



CES Re-engineered Positions.

The Office of the Department of War (DoW) Chief Information Officer (CIO) authorizes the use of re-engineered positions within the Cyber Excepted Service (CES). This authority provides components with the flexibility to recruit and select highly qualified candidates at grade levels below the Full Performance Level (FPL). By allowing entry grades to match a candidate's background and level of experience, this mechanism prevents the DoW from losing exceptional talent to the private sector.

It is critical to distinguish re-engineered positions from standard CES developmental roles. While developmental positions are designed to gradually train and progress junior personnel, re-engineered positions are built to recruit fully functioning, experienced professionals. These candidates already possess the skills required to independently perform the work of the position immediately upon hire, but they may simply lack the specific quality of specialized service required for the target full performance level.

CES Re-engineered Positions vs. Career Development Program Positions		
	Re-engineered Positions	CES Developmental Level Positions
Purpose	To provide flexibility to attract and hire senior-level, experienced professionals into technical and non-technical roles by expanding the recruitment pool.	To facilitate employee career progression to positions of increased responsibility through formalized training and developmental work assignments.
Covered Work Category	Professional Work Category	Professional Work Category
Covered Work Levels	Senior and Expert work levels	Entry/Developmental and Full Performance work levels
Typical Covered Grades	GG-13/14, GG-14/15, GG-13/14/15	GG-07 to GG-13 (<i>As Determined by Component Policy</i>)



Requirements for Re-engineered Positions.

Re-engineered positions may be established to ensure a broad recruitment pool, but components must adhere to the following program requirements:

Requirement	Guidance
Independent Work	Position descriptions must explicitly describe the performance of independent work with limited supervision. These are not considered "trainee" roles.
Position Description	Work responsibilities must be clearly and adequately described for each respective grade level, consistent with DoDI 1400.25 Volume 3007. While fully described re-engineered Position Descriptions (PDs) are not strictly required, any differentiation in duties, complexity, and supervision between grades must be fully articulated to support the classification at each level.
Qualifications	Candidates must meet the formal qualification requirements described in DoDI 1400.25, Volume 3005, and DoDD 8140.
Announcements	Job announcements, job fairs, or other formal solicitations must clearly specify the entry and full performance grades of the re-engineered position.
Promotion Criteria	Hiring managers must clearly define required proficiency levels, performance requirements, and standards for promotion that prioritize quality of experience and meeting the competencies required for the next higher grade.
Non-Competitive Promotion Eligibility	Eligibility for a non-competitive promotion to the subsequent grade requires the employee to demonstrate satisfactory performance and meet the prescribed competency requirements associated with the next grade.



Exclusions.

Under DoW position management guidelines, re-engineered CES positions in the Supervision and Management work category are not permitted.

Reason for Exclusion	Explanation
Immediate Performance	CES supervisors are expected to provide technical guidance and program oversight immediately upon hire. A re-engineered supervisory role is inconsistent with these baseline performance expectations.
Trainee Status	OPM and DoW philosophy holds that "trainee" supervisory positions are contrary to sound position management; management roles must be classified based on immediate program authority and ability to oversee technical work.
Probationary Periods	The standard supervisory probationary period already serves as the recognized and necessary developmental stage for new supervisors.