



Supplementary Submission to PSPC 2

CLAIM FOR THE PAYMENT OF RATE 2 TECHNICAL PAY

**Commissioned Officers Ranks of the
Communications and Information Systems Corps**

16 Nov 2018

1. Executive Summary

1.1 The traditional Signal Corps of the Defence Forces has morphed into a highly specialised and technical Communications and Information Services (CIS) Corps which provides crucial services to the Defence Organisation and the State. In order to be transferred into the Corps, potential candidates must have a level eight primary degree and as a young officer further obtain a specific level 9 Master's degree. Unlike other technical Corps and Services, once accepted into the CIS Corps there is only a 32% opportunity to receive Rate 2 pay. This is resulting in potential candidates not applying to join the Corps in the first instance or their early departure from the CIS Corps or worse the DF. The primary reason recruitment or retention is a specific difficulty for the Corps is the manner in how other Technical Corps or private industry employees are remunerated i.e. only a third of commissioned get technical pay for holding technical qualifications while performing highly technical functions.

2.2 As technical pay is not available in all CIS officer appointments (all non-commissioned officer receive technical pay despite being in some cases less qualified), entry competitions to select potential candidates have typically received low application numbers from qualified candidates. Additional rates of pay available outside of the DF for commensurate technical jobs are receiving €10-25K more in annual salaries. In order to attract more potential candidates to the Corps and equally stem the outward movement of highly educated and technically qualified officers, the payment of Rate 2 for all CIS Corps appointment as per other Technical must now be instituted.

2. Introduction and Background

2.1 In support of the Defence Forces' primary role to defend the State, specialist technical Corps¹ provide unique and bespoke services to the entire defence organisation. Formerly, the Signals Corps and its specialist personnel provided secure, self-sufficient and sustainable communications services between military formations on domestic and on international operations.

2.2 The contemporary digital age has meant that information and communications skills have exponentially grown more technical. This is especially true within military organisations as the old analogue 'signals' methods morphed into an array of Hi-Tec digital communications, Information technology and cyber security.

2.3 Emphasising and recognising this 'morphing' in 2008, the Signals Corps and the Military Information Technology Section (MITS) merged into the Communications and Information Services Corps. At that time, only officers in MITS were deemed to be sufficiently technical to merit Rate 2 pay. This left 67% of the of the new CIS Corps not in receipt of Rate 2 technical pay, despite the wide range of very technical work that all CIS Corps officers were

¹ In broad terms the technical Corps / Formations are Engineers, Ordnance, Medical, Legal, Naval Service and Air Corps. These Corps and Formations therefore attract increased rates of remuneration over what is commonly referred to as Line Officers.

performing. See Annex 'A' for the break of Rate 1 (Line) v's Rate 2 (Technical) appointments in the CIS Corps.

3. Contemporary Role of the CIS Corp

3.1 The CIS Corps provides the technical support and services in the increasing diverse areas of communications, information and cyber technology. The nature and rate of change in these increasing complex domains such as software development, information security, telecommunications, cyber defence and response, electronic warfare has meant that the DF requires increasingly educated and proficient leaders and managers.

3.2 Since the 2008 re-organisation, the roles and functions of the CIS Corps (like all industries and sectors) have become increasingly dependent on technical IT systems and accordingly all CIS officers are now required to have a sub-set of specific IT related qualifications and capabilities as demonstrated by the NFQ Level 9 CIS Officer's course.

3.3 Accordingly, all officers and enlisted personnel transferring into the CIS Corps are required to obtain higher levels of technical qualifications, expertise and experience in order to be competent to fill appointments in the Corps.

4. Officers of the CIS Corps

4.1 In addition to range of education and training required of all Combat Support officers, CIS officers are required to be competent IT project initiators, managers and technical advisors to an array of Information and Communications Technology (ICT) products and services in the Defence Forces. This pool of officers is the primary tool of the Defence Forces in maintaining a fully functional ICT and military communications framework and capability. A shortage of qualified enlisted technicians has led to an under-resourced skills base, placing an extra responsibility on CIS Corps Officers to strategically manage the tasks and disposition of their subordinates' technical expertise.

4.2 Failure to understand or anticipate a technical problem can lead to the poor management of technical staff and produce an inefficient CIS Corps with interrupted outputs. Hence, the CIS Corps requires officers to hold a Level 8 degree in a relevant technical discipline in order to ensure that essential technical knowledge is maintained and enhanced within the CIS Corps.

