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Office of Homeland Security and Preparedness
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NOTICE OF JOB VACANCY

POSTING NUMBER 25-09-S	ISSUE DATE April 23, 2025	CLOSING DATE May 2, 2025
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TITLE Cybersecurity Analyst 2 (Intelligence Analyst 1)	
LOCATION Hamilton, New Jersey or Newark, New Jersey (Location Preference Required)	SALARY \$85,535.88 - \$121,891.47*

OPPORTUNITY	<p>The New Jersey Office of Homeland Security and Preparedness is seeking to hire a full-time position assigned to the New Jersey Cybersecurity and Communications Integration Cell (NJCCIC).</p> <p>We offer a generous benefit package for our full-time employees which includes vacation, personal and sick leave as well as 13 annual paid holidays, medical, dental and prescription plans, retirement plans, life insurance, flexible spending account plans, commuter Tax\$ave program and professional development courses. <i>For more information on careers at NJOHSP please visit: Careers New Jersey OHSP.</i></p> <p>This position is in the <i>unclassified service</i> and applicants must meet the minimum job requirements specified below.</p>
JOB DESCRIPTION	<p>The New Jersey Cybersecurity and Communications Integration Cell (NJCCIC) is a Division within the New Jersey Office of Homeland Security and Preparedness (NJOHSP) responsible for leading and coordinating New Jersey's cybersecurity efforts while building resiliency to cyber threats throughout the State.</p> <p>The Cybersecurity Analyst 2 assigned to the NJCCIC will perform cybersecurity work ranging from moderately complex and varied to working on multiple complex projects independently or as part of a team in one or more cybersecurity categories, specialty areas, or work roles to protect organizational and/or partner networks, systems, applications, and data from cyber threats. Duties will include but are not limited to:</p> <ul style="list-style-type: none"> • Analysis of application, network, and endpoint security data, the design and implementation of web application firewall (WAF) capabilities. • Identification, analysis, and remediation of application security vulnerabilities and issues, performing risk assessments and providing mitigations. • Conduct technical investigations and analysis of application security incidents. • Conduct research, perform analysis, and produce intelligence products and briefings regarding threat actor tactics, techniques, and procedures as well as best practices necessary to defend against such attacks. • Participate in industry groups such as the Multi-State Information Sharing and Analysis Center (MS-ISAC), Department of Homeland Security - Cybersecurity and Infrastructure Security Agency (DHS-CISA), Federal Bureau of Investigations (FBI), New Jersey State Police (NJSP), and other government and industry peers and partners to gain and understand security threats and intelligence. • Provide direct cybersecurity intelligence and operational support to New Jersey state and local government organizations with respect to the security of application, network, and endpoint security threats. • Assume appropriate and administrative responsibilities and related duties as delegated by superiors.
REQUIREMENTS	<p>Education: Bachelor's Degree from an accredited college or university in Political Science, Criminal Justice, International Relations, Economics, Homeland Security, or related areas of studies.</p> <p>Note: Applicants who possess a Juris Doctorate from a school of law accredited by the American Bar Association, and who have received credit for course work in international law, may substitute this degree for the required education.</p> <p>Experience: Three (3) years of experience in gathering, prioritizing, coordinating, collating reviewing, analyzing and compiling unassembled classified/highly sensitive information and data in a government or research center utilizing acceptable research methodologies and technologies with a designed application for security research projects, or national/international security programs.</p> <p>Note: A Master's degree in one of the areas listed above, or in Security Studies, Foreign Service, Foreign Diplomacy, International Affairs, International Public Policy, Middle East or Arab Studies or related areas of study may be substituted for one (1) year of experience.</p>

