

US Department of Defense 8140 Directive



SANS

Directive Overview

Implemented in 2023, the DoD 8140 Directive establishes a comprehensive framework for developing a resilient, capable, and ready cyber workforce.

To address the expanding requirements, the DoD has standardized cybersecurity training, certifications, and education processes to ensure over 200,000 employees, service members, and contractors are adequately prepared. This unified approach enhances the capabilities of personnel across all levels.

Directive Compliance

Compliance with DoD Directive 8140 is mandatory for any DoD contractor or foreign national accessing sensitive information or networks. Adhering to these standards not only meets contractual obligations but also enhances the competitiveness of enterprises in securing government contracts, indicating a significant commitment to cybersecurity.

Qualification and Maintenance Requirements

Foundational Qualification:

Basic to advanced proficiency; available through certifications (GIAC), training (SANS), and education (SANS EDU).

Residential Qualification:

On-the-job qualifications must comprehensively address all relevant tasks and knowledge, skills, and abilities (KSAs) for the specified work role.

Annual Maintenance:

Maintenance of certification through Continuous Professional Education (CPE) or a minimum of 20 hours annually.



GIAC's Role in DoD 8140 Compliance

GIAC offers a comprehensive certification portfolio, with twice as many the number of certifications offered by other providers, and integrates certification and education programs to meet DoD 8140 requirements fully. This approach ensures a practical understanding of skills crucial for the DoD, supported by double accreditation from the ANSI National Accreditation Board (ANAB) and Middle States.

US Department of Defense

8140 Work Role Mapping to GIAC Certifications

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	WORK ROLE	DCFW CODE	BASIC	INTERMEDIATE	ADVANCED
CYBER IT	Technical Support Specialist	411	GSEC GFACT GICSP	GSEC GFACT GICSP	GSEC GFACT GICSP
	Database Administrator	421	—	—	—
	Knowledge Manager	431	—	—	—
	Network Operations Specialist	441	—	GSEC GCIA GFACT GCLD GICSP GDSA GMON GCIH	GSEC GCIA GCLD GICSP GDSA GMON GCIH
	System Administrator	451	GCLD	GSEC GFACT GICSP	GSEC GFACT
	Systems Developer	632	GSEC	GFACT GISF GSEC GCLD	GFACT GISF GCSA
	Systems Requirements Planner	641	GSEC	GSEC GCSA	GCSA GSLC
	Enterprise Architect	651	GCLD GDSA GSEC	GCLD GDSA GMON GSEC	GSEC GCSA GCLD GICSP GCIA GMON
	Research & Development Specialist	661	—	GCLD	GCLD
	System Testing and Evaluation Specialist	671	GSEC GCSA	GSEC	GSEC

CYBERSECURITY	Cyber Defense Forensics Analyst	212	—	GCFA GCFE GREM	GCFA GCFE GREM
	Control Systems Security Specialist	462	GICSP	GICSP GRID GMON	GICSP GRID GMON
	Cyber Defense Analyst	511	GSEC GCFA GCIA GFACT GICSP GISF GDSA	GSEC GCFA GCIA GFACT GICSP GISF GDSA GRID	GSEC GCFA GCIA GFACT GICSP GISF GDSA GRID GMON
	Cyber Defense Infrastructure Support Specialist	521	—	GSEC GCIA GFACT GCLD GICSP GRID GMON	GSEC GCIA GCLD GICSP GDSA GRID GMON
	Cyber Defense Incident Responder	531	GSEC GCIH	GSEC GCFA GCFE GICSP GCFA GISF GCIH GRID GMON	GSEC GCFA GCFE GICSP GDSA GCIA GCIH GRID GMON
	Vulnerability Assessment Analyst	541	GSEC	GSEC GCIH GCSA GPEN GICSP	GSEC GCIH GCSA GPEN GICSP
	Authorizing Official/Designating Representative	611	GSLC	GSLC	GSEC GCSA GSLC
	Security Control Assessor	612	GICSP	GCSA GICSP	GSEC GCSA GICSP GSLC
	Secure Software Assessor	622	GSEC	GSEC GCSA GCLD	GSEC GCSA GCLD
	Information Systems Security Developer	631	GCSA GSEC	GSEC GCSA GCLD	GSEC GCSA GISF
	Security Analyst	652	GSEC GCIA GCSA GCLD GICSP GISF GDSA	GSEC GCIA GCSA GCLD GICSP GDSA GMON	GSEC GCIA GCSA GCLD GICSP GDSA GMON
	Information Systems Security Manager	722	GSEC GSLC	GSEC GSTRT GSLC GICSP GDSA GMON	GSEC GSTRT GSLC GCIH GCIA GSTRT GCSA GSLC GICSP GMON
	COMSEC Manager	723	—	GSEC GICSP GDSA	GSEC GCIH GCSA GSLC GICSP

