

# South Carolina Division of State Human Resources

## InfoSec & Privacy Workforce Career Path Model

Start



# Introduction

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This Career Path Model for the State of South Carolina (State) is designed to help define the various career options available to the State's Information Security (InfoSec) and Privacy workforce. This model can be used by HR and Agency leadership for InfoSec and Privacy workforce development planning, evaluating personnel strengths and areas for improvement, and informing conversations between supervisors and employees. End users can also use the model to view possible career moves within the InfoSec and Privacy workforce.

Within the model, you will find:

- An overview of the **InfoSec and Privacy Career Model** that includes both Technical Expert and Management career paths
- An outline of the Technical Expert and Management **career paths and possible moves between them**
- An overview of **suggested competencies and trainings** associated with each InfoSec and Privacy role

# Guidelines

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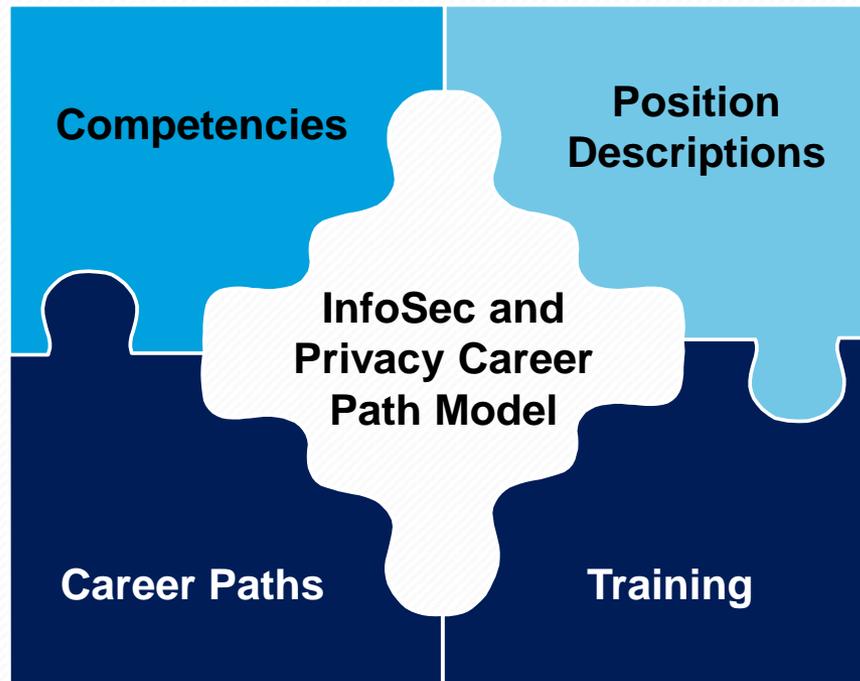
- The Career Path Model does not provide an exhaustive list of possible career moves, but rather represents a **snapshot of possible career moves** within the InfoSec and Privacy workforce
- When using the Career Path Model, InfoSec and Privacy personnel should plan for career advancement in **the context of long-term career goals**, beyond the next immediate assignment or position
- Career movement is based on a **combination of individual career aspiration, demonstrated proficiency of expected competencies, and organization needs**
- The **certifications and courses featured in the Career Path Model act as guides** and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended these certifications and courses be reviewed by the PDP Manager **on an annual basis**

# InfoSec and Privacy Career Path Model

The Career Path Model is composed of four components which help standardize and formalize the InfoSec and Privacy workforce. Additionally, this model supports personnel in their professional development by highlighting career paths available to the State's InfoSec and Privacy workforce.

*Defines the **knowledge** and **skills** required for successful performance within specific InfoSec and Privacy focus areas*

*Suggests career pathways to move **vertically, laterally, or diagonally** by selecting the development opportunities that build the skills needed*