	<p>Special Note: Applicants accepting employment as Intelligence Analysts in the Office of Homeland Security & Preparedness, Department of Law and Public Safety may be required to adhere to the employment restriction that they may not pursue outside gainful employment during their tenure of employment.</p> <p>Special Note: Applicants will be required to undergo a law enforcement candidate background investigation and record review. In addition, special and top-secret security clearances by the federal government are mandated by Presidential Executive Order #12958. The Executive Order requires these procedures be adhered in order for a federal security clearance to be granted to an individual engaged in performing said duties and responsibilities.</p> <p>License: Appointees will be required to possess a driver's license valid in New Jersey only if the operation of a vehicle, rather than employee mobility, is necessary to perform essential duties of the position.</p> <p>Preference: Preference will be given to candidates with Bachelor's Degree from an accredited college or university, in the areas of Information Assurance, Cybersecurity, Computer Science, Information Technology Management, or related Science, Technology, Engineering, or Math (STEM) areas of studies; Strong IT knowledge and prior experience providing support for enterprise IT functions in order to analyze and troubleshoot both technical and security issues; Relevant cybersecurity certifications (e.g. CompTIA Security +, Network +, CySA+, SANS, Google, etc.).</p> <p>Resume Note: Eligibility determinations will be based upon information presented in resume only. Applicants who possess foreign degrees (degrees earned outside of the U.S.) are required to provide an evaluation indicating the U.S. equivalency.</p> <p><i>*Salary: For newly hired individuals, the starting salary will normally be at the minimum of the salary range. For current state employees, salary will be a promotional calculation.</i></p>
<u>SECURITY CLEARANCE REQUIREMENT</u>	Applicants should be aware that all NJOHSP employees must be a U. S. Citizen due to the fact that they need to be eligible to obtain a Secret or Top-Secret Clearance from the federal government. U. S. citizenship is a requirement for obtaining such clearance. Additionally, a criminal and personal background investigation is conducted on all NJOHSP personnel.
<u>REMOTE WORK OR ALTERNATE WORKWEEK PROGRAM</u>	NJOHSP currently offers a hybrid work schedule up to 2 days remote work provided you meet requirements of NJOHSP's Pilot Telework Program. NJOHSP also offers a flexible work week with one day off per week or per pay period. Approval is based on nature of work and operational needs.
<u>NJ RESIDENCY REQUIREMENTS</u>	In accordance with the New Jersey First Act P.L. 2011 c70, effective September 1, 2011, new public employees are required to obtain New Jersey residency within one (1) year of employment.
<u>NJ ETHICS REQUIREMENT</u>	Applicants accepting employment with NJOHSP are required to adhere to the Conflicts of Interest Law N.J.S.A. 52:13D-12 et seq., the Uniform Ethics Code N.J.A.C. 19:61-1.1. et seq., and LPS Supplementary Ethics Code which may limit or preclude outside activities and/or outside employment. Employees in certain positions are required to annually file financial disclosure statements.
<u>EQUAL OPPORTUNITY</u>	<p>NJOHSP is an Equal Opportunity Employer and is committed to inclusive hiring and dedicated to diversity in our staff. We strongly encourage people from all groups and communities to apply.</p> <p>SAME Applicants: NJOHSP participates in the "State as a Model Employer of People with Disabilities". If you are applying under the NJ "SAME" program, your Schedule A or B letter must be submitted along with your resume and any other required supporting documents indicated on the announcement by the closing date indicated below. For more information on the SAME Program please visit https://nj.gov/csc/same/overview/index.shtml, email: CSC-SAME@csc.nj.gov or call CSC at (609) 292-4144, option 3.</p> <p>NJOHSP provides reasonable accommodations to applicants with disabilities where appropriate. If you need a reasonable accommodation for any part of the application hiring process, please notify the agency via careers@njohsp.gov and request the ADA Coordinator contact you. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.</p>
<u>TO APPLY</u>	Interested applicants should submit a letter of interest/cover letter, resume, writing sample, unofficial transcript, and State of NJ Application for Employment . All submissions must be received no later than 4 p.m. on the closing date. Failure to submit all required documentation may result in your disqualification from consideration. To apply, please click on the following link: https://njohsp.hire.trakstar.com/jobs/fk0p81k?source=Civi!%20Service