INTEL (CYBER)	All-Source Analyst	111	—	GRID	GCTI GRID
	Multi-Disciplined Language Analyst	151	—	—	—
	All-Source Collection Requirements Manager	312	—	GCFA	GCTI GCFA
	All-Source Collection Manager	311	—	GCFA	GCTI
	Cyber Intelligence Planner	331	—	GCFA	GCTI

WORK ROLE		DCFW CODE	BASIC	INTERMEDIATE	ADVANCED
CYBER EFFECTS	Exploitation Analyst	121	—	GPEN	GPEN GCIH
	Digital Network Exploitation Analyst <i>(Just released)</i>	122	Coming soon	Coming soon	Coming soon
	Joint Targeting Analyst	131	—	GPEN	GPEN
	Target Digital Network Analyst	132	—	GCIH GPEN	GCIH GPEN
	Target Analyst Reporter <i>(Just released)</i>	133	Coming soon	Coming soon	Coming soon
	Access Network Operator <i>(Just released)</i>	321	Coming soon	Coming soon	Coming soon
	Cyberspace Operator <i>(Just released)</i>	322	Coming soon	Coming soon	Coming soon
	Cyber Operations Planner	332	—	—	GPEN GCIH
	Network Technician <i>(Just released)</i>	442	Coming soon	Coming soon	Coming soon
	Network Analyst <i>(Just released)</i>	332	Coming soon	Coming soon	Coming soon
	Host Analyst <i>(Just released)</i>	462	Coming soon	Coming soon	Coming soon
AI/DATA	Data Analyst	422	Coming soon	Coming soon	Coming soon
	Data Scientist	423	Coming soon	Coming soon	Coming soon
	Data Steward	424	Coming soon	Coming soon	Coming soon
	Artificial Intelligence / Machine Learning	623	Coming soon	Coming soon	Coming soon
	Data Operations Specialist	624	Coming soon	Coming soon	Coming soon
	Data Architect	653	Coming soon	Coming soon	Coming soon
	AI Test & Evaluation Specialist	673	Coming soon	Coming soon	Coming soon
	AI Risk and Ethics Specialist	733	Coming soon	Coming soon	Coming soon
	AI Adoption Specialist	753	Coming soon	Coming soon	Coming soon
	Data Officer	903	Coming soon	Coming soon	Coming soon
SOFTWARE ENGINEERING	Systems Security Analyst	461	GSEC GCSA GCLD GISF	GSEC GCSA GCLD GICSP GISF GMON	GSEC GCSA GCLD GMON
	Software Developer	621	GFACT	GFACT	GFACT
	Product Designer User Interface (UI)	625	—	—	—
	Service Designer User Experience (UX)	626	—	—	—
	DevSecOps Specialist	627	—	—	—
	Software/Cloud Architect	628	GCSA GCLD	GCSA GCLD	GCSA GCLD
	Software Test & Evaluation Specialist	673	—	—	—
	Product Manager	806	GSEC GISF	GSEC GISF	GSEC GISF
CYBER ENABLERS	LEADERSHIP	Privacy Compliance Manager	751	GSLC GSTRT	GSLC GSTRT
	LEGAL	Cyber Workforce Developer and Manager	751	—	GSLC
		Cyber Policy and Strategy Planner	752	—	GSLC GSTRT
		Executive Cyber Leader	901	—	GSLC GSTRT
	TRAINING	Forensics Analyst	211	GCFA GCFE	GCFA GCFE GREM
		Cyber Crime Investigator	221	—	GCFA GCFE GCIH
		Cyber Legal Advisor	731	—	—
		Cyber Instructional Curriculum Developer	711	—	—
	ACQUISITION	Cyber Instructor	712	—	—
		Program Manager	801	—	GSLC
		IT Project Manager	802	—	GSEC GSLC GFACT
		Product Support Manager	803	—	GCSA GSLC GISF GFACT
		IT Investment/Portfolio Manager	804	—	GSEC GCSA GSLC GISF GFACT
		IT Program Auditor	805	—	GSEC GCSA GSLC GISF