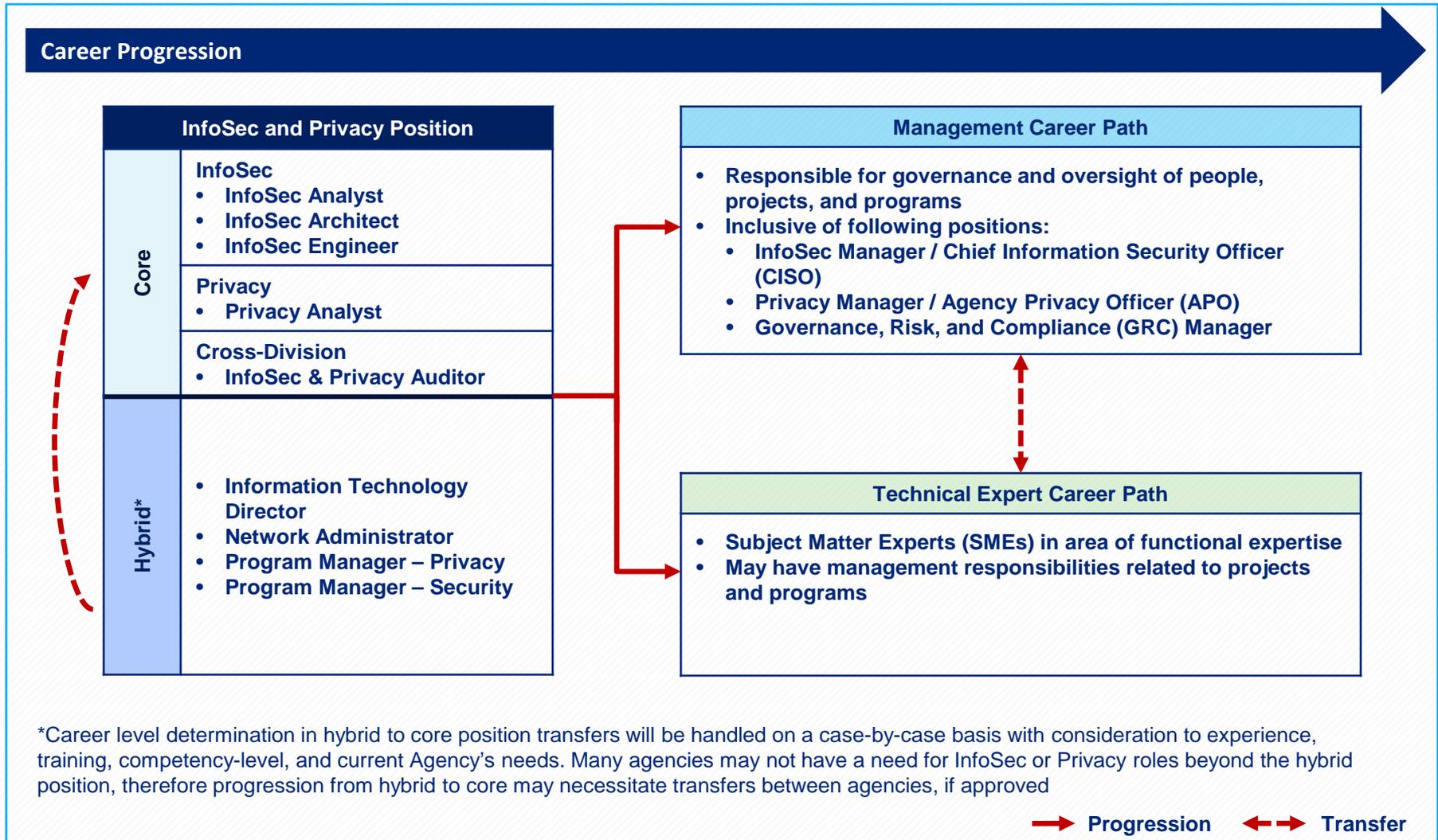
*Articulates expected **requirements, activities, and duties** to be performed within each position*

*Provides development opportunities to increase skills proficiency through:*

- **Formal learning** (e.g., certifications)
- **Experiences** (e.g., on-the-job)
- **Working with others** (e.g., mentors)

# InfoSec and Privacy Career Path Model Overview

The InfoSec and Privacy Career Path Model offers multidirectional career paths, enabling InfoSec and Privacy personnel to progress along both technical and management career paths. *Click on the links below to explore the career paths.*

