



Department of Homeland Security (DHS) Cybersecurity Service employees are a diverse, dynamic team working across DHS Components to protect the Nation's information technology infrastructure.

MISSION ■ Your Ingenuity. Our Nation's Cybersecurity.

More than ever, cybersecurity is a matter of homeland security. Every day, DHS Cybersecurity Service employees are on the front line – protecting the systems, networks, and information Americans rely on.

- We secure federal government information systems
- We assess and counter evolving cybersecurity risks
- We respond to cybersecurity incidents
- We strengthen the security and resilience of critical infrastructure
- We prevent and disrupt criminal use of cyberspace

DHS Cybersecurity Service opportunities are available across DHS Components and organizations.

JOBS ■ One Department. Many Jobs.

In the DHS Cybersecurity Service, you can chart a career based on your interests, while honing critical skills. Regardless of your cybersecurity experience and expertise, DHS has opportunities for you.

- Start a career in cybersecurity
- Deepen or broaden your technical expertise
- Become a leader

Different Specializations

DHS Cybersecurity Service employees perform a range of different jobs, which are structured around cybersecurity specializations – called technical capabilities. Each technical capability includes a series of more specific cybersecurity skills – called underlying technical competencies. For information on technical capabilities and underlying competencies, as well as the required core professional and, as applicable, leadership capabilities, please review the [Capabilities Guide](#).

Technical Capabilities

Cybersecurity Architecture	Cybersecurity Program Management	Cybersecurity Threat Analysis	Secure Network Operations
Cybersecurity Defensive Operations – Intelligence Collection and Analysis	Cybersecurity Risk Management and Compliance	Cybersecurity Data Science	Physical, Embedded, and Control Systems Security
Cybersecurity Defensive Operations – Planning, Execution, and Analysis	Cybersecurity Research and Development	Secure Software Engineering	Security System Operations and Maintenance
Cybersecurity Engineering	Cybersecurity Policy	Mitigation and Response	Vulnerability Assessment
Digital Forensics			

Career Tracks

DHS hires DHS Cybersecurity Service employees in five different tracks ranging from the entry through executive stage of a career. A new DHS Cybersecurity Service employee starts in a career track at a specific career level based on their experience and expertise. For information on career tracks and associated career levels, visit the [Career Level Guide](#).

Entry Career Track	Developmental Career Track	Technical Career Track	Leadership Career Track	Executive Career Track
TYPICAL STARTING SALARY \$67,200 – \$87,000	TYPICAL STARTING SALARY \$82,000 – \$107,000	TYPICAL STARTING SALARY \$105,600 – \$212,500	TYPICAL STARTING SALARY \$122,400 – \$201,500	TYPICAL STARTING SALARY \$174,300 – \$237,500

Typical starting salaries reflect the range of the average starting salaries *most* employees receive in *most* of the United States in calendar year 2025. 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.

APPLY ■ Find Your Fit at DHS.

To learn more about the DHS Cybersecurity Service and begin the application process:

1. Visit the DHS Cybersecurity Service [Application Portal](#)
2. Select the specific job or general career track for you
3. Start your application by uploading your resume and answering some questions about your experience, expertise, and ideal job

You may also send an email to cybersecurityservice@hq.dhs.gov to connect with our recruiting team and express your interest in DHS Cybersecurity Service jobs.