4.3 Although CIS Corps officers engage in equally technical work and produce highly technical outputs, two thirds of them do not receive Rate 2 Technical Pay. With one of several pre-approved technical degrees, and often sitting in the same office with the same tasks, this case argues that it is only fair to remunerate CIS Corps Officers with technical pay for technical work.

5. Level of Responsibilities

5.1 A core competency of the CIS Corps Officer is the ability to act as technical project manager and implementer. Most projects undertaken by the CIS Corps often require frequent

and technical-heavy dialogue with civilian technical companies. Projects typically span areas of ICT, military radios, electronic force protection, software, disaster recovery, encryption and databases (for full list of specialist areas see Annex 'B' - CIS officer responsibilities and Project areas).

5.2 The project officer is the CIS Corps' primary implementer of an increasingly significant asset. Technical competence is an absolute must. Given the frequency and volume of projects, all officers of the CIS Corps are required to be involved with planning, procurement, dialogue, execution and delivery of technical services.

5.3 Significantly all Corps officers are required to be domain experts in their field and guide the DF forward in line with improving technology and industry best-practice. Generally, but particularly in times of crisis the security, self-sufficiency, resilience and autonomy are critical requirements in the maintenance and defence of the DF's ICT and communications framework.

5.4 The assets of the CIS Corps span a wide variety in terms of both functionality and expertise-requirements, but also in terms of usage. They pervade all locations and are at the heart of military operations. CIS Officers are required to be able to react to technical issues with competence and redirect specialist expertise in line with the problems identified, often deep in the technical weeds themselves. Nowhere is this truer than on deployment on overseas missions.

5.5 The CIS Officer, who most of the time is not defined as a technical officer, is looked to as the solution to all communications and ICT issues. The officer's primary job is to manage the technical output and improve the communications landscape in a foreign, often hostile, environment. In such cases, the CIS Corps' requirement for a technical primary degree demonstrably proves necessary. Crucially, interoperability with other nations, using different means of communications (both ICT and radio communications systems) is becoming more important over time. The chief interface on these fronts is the CIS officer, who must be well-versed in the technical components of the role. In all respects, the CIS officer is conducting technical work.

6. Entry Qualification (Primary Degree) and Criteria in the Corps

6.1 Applications to join the Corps requires all candidates to hold as a minimum, a technically-relevant Level 8 Degree with a main subject in one of the following areas;

- Telecommunications
- Electronics
- Physics
- Computer Science
- Information Technology
- Information Systems Management
- Geographic Information Systems

- Mathematics

6.2 Mathematics, electronics, computer science, IT and telecommunications are the basis of the core functions of the CIS Corps, and skills that are an absolute requirement daily in varying degrees. The dissertations, projects and other relevant works undertaken on the degree are examined on interview to further determine suitability for the CIS Corps.

7. CIS Corps Officer's Course

7.1 On acceptance to the CIS Corps, all commissioned officers are required to undertake the CIS Officer's Course. This fundamental course is jointly taught by the CIS Corp School and Carlow IT. It has evolved and extended in line with technical developments in the military and civilian sphere, but has remained a constant requirement of each CIS Officer over the lifetime of the Corps. The current iteration of the course, initiated in 2014, is a 2-year (part-time) Defence Forces specific Master of Science in Communications Technology Management (Level 9).

7.2 On completion, the officer deemed to be qualified to serve as a CIS Officer in 'technical' appointments at home and overseas, but not necessarily in receipt of Rate 2 pay. The modules prescribed were designed to consolidate technical knowledge, foster technical management skills and inspire the next generation of CIS leaders in the Defence Forces. They are:

- CIS Corps Systems, Deployment and Management.
- ICT Networks Administration, Management and Design.
- Information Security Management.
- Radio Systems Propagation, Design and Maintenance.
- Technology Integration and Project Management.
- Vendor and Public Procurement Management.
- Research.
- Dissertation.

7.3 The strength of the technical work conducted by officers of the CIS Corps comes from their base 3rd level technical knowledge and academic experience, not on completion of the Level 9 CIS Officers course. This course is not overly technical, it describes the systems, equipment, processes and knowledge in the CIS Corps dependent on a body of pre-existing technical knowledge. Officers of the CIS Corps awaiting the CIS Officers course may still engage in technical work, naturally dependent on their expertise. An officer with a primary degree in IT, for example, is an asset to the CIS Corps in that role, but a developed technical manager on completion of the Level 9 MSc.