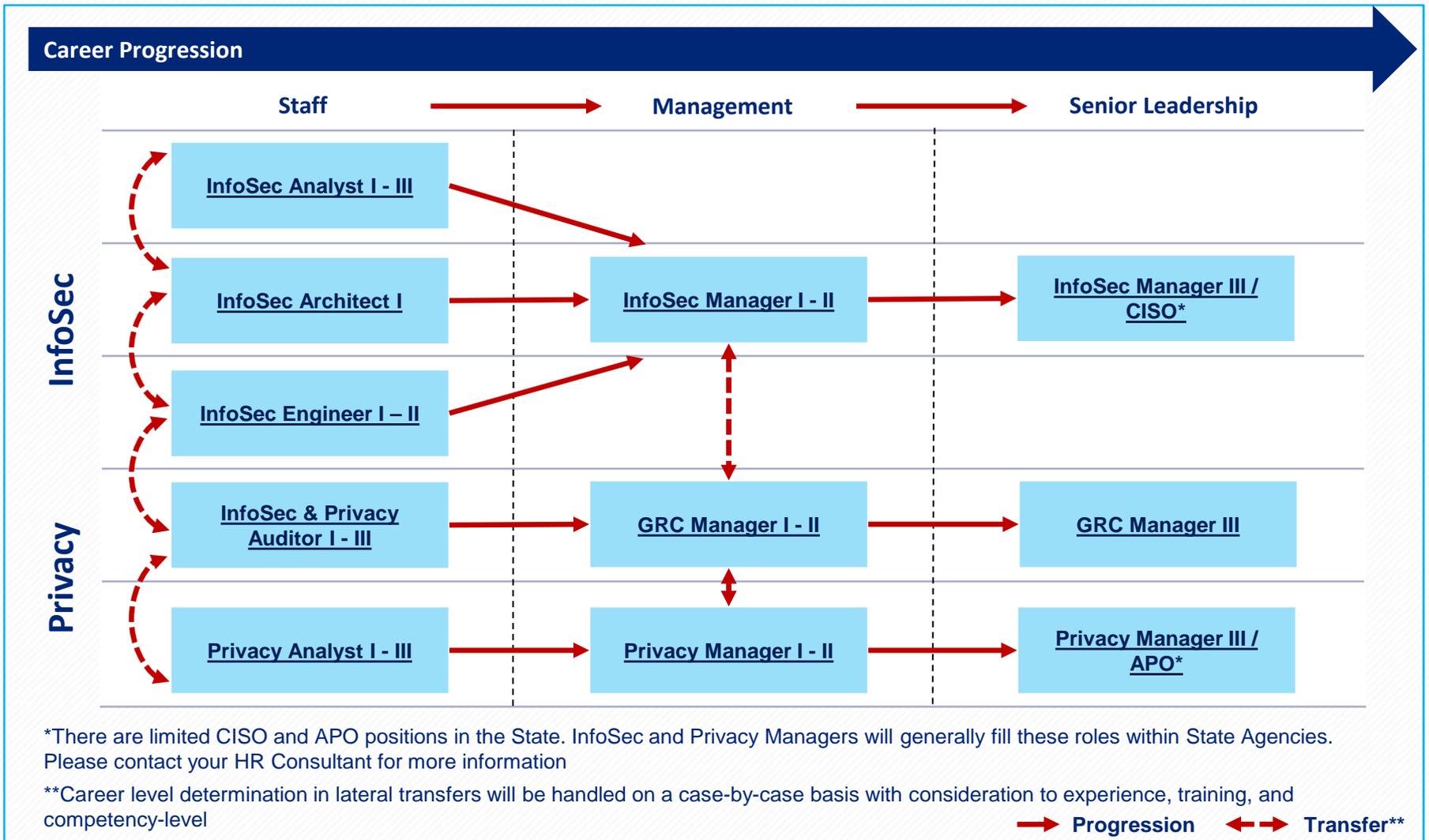


Continue to [InfoSec and Privacy Management Career Path](#)

Continue to [InfoSec Technical Expert Career Path](#)

