Announcement Number: 22-1042-NE-SR-AD

Hiring Agency: United States Coast Guard

Position Title: Assistant/Associate/Professor of Cyber Systems

Open Period: November 19, 2021 to January 2, 2022

Pay Plan/Series/Grade: AD-1710-00

Salary: $93,915 to $161,534 for a ten-month academic year

Duty Location: New London, CT

Overview

The U.S. Coast Guard Academy, located in New London, Connecticut, is seeking a passionate cyber educator who inspires students and is ready to be inspired by our Corps of Cadets.

Who May Apply: This vacancy is open to U.S. Citizens and non-citizens. Hiring restrictions may apply to certain non-U.S. Citizens. See the “Other information” section of this announcement.

Security Clearance Required: Non-Sensitive

Appointment Type: This is an appointment in the excepted service as a tenure track faculty member for an initial period not to exceed three years.
Marketing Statement

The U.S. Coast Guard Academy is a highly selective federal military college that provides a rigorous undergraduate program and is committed to building a diverse faculty of teacher-scholars who collaborate to provide a multi-disciplinary and hands-on approach to learning and leadership development. We believe that individuals from diverse background strengthen our programs and positively impact student success. We encourage qualified applicants from all backgrounds to apply for consideration.

The attractive riverside campus is home to a nationally and internationally representative student body of about 1,000 diverse Cadets. The Academy provides the professional education and training required to prepare young women and men for careers as commissioned officers in the U.S. Coast Guard, one of our Nation’s five Armed Services. The Academy offers B.S. degrees in nine academic majors: Naval Architecture/Marine Engineering, Electrical Engineering, Cyber Systems, Civil and Environmental Engineering, Mechanical Engineering, Marine/Environmental Sciences, Operations Research/Computer Analysis, Management, and Government. The Academy is located near the shoreline of southeastern Connecticut, midway between New York City and Boston, and is within commuting range of regional, as well as national, colleges and universities in the CT/RI/MA tri-state area. The U.S. Coast Guard Academy is an Equal Opportunity Employer. Visit https://www.uscga.edu for more information.

Summary

The U.S. Coast Guard Academy invites applications for a tenure track position as Assistant Professor, Associate Professor, or Professor of Cyber Systems. ABD and early career candidates are highly encouraged to apply. The desired start date is August 1, 2022.

Supervisory Position: No

Relocation Authorized: Yes

Travel Required: Occasional

Major Duties

The successful candidate will develop and teach courses in Computer Security, Offensive Cyber Operations, Network Security, Operating Systems, Applied Cryptography, Computer Programming, Secure Software Engineering, and/or other topics commensurate with a Bachelor of Science degree in Cyber Systems. Teaching load will be 9-12 contact hours per semester. Tenure-track position responsibilities also include facilitation of learning enrichment opportunities for cadets via speakers, travel, and contacts; academic advising; work as a faculty advisor to student research projects.
Qualifications

Minimum degree requirements:

Ph.D. or ABD status in:

   (a) Cyber Operations, Computer Science, Computer Engineering, Cyber Security, or Electrical Engineering or

   (b) related field with specific emphasis on technical Cybersecurity noted somewhere in CV.

ABD must include a letter in application from the applicant’s major professor attesting that the candidate will complete all requirements for the Ph.D. before July 22, 2022.

Minimum specialized experience:

None.

In addition to the minimum education requirements, competitive candidates with a dedication to intellectual and whole-person development are highly desired. Undergraduate teaching experience at an institution of higher learning as a teaching assistant, instructor, assistant/associate/full professor, or related position in at least one of the following content areas is also highly desired:  [1] Computer Programming / Secure Software Engineering (C, C++, C#, Python, or MATLAB), [2] Computer Networks and Network Security (including such topics as 802.3, UDP, TCP, IP, DNS, ICMP, PKI, SSL/TLS, VPN, Firewalls, or IDS), [3] Operating Systems (from a Computer Science perspective), or [4] Computer Security / Offensive Cyber Operations (including Reverse Engineering/Malware Analysis, Forensics, Incident Response, OS Hardening, or Penetration Testing). Professional experience mentoring, advising, and/or collaborating on programming, networking, operating systems, and offensive cyber operations is highly desired. Desired areas of expertise include network penetration, malware analysis, digital forensics, design and understanding of operating systems, computer security, computer networking, network security, computer programming, secure software design, and/or applied cryptography; although closely related areas will also be considered. Experience advising undergraduate and/or graduate research teams is highly desirable. Experience developing courses or contributing through professional societies will be considered favorably. Candidates with a demonstrated commitment to
and passion for undergraduate teaching will also be considered very favorably. Interpersonal and communications skills are essential. Candidates should possess a record demonstrating strong teamwork skills and a desire to work in a diverse and collaborative environment and a strong commitment to the Coast Guard’s Core Values of Honor, Respect, and Devotion to Duty. Classroom experience teaching and mentoring diverse student populations, and/or experience promoting diversity initiatives - including efforts at developing effective beloved communities - is highly desirable.