8. Competition with other DF Technical Corps

8.1 With a limited number of officers graduating with BSc each year, the CIS Corps must compete with other 'Rate 2' Corps (Ordnance, Engineers Naval Service & Air Corps) for the

technical graduates within the DF. Graduates of electronic engineering, for example, are in a fortunate position with the option of any technical corps, and even aeronautical engineering. Significantly all other Corps / Service options routinely attract Rate 2 Pay.

8.2 In the last 'Expression of Interest' Competition in the Corps (12 Jun 18) there was only one applicant on the first round of applications. The competition was reopened for a second round on 28 Jun 18. The number of applicants increased to three (3) people. The CIS corps has not assessed these applicants yet in terms of suitability which could lead to a reduced number.

8.3 It is evident the CIS Corps is failing to attract and subsequently retain qualified personnel due to fact that officers being placed in CIS technical appointments are being denied receipt of technical pay. Additionally, private ICT industry is raising pay rates are currently they are seeking qualified technical personnel in a rapidly growing sector. The chart below shows the number of officers undertaking/undertaken the CIS Officers Course since 2014. This is not a subset of CIS Corps Officers that could sit the course, but a set of all candidates available. The numbers of applicants and students reflect the anecdotal evidence that the CIS Corps is less attractive.

8.4 Respectively in 2014 and 2015, ten officers and six officers joined the CIS Corps and completed the CIS Officers Course the subsequent year, In 2018, there were three suitable applicants.

8.5 Qualitative feedback from within the CIS Corps, and indeed from likely candidates, shows that while there is a persistent interest in the technical work of the CIS Corps, other Corps are more attractive due to the complete availability of Rate 2 Pay.

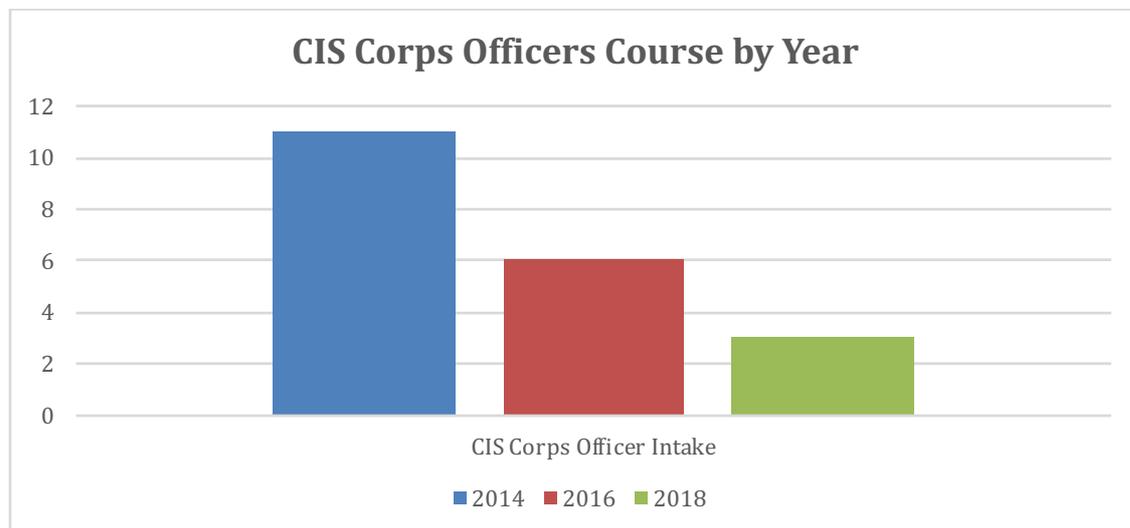


Table 1 - CIS Corps Officers Course by Year

8.6 Potential applicants are assessing their own qualifications against potential responsibilities and career impedance associated with being a CIS officer and deem CIS Rate 1 pay as not justly remunerated when compared with similarly qualified graduates either internally or externally to the DF.

9. Retention of CIS Corps Officers

9.1 Between 2014 and 2017, through early retirement or transfers to other Corps, 13 officers left the CIS Corps (nine were junior officers). This figure represents 25% of the Corps establishment and 35% of total Junior officer establishment within the Corps at the time.

9.2 Personnel who have been selected for technical officer appointments in the Corps in the past have left for another technical corps due to better prospects. Between 2015 and 2017, four officers who were qualified technical officers but were not in receipt of rate 2 pay left the CIS Corps to Ordnance and Air Corps for more favourable pay and career opportunities in technical appointments.