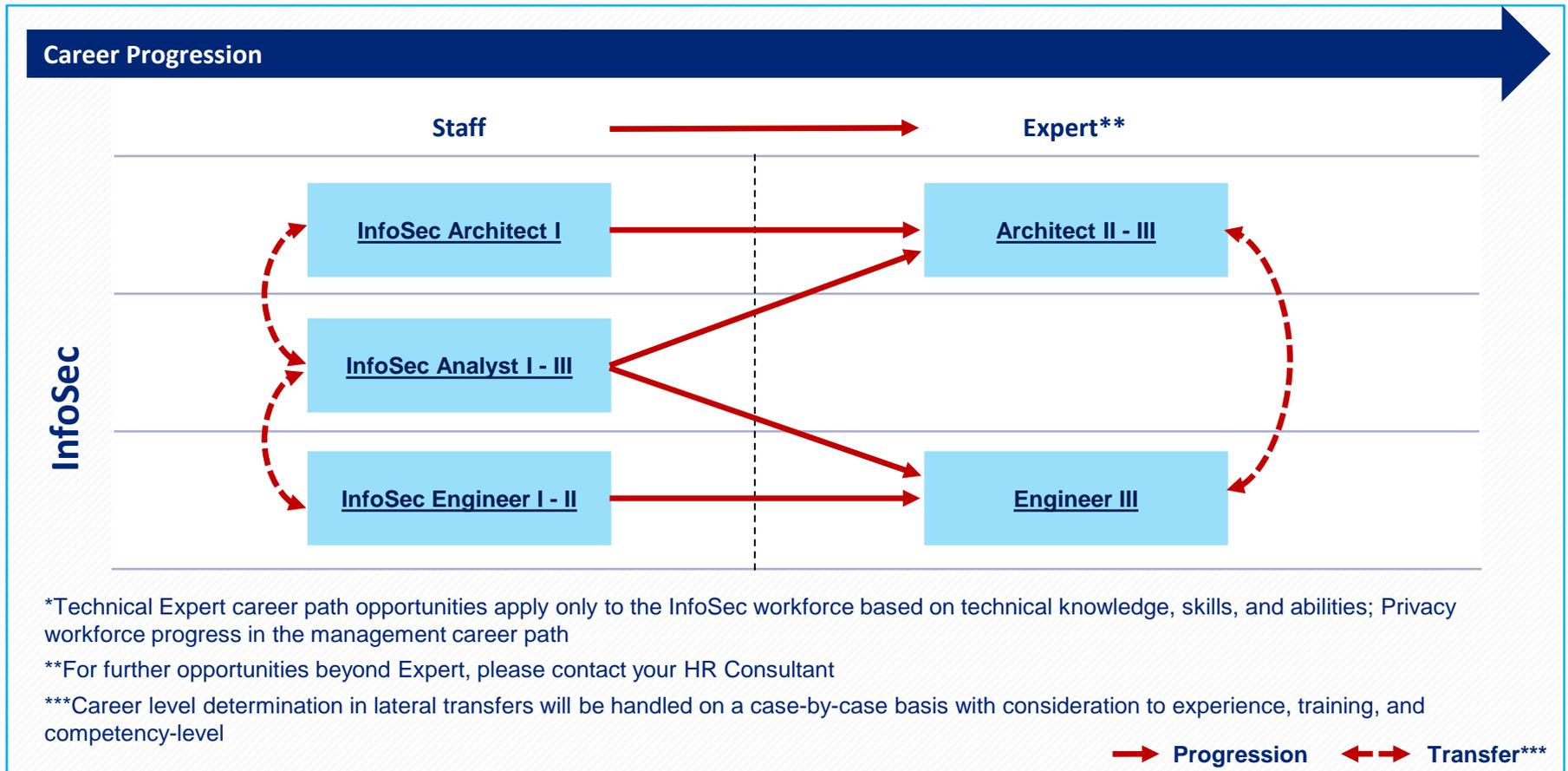
# InfoSec and Privacy Management Career Path

The InfoSec and Privacy Management career path produces managers responsible for oversight of InfoSec or Privacy personnel, programs, and projects. *Click on the following roles to explore further opportunities.*



# InfoSec Technical Expert Career Path

The InfoSec Technical Expert career path produces subject matter experts (SMEs) in their area of InfoSec functional expertise\*. Resources may have management responsibilities related to certain projects or programs but will not oversee personnel. *Click on the following roles to explore further opportunities.*



# InfoSec and Privacy Position Description: InfoSec Analyst

The certifications and courses featured in the Career Path Model act as guides and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended that these certifications and courses are reviewed by the PDP Manager on an annual basis.

