



NICE Framework Work Role Levels

This mapping of NICE Framework Work Roles to SFIA Levels of Responsibility identifies levels where Work Roles generally exist in an organisation. It can be used as a tool in developing career pathways, as a method of recognition of career progression, and to provide insights into the workplace skills needed in these roles at various stages.

Work Roles are organized by NICE Framework Work Role Category. For full descriptions of each role, as well as detailed lists of Tasks, Knowledge, and Skills needed in

These attributes characterise SFIA's seven levels of responsibility, accountability, and impact. Hyperlinks point to the SFIA website for full descriptions of the generic attributes at each level of responsibility.

- [Autonomy](#)
- [Influence](#)
- [Complexity](#)
- [Business skills](#)
- [Knowledge](#)

SFIA Levels of Responsibility						
>>>> Increasing responsibility, accountability and impact >>>>						
Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Follow	Assist	Apply	Enable	Ensure, Advise	Initiate, Influence	Set Strategy, Inspire, Mobilize
Performs routine tasks under close supervision, follows instructions, and requires guidance to complete their work. Learns and applies basic skills and knowledge.	Provides assistance to others, works under routine supervision, and uses their discretion to address routine problems. Actively learns through	Performs varied tasks, sometimes complex and non-routine, using standard methods and procedures. Works under general direction, exercises discretion, and manages own work within deadlines. Proactively enhances skills and impact in the workplace.	Performs diverse complex activities, supports and guides others, delegates tasks when appropriate, works autonomously under general direction, and contributes expertise to deliver team objectives.	Provides authoritative guidance in their field and works under broad direction. Accountable for delivering significant work outcomes, from analysis through execution to evaluation.	Has significant organizational influence, makes high-level decisions, shapes policies, demonstrates leadership, promotes organizational collaboration, and accepts accountability in key areas.	Operates at the highest organizational level, determines overall organizational vision and strategy, and assumes accountability for overall success.
1	2	3	4	5	6	7
1	2	3	4	5	6	7
1	2	3	4	5	6	7
1	2	3	4	5	6	7
1	2	3	4	5	6	7

NICE FRAMEWORK WORK ROLE	WORK ROLE ID	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
OVERSIGHT and GOVERNANCE (OG) – Provides leadership, management, direction, and advocacy so the organization may effectively manage cybersecurity-related risks to the enterprise and conduct cybersecurity work. 📌								
Communications Security (COMSEC) Management	OG-WRL-001					5	6	
Cybersecurity Policy and Planning	OG-WRL-002						6	
Cybersecurity Workforce Management	OG-WRL-003				4	5	6	
Cybersecurity Curriculum Development	OG-WRL-004				4	5		
Cybersecurity Instruction	OG-WRL-005			3	4	5		
Cybersecurity Legal Advice	OG-WRL-006				4	5		
Executive Cybersecurity Leadership	OG-WRL-007							7
Privacy Compliance	OG-WRL-008				4	5	6	
Product Support Management	OG-WRL-009			3	4	5		
Program Management	OG-WRL-010						6	
Secure Project Management	OG-WRL-011				4	5	6	
Security Control Assessment	OG-WRL-012			3	4	5		
Systems Authorization	OG-WRL-013						6	7
Systems Security Management	OG-WRL-014					5	6	
Technology Portfolio Management	OG-WRL-015					5	6	
Technology Program Auditing	OG-WRL-016			3	4	5		
DESIGN and DEVELOPMENT (DD) – Conducts research, conceptualizes, designs, develops, and tests secure technology systems, including on perimeter and cloud-based networks. 📌								
Cybersecurity Architecture	DD-WRL-001				4	5	6	
Enterprise Architecture	DD-WRL-002					5	6	
Secure Software Development	DD-WRL-003		2	3	4	5		
Secure Systems Development	DD-WRL-004			3	4	5		
Software Security Assessment	DD-WRL-005			3	4	5		
Systems Requirements Planning	DD-WRL-006			3	4	5		
Systems Testing and Evaluation	DD-WRL-007			3	4			
Technology Research and Development	DD-WRL-008			3	4	5		
Operational Technology (OT) Cybersecurity	DD-WRL-009			3	4	5		
IMPLEMENTATION and OPERATION (IO) – Provides implementation, administration, configuration, operation, and maintenance to ensure effective and efficient technology system performance and security. 📌								
Data Analysis	IO-WRL-001		2	3	4	5		
Database Administration	IO-WRL-001		2	3	4	5		
Knowledge Management	IO-WRL-001		2	3	4	5		
Network Operations	IO-WRL-001		2	3	4			
Systems Administration	IO-WRL-001	1	2	3	4			
Systems Security Analysis	IO-WRL-001			3	4	5		
Technical Support	IO-WRL-001		2	3	4			
PROTECTION and DEFENSE (PD) – Protects against, identifies, and analyzes risks to technology systems or networks. Includes investigation of cybersecurity events or crimes related to technology systems and networks. 📌								
Defensive Cybersecurity	PD-WRL-001		2	3	4	5		
Digital Forensics	PD-WRL-002			3	4	5		
Incident Response	PD-WRL-003		2	3	4	5		
Infrastructure Support	PD-WRL-004	1	2	3	4	5		
Insider Threat Analysis	PD-WRL-005			3	4	5		
Threat Analysis	PD-WRL-006			3	4	5		
Vulnerability Analysis	PD-WRL-007		2	3	4	5		
INVESTIGATION (IN) – Conducts national cybersecurity and cybercrime investigations, including the collection, management, and analysis of digital evidence. 📌								
Cybercrime Investigation	IN-WRL-001			3	4	5		
Digital Evidence Analysis	IN-WRL-002			3	4	5		