**Requirements**

All qualification requirements must be met by the closing date of the announcement.

As required by Executive Order 14043 and guidance issued by the Safer Federal Workforce Taskforce, Federal employees are required to be fully vaccinated against COVID-19 regardless of the employee’s duty location or work arrangement (e.g., telework, remote work, etc.), subject to such exceptions as required by law. If selected, you will be required to be fully vaccinated against COVID-19 by November 22, 2021 and will be required to submit documentation of proof of vaccination.

**Education Requirements**

FOREIGN EDUCATION: Education completed in foreign colleges or universities may be used to meet the requirements. You must show proof the education credentials have been deemed to be at least equivalent to that gained in a conventional U.S. education program. It is your responsibility to provide such evidence when applying. For further information please visit this website: [https://www.state.gov/family-liaison-office/family-member-employment/family-member-employment-in-the-d-c-area/evaluation-of-foreign-degrees/](https://www.state.gov/family-liaison-office/family-member-employment/family-member-employment-in-the-d-c-area/evaluation-of-foreign-degrees/)

When including education on your resume, report only attendance and/or degrees from schools accredited by accrediting institutions recognized by the U.S. Department of Education.

**Evaluations**

All application materials must be submitted by 11:59 PM ET on the closing date of the announcement.

**Benefits**

DHS offers an attractive benefits package that includes health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays.
Other Information

This is a full time, 10-month position.

Relocation expenses will be paid in accordance with governing regulations.

Salary offers may be made outside of the listed range for exceptional candidates.

This position is open to U.S. Citizens and non-citizens. Non-citizens must provide evidence that they are eligible for appointment to this position on the date they submitted their application and that they will remain eligible to meet all conditions of the appointment.

If you are selected for this position, you will be subject to a determination of your suitability for Federal employment. All selectees are subject to an appropriate investigation as a condition of placement into this position. Certain investigation levels may automatically require a credit check after initial job qualifications have been met. For those positions that do not automatically require a credit check, it may later be required if the initial investigation surfaces a potential issue.

The tentative selectee will be required to complete questions contained on the Declaration for Federal Employment, OF-306, at the time a tentative job offer is made. At the time of appointment, the selectee will be required to update the OF-306. Certain responses on the form could result in disqualification for appointment based on suitability determinations.

DHS uses E-Verify, an Internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about your rights and responsibilities at https://www.e-verify.gov/.

All Federal employees are required to have Federal salary payments made by direct deposit.

For Veterans' preference eligibility, visit Veterans' Employment Resources and see the Required Documents section of this vacancy announcement.

In alignment with Federal hiring policies, more than one selection may be made from this announcement if additional identical vacancies in the same title, series, grade, and unit occur within 90 days from the date the certificate was issued.

If you need a reasonable accommodation for the application and hiring process, please contact 860-444-8508. Decisions on granting reasonable accommodation will be made on a case-by-case basis. Visit https://www.dhs.gov/reasonable-accommodations-dhs
OPM must authorize employment offers for former or current Political Appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C or Non-Career SES employee in the Executive Branch, you must disclose this information.

For questions on the submission process, you may call David Johnson, 860-444-8358.

**How to Apply**

Applications must be sent electronically via e-mail to:

CGA-EDU-SMB-FacultyApplications@uscga.edu

Note 1: This email address is case-sensitive.

Note 2: Please ensure the vacancy announcement number is included in the subject line of your email: 22-1042-NE-SR-AD

Note 3: Applicants must submit all of the required information described below by 11:59 PM ET on the closing date of the announcement or their application will not be considered. Each file must be titled using the naming protocol described below.

Note 4: Illegible transcripts and/or illegible documents such as DD214, authorization to work in the U.S., etc., will render the package incomplete and the candidate will not be referred for consideration.

Note 5: Zip files are not accepted. Please ensure that each attached document is less than 3MB in size. Files larger than this will not be accepted and referred for consideration. Please save files in .pdf format, in black and white, and at a resolution of 300 dpi.