Course	Certification	Position Level		
		Level 1	Level 2	Level 3
SANS – SEC301: Intro to Information Security	GISF	x	x	x
SANS – SEC401: Security Essentials Bootcamp Style	GSEC	x	x	x
ISACA: Certified Information Security Manager (CISM) Training	CISM			x
ISACA: Certified in Risk and Information Systems Control (CRISC) Training	CRISC		x	x
ISC2: Certified Information Systems Security Professional (CISSP) Training	CISSP		x	x
CompTIA: Network+ N10-006	Network+	x	x	x
CompTIA: Security+ SYO-401	Security+	x	x	x
EC Council: Certified Ethical Hacker (CEH) Training	CEH			x

[Go back to Career Path Model Overview](#)

[Go back to InfoSec and Privacy Management Career Path](#)

[Go back to InfoSec Technical Expert Career Path](#)

# InfoSec and Privacy Position Description: GRC Manager

The certifications and courses featured in the Career Path Model act as guides and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended that these certifications and courses are reviewed by the PDP Manager on an annual basis.

Course	Certification	Position Level		
		Level 1	Level 2	Level 3
SANS – SEC401: Security Essentials Bootcamp Style	GSEC	x	x	x
ISACA: Certified in Risk and Information Systems Control (CRISC) Training	CRISC			x
ISACA: Certified Information Security Manager (CISM) Training	CISM		x	x
ISACA: Certified Information Systems Auditor (CISA) Training	CISA		x	x
ISACA: Certified in the Governance of Enterprise IT (CGEIT) Training	CGEIT			x
InfoSec Institute: Certified in the Governance of Enterprise IT (CGEIT) Training	CGEIT			x

*Go back to [Career Path Model Overview](#)*

*Go back to [InfoSec and Privacy Management Career Path](#)*

# InfoSec and Privacy Position Description: **Privacy Analyst**

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Course	Certification	Position Level		
		Level 1	Level 2	Level 3
IAPP: Certification Foundation Training*	N/A	x	x	x
IAPP: Certified Information Privacy Professional / U.S. Private-Sector (CIPP/US) Training	CIPP/US		x	x
IAPP: Certified Information Privacy Professional / U.S. Government (CIPP/G) Training	CIPP/G		x	x
IAPP: Certified Information Privacy Technologist (CIPT) Training	CIPT			x
ISACA: An Introduction to Privacy and Data Protection Training	N/A	x	x	x

\* This course will be retired on July 1st, 2015

*Go back to [Career Path Model Overview](#)*

*Go back to [InfoSec and Privacy Management Career Path](#)*

# InfoSec and Privacy Position Description:

## Privacy Manager I - II and Privacy Manager III / APO

The certifications and courses featured in the Career Path Model act as guides and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended that these certifications and courses are reviewed by the PDP Manager on an annual basis.

Course	Certification	Position Level		
		Level 1	Level 2	Level 3
IAPP: Certification Foundation Training*	N/A	x	x	x
IAPP: Certified Information Privacy Professional / U.S. Private-Sector (CIPP/US) Training	CIPP/US	x	x	x
IAPP: Certified Information Privacy Professional / U.S. Government (CIPP/G) Training	CIPP/G	x	x	x
IAPP: Certified Information Privacy Technologist (CIPT) Training	CIPT	x	x	x
IAPP: Certified Information Privacy Manager (CIPM) Training	CIPM		x	x
Privacy Professor – Privacy Impact Assessment Tool Kit	N/A	x	x	x

\* This course will be retired on July 1st, 2015

*Go back to [Career Path Model Overview](#)*

*Go back to [InfoSec and Privacy Management Career Path](#)*

# InfoSec and Privacy Position Description:

## InfoSec and Privacy Auditor

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Course	Certification	Position Level		
		Level 1	Level 2	Level 3
SANS – SEC401: Security Essentials Bootcamp Style	GSEC	x	x	x
SANS – SEC566: Implementing and Auditing the Critical Security Controls - In-Depth	N/A		x	x
SANS – LEG523: Law of Data Security and Investigations	GLEG	x	x	x
IAPP: Certified Information Privacy Professional / U.S. Private-Sector (CIPP/US) Training	CIPP/US	x	x	x
IAPP: Certified Information Privacy Professional / U.S. Government (CIPP/G) Training	CIPP/G	x	x	x
IAPP: Certified Information Privacy Technologist (CIPT) Training	CIPT		x	x
ISACA: Certified Information Systems Auditor (CISA) Training	CISA		x	x

*Go back to [Career Path Model Overview](#)*

*Go back to [InfoSec and Privacy Management Career Path](#)*

# InfoSec and Privacy Position Description: InfoSec Architect

The certifications and courses featured in the Career Path Model act as guides and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended that these certifications and courses are reviewed by the PDP Manager on an annual basis.