GIAC Certifications and Corresponding Affiliate Training*

GIAC has the **largest range of DoD-approved certifications, including:**



Cyber Defense

- **GIAC Foundational Cybersecurity Technologies (GFACT)**
SEC275: Foundations: Computers, Technology, and Security™
- **GIAC Information Security Fundamentals (GISF)**
SEC301: Introduction to Cyber Security™
- **GIAC Security Essentials Certification (GSEC)**
SEC401: Security Essentials – Network, Endpoint, and Cloud™
- **GIAC Certified Intrusion Analyst (GCIA)**
SEC503: Network Monitoring and Threat Detection In-Depth™
- **GIAC Continuous Monitoring Certification (GMON)**
SEC511: Cybersecurity Engineering: Advanced Threat Detection and Monitoring™
- **GIAC Defensible Security Architect Certification (GDSA)**
SEC530: Defensible Security Architecture and Engineering: Implementing Zero Trust for the Hybrid Enterprise™



Industrial Control Systems

- **Global Industrial Cyber Security Professional Certification (GICSP)**
ICS410: ICS/SCADA Security Essentials™
- **GIAC Response and Industrial Defense (GRID)**
ICS515: ICS Visibility, Detection, and Response™



Educational Opportunities

- **SANS Technology Institute offers cybersecurity degrees and certificate programs.**

DoD 8140

APPROVED



Digital Forensics & Incident Response

- **GIAC Certified Forensic Examiner (GCFE)**
FOR500: Windows Forensic Analysis™
- **GIAC Certified Forensics Analyst (GCFA)**
FOR508: Advanced Incident Response, Threat Hunting, and Digital Forensics™
- **GIAC Cyber Threat Intelligence (GCTI)**
FOR578: Cyber Threat Intelligence™
- **GIAC Reverse Engineering Malware Certification (GREM)**
FOR610: Reverse-Engineering Malware: Malware Analysis Tools and Techniques™



Offensive Operations

- **GIAC Incident Handling Certification (GCIH)**
SEC504: Hacker Tools, Techniques, and Incident Handling™
- **GIAC Penetration Tester Certification (GPEN)**
SEC560: Enterprise Penetration Testing™



Cloud Security

- **GIAC Cloud Security Essentials Certification (GCLD)**
SEC488: Cloud Security Essentials™
- **GIAC Cloud Security Automation (GCSA)**
SEC540: Cloud Security and DevSecOps Automation™



Cybersecurity Leadership

- **GIAC Security Leadership (GSLC)**
LDR512: Security Leadership Essentials for Managers™
- **GIAC Strategic Planning, Policy, and Leadership (GSTRT)**
LDR514: Security Strategic Planning, Policy, and Leadership™

“Attackers are always evolving, and having a GIAC certification prepares you to evolve with them. It allows you to implement the appropriate methods and best practices in your company while understanding it’s a continuous fight.”

—Jason Sevilla | GCIH, GMON, GSEC

Compliance Timeline

DoD Cybersecurity Workforce

Foundational qualifications due by:
February 15, 2025

Residential qualifications due by:
February 15, 2026

Other DoD Cyberspace Workforce Elements

Foundational qualifications due by:
February 15, 2026

Residential qualifications due by:
February 15, 2027



Explore more at GIAC

www.giac.org/workforce-development/dodd-8140

**Additional certification options are continuously being added to the DoD 8140 Directive.*