

We're just beginning the journey of implementing the NICE Framework within the Cybersecurity group here at Chevron. We plan on ramping up more communication, education and implementation of the framework throughout 2020.

One area of improvement, which is probably nothing you haven't heard already, is how do we reflect maturity levels within the NICE framework. For example, most organizations have progressive maturity levels for roles:

1. Associate Exploitation Analyst
2. Exploitation Analyst
3. Senior Exploitation Analyst
4. Principal Exploitation Analyst
5. Expert Exploitation Analyst

Ideally, KSA's would then be identified and aligned within each level of maturity. This would more accurately reflect workforce development and expectations for career path progression. Basically, how does the NICE Framework differentiate between an Exploitation Analyst who right out of college vs an experienced Exploitation Analyst with several years of experience? What are the KSA's that a college hire should know vs the KSA's that an experienced hire should know. This is the most frequent feedback we get within Chevron when discussing the NICE Framework with various teams both in and out of cybersecurity.

Thank you,
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