



# U.S. ARMY CYBER COMMAND

RIISING LEADERS DEVELOPMENTAL PROGRAM

(Rev. 3/26/24)

## DoD Scholar Programs

### Cyber Corps® Scholarship for Service program (SFS):

This program provides scholarships that may fully fund the typical costs incurred by full-time students while attending a participating institution, including tuition and education and related fees. Scholars receive monthly stipends and a professional allowance for travel/certifications, etc. The scholarships are funded through grants awarded by the National Science Foundation, and SFS is administered by Office of Personnel Management.

- » **TARGET AUDIENCE:** Scholarships are awarded for up to three years to rising juniors and seniors pursuing their bachelor's, master's or doctoral degrees, or a postgraduate certificate program from a recognized National Security Agency designated National Center of Academic Excellence.
- » **FUNDING:** Employing agency is responsible for salary, benefits and any costs associated with acquiring security clearances and travel requirements.
- » **SERVICE AGREEMENT:** Scholars must serve for a period equivalent to the length of the scholarship or one year, whichever is longer. For example, if the student is funded for two academic years, he/she must serve at a federal agency in a covered position for two calendar years.
- » **NON-COMPETITIVE PLACEMENT:** May be appointed to excepted service via Cyber Direct Hire. Participant may be non-competitively converted to a career conditional or career appointment in the competitive service, upon completion of their service obligation.
- » **INCENTIVES:** No recruitment incentives may be offered, to include student loan repayment.
- » **RELOCATION:** Ten-week scholars may not receive relocation incentives, be assigned to a temporary assignment in alternate locations, or receive monetary allowances/incentives for federal personnel onboard for less than one year. These associated costs are the responsibility of the student. However, commands may provide relocation allowances to first-duty station for permanent placement, but are not required to do so.
- » [Click here](#) for more information.

### DoD Cyber Scholarship Program (CySP):

Formerly known as the Information Assurance Scholarship Program, this program attracts new entrants to the cyberspace workforce to support DoD's diverse cyber warfighting, business, intelligence and enterprise information infrastructure requirements. Program details include:

- » **TARGET AUDIENCE:** Scholarships are awarded to rising juniors and seniors pursuing their bachelor's, master's or doctoral degrees, or a post-graduate certificate program from a recognized National Security Agency designated National Center of Academic Excellence.
- » **FUNDING:** Employing agency is responsible for salary and any costs associated with acquiring security clearances and travel requirements. CySP reimburses employing agency for scholar salaries for summer internships only.
- » **SERVICE AGREEMENT:** Scholars are under a 1-year Continued Service Agreement to work for a DoD component upon graduation from their academic program.
- » **NON-COMPETITIVE PLACEMENT:** May be appointed to an information technology position via Cyber Direct Hire. Participant may be appointed to a career conditional or career appointment in the competitive service after two years of continuous service.
- » **INCENTIVES:** No recruitment incentives may be offered to include student loan repayment. Scholars



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For more information about the program or to apply, contact us at [arcyber-tm-recruiting@army.mil](mailto:arcyber-tm-recruiting@army.mil)



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receive monthly stipend.

- » **RELOCATION:** Ten-week scholars may not receive relocation incentives, be assigned to a temporary assignment in alternate locations, or receive monetary allowances/incentives for federal personnel onboard for less than one year. However, commands may provide relocation allowances to first-duty station for permanent placement, but are not required to do so.
- » [Click here](#) for more information

### Science, Mathematics, and Research for Transformation (SMART) program:

The SMART program is designed for science, technology, engineering and mathematics (STEM) disciplines that are critical to the national security functions in accordance with Title 10. The program serves as workforce development program to increase the number of civilian scientists and engineering working with the DoD.

- » **TARGET AUDIENCE:** Scholarships are awarded in any phase of the scholar's education and can vary from 1-5 years in 21 academic disciplines in STEM fields. Students must be pursuing a technical undergraduate or graduate degrees in one of the [approved disciplines](#) listed on the [About SMART webpage](#).
- » **FUNDING:** There is no salary cost to the employing agency. The program provides Internship Support Payments to scholars if the internship site is 50 miles or more from their academic address as well as a stipend to cover costs of travel, lodging, meals, transportation and incidentals. Employing agency is responsible for any costs associated with travel requirements during the work experience.
- » **SERVICE AGREEMENT:** Scholars are under a 1.5-year service agreement to work for a DoD component upon graduation from their academic program.
- » **NON-COMPETITIVE PLACEMENT:** May be appointed to a permanent position via Cyber Direct Hire Authority. Scholar is not on employing agency rolls during time of internship.
- » **INCENTIVES:** No recruitment incentives may be offered to include student loan repayment. Scholars receive monthly stipend.
- » **RELOCATION:** Ten-week scholars may not receive relocation incentives, be assigned to a temporary assignment in alternate locations, or receive monetary allowances/incentives for federal personnel onboard for less than one year. These associated costs are the responsibility of the student. However, commands may provide relocation allowances to first-duty station for permanent placement, but are not required to do so.
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### Cybersecurity Talent Initiative:

Cybersecurity Talent Initiative participants serve full-time in an entry-level position for two years in the federal government, providing agencies with critical support for their cybersecurity needs. During the two-year placement, fellows benefit from a series of sessions dedicated to strengthening their leadership skills and exposing them to innovations across government and the private sector. Before the end of the federal service experience, fellows are invited to apply for full-time positions with the program's private sector partners, or can choose to pursue a career with the federal agency they've been working. Students hired by companies will receive student loan assistance. Federal agencies may decide to offer tuition repayment options to fellows as well.

- » **TARGET AUDIENCE:** Fellows must demonstrate a technical competence in cyber-related fields, based



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on federal agency and corporate needs.

- » **FUNDING:** Employing agency is responsible for providing full-time two-year positions, inclusive of salary and benefits. Agency is also responsible for providing meaningful work experiences, ensure participants obtain the appropriate clearances and dedicated supervisor to provide mentoring and guidance.
- » **SERVICE AGREEMENT:** Scholars are under a two-year service agreement to work for the federal agency before being provided the choice to work for industry or remain in a federal position at the culmination of the program.
- » **PLACEMENT:** Fellows may apply to corporate positions that have been allocated to program participants. Fellows may also apply for permanent positions within federal agencies.
- » **INCENTIVES:** Corporate partners will provide student loan assistance to participants hired on a full-time basis, covering the full amount of qualified student loan debt for each program participants. Federal agencies may choose to offer tuition loan repayment incentives. Payment schedules and conditions vary by employer.
- » [Click here](#) for more information.



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