



U.S. Army Cyber Command Career Exploration, Advancement, and Development Program Office

Army Cyber Command CEAD Program Overview (Rev 5/13/22)

The Army Cyber Command (ARCYBER) Career Exploration, Advancement, and Development (CEAD) Program is a command-wide initiative comprised of 8-10 week Summer internships and 2-year fellowships for cyber professionals. The program offers on-the-job training, projects, rotation assignments (Fellows only), and other training. Participating organizations include: ARCYBER Command Headquarters, U.S. Network Enterprise Technology Command (NETCOM), Cyber Protection Brigade (CPB), 1st Information Operations Command (IO), U.S. Army Intelligence Command's 780th Military Intelligence Brigade (780th MI BDE), and the Joint Forces Headquarters-GA.

The CEAD Program is designed to build a pipeline of entry-level professionals to expertly perform and adapt to an ever-changing cyber operational environment. The program provides experiential-based training anchored on a 4-point training strategy that includes academics, leadership training, broadening experiences and core functional training events. The CEAD Program fosters diverse experiences to increase the aptitude for success and dominance within the cyberspace domain. Upon acceptance into the program, participants work as full-time employees in a drug tested position and are required to maintain a Top Secret (TS)/Secret Compartmented Information (SCI) security clearance, Counter Intelligence Polygraph (CI/POLY) and a Military External Affiliates Division (MEAD) clearance (for some work locations).

Summer Internship Program (8-10 weeks)

Current students in college, trade school and other qualifying educational institutions as well as exceptional cyber talent without college degrees receive paid opportunities to work as ARCYBER Command Civilians and explore careers. The Army Cyber Command utilizes several programs to recruit cyber talent: Department of Defense (DoD) Scholars programs: CyberCorps® Scholarship for Service (SFS) Program Cyber Scholarship Program (CySP); the Science, Mathematics, and Research for Transformation (SMART) Program; the Cyber Talent Initiative (CTI); and Direct university engagements. Program features include:

- Intern Orientation
- On-the-job training & problem-based projects
- Functional training and senior leader engagements
- Potential part-time work opportunities during the school year

2-year Fellowship Program

The CEAD Fellowship Program provides an entry option for recent college graduates and exceptional cyber talent without degrees. Fellows are hired into developmental positions and may be promoted each year of the program, pending performance and supervisor approval. Fellows may be required to commit to a continued service agreement, adhere to a mobility agreement, and must complete the program's training plan. Entry-level pay grades are based on education and experience. Program features include:

- On-the-job training & project-based assignments
- Core and Functional training
- Rotational & Interagency assignments
- Leadership training and senior leader engagements
- Civilian and Military mentorship opportunities

The Nation's Army in Cyberspace

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For more information about the program or to apply, contact us at arcyber-tm-cead@army.mil

