon conclusion of this course, participants will be able to:

♦ Understand components of military cyber terrain to analyze national cyber threats and risks.
♦ Design military cyber organizational structures aligned with national guidance and mission requirements.
♦ Create workforce structures to meet national and military cyber defense objectives.
♦ Apply Human Resource Management (HRM) concepts to recruit, retain develop and manage cyber personnel.
♦ Use the Institute for Security Governance (ISG) Cyber Workforce Compendium to navigate career pathways and cyber workforce development.
♦ Develop strategies for a resilient workforce capable of providing defensive cyber operations for mission assurance.

TOPICS

Through a combination of lectures, discussion, and hands-on exercises, participants will explore key topics and apply concepts in a scenario developed specifically for this course. Course topics may include:

♦ Military Cyber Terrain, including Information Technology (IT), operational technology, and platform IT
♦ Cyber organizational design, including force planning and force development
♦ Cyber workforce development

♦ Cyber threats and risks for and understanding the conflict and whole-of-society considerations
♦ HRM concepts including job design, recruitment, and workforce development
♦ Cyber for mission assurance to ensure cyber organizations support military mission execution

PARTICIPANTS

This course is designed for mid- to senior-level military officers (O4 to O6) and civilian equivalents from defense organizations including Ministry of Defense (MoD), Armed Forces, and other national security organizations. It is ideal for cyber operators, human capital management specialists, and cyber leaders seeking to develop strategic leadership skills in designing and leading mission assurance oriented cyber organizations and workforces.

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INSTITUTE FOR SECURITY GOVERNANCE (ISG) EDUCATION PORTFOLIOS

ISG's tailored education and professional development courses help build a comprehensive knowledge base and strengthen partner capacities to confront complex security and defense challenges. Courses are designed to cultivate individual understanding of complex issues; foster peer-to-peer learning; and build international communities of practice.

SECURITY GOVERNANCE & CIVIL-MILITARY RELATIONS (SG/CMR)

CYBER CAPABILITY (CYBER)

EMERGENCY MANAGEMENT & RESILIENCE (EM&R)

INT'L DEFENSE ACQUISITION RESOURCE MANAGEMENT (IDARM)

LOGISTICS CAPABILITY BUILDING (LCB)

MARITIME SECURITY (MARSEC)

PEACEKEEPING, CONFLICT, & TERRORISM (PCT)

FACULTY

ISG's faculty team is grounded in professional experience from academic, military, government, and civil sectors. The core faculty are augmented by experts drawn from other parts of government, and U.S. and international subject matter experts drawn from universities, industry, think tanks, international organizations, and non-governmental organizations.

ENROLLMENT

Courses are conducted as part of the U.S. Government's Security Cooperation efforts. Interested partner nation personnel should contact their government's international cooperation section, or the relevant U.S. Embassy's Security Cooperation organization for selection processes and enrollment. Interested U.S. citizens may contact ISG to discuss availability.

FUNDING

Educational programs are primarily implemented through Title 22 authorized programs, including International Military Education and Training (IMET), Foreign Military Sales (FMS), Peacekeeping Operations (PKO), and various Title 10 authorized programs, including the Maritime Security Initiative (MSI) and Regional Defense Fellowship Program (RDFP).

ABOUT ISG

The Defense Security Cooperation University's (DSCU) Institute for Security Governance (ISG) is the Department of Defense's leading implementer for Institutional Capacity Building (ICB) and one of its primary international schoolhouses. As a component of the Defense Security Cooperation Agency (DSCA), ISG is charged with building partner institutional capacity and capability through tailored advising, education, and professional development programs grounded in American values and approaches.