There are several required documents in the application process that impact the overall evaluation of your application.

1) Curriculum Vitae (Resume). (Save file with the following filename: Last Name, First Initial_CV.pdf.)

2) A Letter of Application with... (Save file with the following filename: Last Name, First Initial_ApplicationLetter.pdf.)

(a) a narrative description of how you meet the minimum degree and specialized experience qualifications, as well as the additional qualifications criteria specified
in this vacancy announcement (note: qualifications will not be determined by information provided in this letter; rather, the CV must reflect the qualifications and this letter provides a narrative description);

(b) a mentorship/inclusion statement including any experience mentoring and/or advising students of diverse backgrounds as well as any demonstrated contributions to student learning and development outside the classroom, including through promoting diversity initiatives and efforts at creating communities of inclusion; and

(c) a listing of the names, titles, mailing addresses, email addresses, and telephone numbers of at least three professional references.

3) A written statement describing your teaching philosophy and teaching experience. (Save file with the following filename: Last Name, First Initial_TeachPhilStmt.pdf.)

4) Proof of Education Requirement (Unofficial Transcripts). (Save file with all consolidated transcripts with the following filename: Last Name, First Initial_Transcripts.pdf.)

You must provide evidence of your education by submitting legible copies of your unofficial degree transcripts from accredited colleges/universities. The transcript copies must reflect both your name and the college/university name and/or logo. If tentatively selected for this position, you must submit official transcripts to the Human Resources office prior to receiving a firm offer of employment. Applicants are highly encouraged to proactively order a copy of their official transcripts to be delivered to their home address and be readily available. Foreign education completed in foreign colleges or universities may be used to meet federal qualification requirements if you can show that your foreign education is comparable to education received in accredited institutions in the U.S. It is your responsibility to provide such evidence, e.g., an evaluation statement, with your application. Additional information is available on the Department of State site under evaluation of foreign degrees for a U.S. Government application, linked here: https://www.state.gov/family-liaison-office/family-member-employment/family-member-employment-in-the-d-c-area/evaluation-of-foreign-degrees/

Additionally, if you are claiming Veterans’ preference or if you are currently on active duty:

5) Legible Member 4 copy showing character of service of latest-issued DD-214. Please see Feds Hire Vets for details. (Save file with the following filename: Last Name, First Initial_DD214.pdf.)
(a) Veterans claiming 5-point veterans' preference must submit legible Member 4 Copy DD214(s) indicating Character of Service. 5-point preference will not be granted if appropriate documentation is not submitted with your application.

(b) 30% Disabled Veterans must submit their Member 4 Copy DD-214(s), which includes Character of Service, a fully completed SF-15, and VA Disability Letter with percentage of disability OR documentation of disability determination from a branch of the Armed Forces which reflects a compensable service-connected disability of 30% or more. (Save file with the following filename: Last Name, First Initial_DD214.pdf; Last Name, First Initial_SF15.pdf; and Last Name, First Initial_VAltr.pdf.)

(c) Other 10 point Preference Eligibles must submit applicable Member 4 Copy DD-214(s), which includes Character of Service, a fully completed SF-15, and all required documentation described on the back of the SF-15 which proves that you are entitled to such preference. 10-point preference will not be granted if appropriate documentation is not submitted with your application. See above for guidance on titling documents.

(d) If you are a current active-duty military member who does not have a DD214 and is claiming preference under the Veterans Opportunity to Work (VOW) Act, you must submit certification from the Armed Forces indicating that you will be discharged or released under honorable conditions from active duty within 120 days from the date on the certification document. Certifications must be on letterhead from the appropriate military branch and include the following information: military dates of service and expected discharge or release date, character of service, military rank, type of discharge and date when terminal leave will begin. Certifications must be signed by, or by direction of military members’ military personnel offices, unit commanders or higher headquarters. (Save file with the following filename: Last Name, First Initial_ActiveDutyCert.pdf.)

6) Non-U.S. Citizens only: Written evidence of eligibility for appointment to this position as of the date of application and evidence of ability to remain eligible to meet all conditions of the appointment.

7) Current and former federal employees: A copy of the most recent SF-50 generated for your employment which shows your title, series, grade, and service computation date.
**What to Expect Next**

You will receive an acknowledgement of the receipt of your application. If you do not receive such confirmation, do not assume your application was received. All applicants will receive notification regarding selection or non-selection.