Course	Certification	Position Level		
		Level 1	Level 2	Level 3
SANS - MGT305: Technical Communication and Presentation Skills for Security Professionals	N/A	x	x	x
SANS – SEC504: Hacker Techniques, Exploits & Incident Handling (GCIH) Training	GCIH		x	x
ISACA: Certified Information Security Manager (CISM) Training	CISM			x
ISC2: Certified Information Systems Security Professional (CISSP) Training	CISSP		x	x
ISC2: Information Systems Security Architecture Professional (ISSAP) Training	ISSAP	x	x	x
InfoSec Institute: Enterprise Security Architecture and Design Online (ONL-212)	N/A	x	x	x
InfoSec Institute: Intrusion Prevention Online (SEC 204)	N/A		x	x
EC Council: Certified Network Defense Architect (CNDA) Training	CNDA		x	x

[Go back to Career Path Model Overview](#)

[Go back to InfoSec and Privacy Management Career Path](#)

[Go back to InfoSec Technical Expert Career Path](#)

# InfoSec and Privacy Position Description: InfoSec Engineer

The certifications and courses featured in the Career Path Model act as guides and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended these certifications and courses are reviewed by the PDP Manager on an annual basis.

Course	Certification	Position Level		
		Level 1	Level 2	Level 3
SANS – SEC566: Implementing and Auditing the Critical Security Controls - In-Depth	GCCC	x	x	x
SANS – SEC504: Hacker Techniques, Exploits & Incident Handling	GCIH		x	x
ISACA: Certified Information Security Manager (CISM) Training	CISM		x	x
ISC2: Certified Information Systems Security Professional (CISSP) Training	CISSP		x	x
ISC2: Information Systems Security Engineering Professional (ISSEP) Training	ISSEP	x	x	x
Defense Cyber Investigation Training Academy: Introduction to Log Analysis	N/A			x
EC Council: Licensed Penetration Tester (LPT) Training	LPT		x	x
EC Council: Certified Security Analyst (ECSA) Training	ECSA	x	x	x
Global Knowledge: Cybersecurity Investigations and Network Forensics Analysis: Practical Techniques for Analyzing Suspicious Network Traffic	N/A		x	x

[Go back to Career Path Model Overview](#)

[Go back to InfoSec and Privacy Management Career Path](#)

[Go back to InfoSec Technical Expert Career Path](#)

# InfoSec and Privacy Position Description:

## InfoSec Manager I - II and InfoSec Manager III / CISO

The certifications and courses featured in the Career Path Model act as guides and may be modified as deemed necessary by DIS, EPO, and HRD. It is recommended these certifications and courses are reviewed by the PDP Manager on an annual basis.

Course	Certification	Position Level		
		Level 1	Level 2	Level 3
SANS – MGT512: Security Leadership Essentials for Manager with Knowledge Compression	GSLC	x	x	x
SANS – MGT514: IT Security Strategic Planning, Policy and Leadership	N/A	x	x	x
SANS – MGT305: Technical Communication and Presentation Skills for Security Professionals	N/A	x	x	x
SANS – SEC504: Hacker Techniques, Exploits & Incident Handling	GCIGH		x	x
ISACA: Certified Information Security Manager (CISM) Training	CISM	x	x	x
ISACA: Certified in Risk and Information Systems Control (CRISC) Training	CRISC		x	x
ISACA: Certified in the Governance of Enterprise IT (CGEIT) Training	CGEIT		x	x
ISC2: Certified Information Systems Security Professional (CISSP) Training	CISSP	x	x	x

*Go back to [Career Path Model Overview](#)*

*Go back to [InfoSec and Privacy Management Career Path](#)*