9.3 Therefore the evidence would suggest that not only are potential candidates to the CIS Corps but also CIS Corps officer not in receipt of Rate 2 pay are opting to apply to the Engineers or the Ordnance Corps (all appointments in technical areas attract Rate 2 pay) rather than run the risk of applying for the CIS Corps and only have a 33% chance of being selected for a Rate 2 pay appointment.

CIS is the only Corps with a screening process for technical qualifications from an external 3rd level institution who do not offer technical pay immediately upon joining the corps.

10. Officer Appointments in the CIS Corps

10.1 Despite all being similarly qualified, only 18 of the 54 officer appointments in the CIS Corps attract Rate 2 Technical Pay. Presently, there are several appointments into which a technical officer only can be appointed. However, this is a restriction imposed by regulation (DFR CS.4) and not an accurate reflection of the technical competence nor qualification of the individual.

10.2 Due to this imposed limited number of Rate 2 appointments, there is a strong perception internally and externally to the Corps, that there is little to no progression within the Corps. Removal of a Fixed Period Promotion for new entrants in 2013 has resulted in newly inducted technical officers in rank of Captain and Lieutenant not progressing in line with the peers in the wider DF. This lack of progression will undoubtedly cause Captains to either leave the CIS Corps for promotion in other streams or worse, prematurely depart the DF for better opportunities in the private sector.

10.3 Another area where the CIS is treated differently is the ability of both the Engineer and Ordnance Corps being permitted to commission cadets directly into their respective Corps. Since 2016, Cadet competitions can advertise Engineers and Ordnance cadetships as Rate 2 Technical Pay in order to attract suitably qualified civilians. The CIS Corps cannot. Thus, there exists a situation every year where the CIS Corps must induct technically qualified officers behind the other two Corps. Without the ability of this focused recruitment, there is a significant element of chance in the selection process for the CIS Corps.

10.4 Of the 18 technical officer appointments in the CIS Corps, 18 have been filled. The most recent competition for these appointments was held in Q2 2018. Of the remaining 36-

line appointments in the CIS Corps, 26 are currently occupied by officers working in the corps. The corps is at 81% officer strength. On successful completion of the CIS Officer's Course in 2019, two of these 10 vacancies will be filled.

11. Military Pay Determination

The Report of the Commission on Remuneration and Conditions of Service in the DF (Gleeson) took the view that due to the unique aspects of the DF, that pay determination should be based the "levels of responsibility exercised by personnel" and recognised the need for "continuous upgrading of skills, to an extent that does not exist in civilian employment" while being mindful of recruitment, retention, morale and motivation (Para 3.6).

12. Threat from the Private Sector

The current trend in the ICT industry is showing an increasing demand against supply for ICT services and personnel. The salary scales are reflective in this and make the private ICT sector more attractive to serving technically qualified CIS officers. The table below identifies roles in the CIS Corps that are comparable to the private sector and the different levels of remuneration for these roles. This combined with the lack of technical CIS Corps appointments for qualified officers working in technical roles, results in a substantial attraction for the early retirement of qualified officers.

13. Cost benefit analyses and Current Cost of External Professional Services

In 2018, it is estimated that the DF will spend €1m on hiring-in external professional services to run day-to-day IT services as a consequent of inadequate military manning levels. Considering operational and security requirements this substantially less than optimum, and ironically much of this contracted work is being performed by retired former CIS Corps members. There is typically a €9,350 differential between Rate 1 and Rate 2 pay scales. Hence placing a Rate 1 officer on Rate 2 would costs €9,300 or €334,800 for 34 officers annually.

Table 2 Earnings Comparison CIS Corps v's Private employment

CIS Line Appointment	Typical Remuneration	Private Industry Equivalent*	Typical Remuneration 2018*
Application Sec Comd, DFHQ CIS Coy	Rank - Comdt Mean Salary (incl MSA) – €64,473	DevOps Manager	€75,000
Defence Forces IT Manager, DFHQ CIS Coy	Rank - Capt Mean Salary (incl MSA) – €56,494	IT Manager (IT Leadership)	€85,000
SharePoint and IKON Manager, CIS Corps Directorate	Rank - Comdt Mean Salary (incl MSA) – €64,473	Data Governance Manager (IT Governance)	€80,000
Staff Officer, CIS Corp Directorate	Rank - Capt Mean Salary (incl MSA) – €56,494	Programme Manager (Telecoms)	€90,000
Second in Command, Brigade CIS Officer	Rank - Capt Mean Salary (incl MSA) – €56,494	Project manager (Mid) (IT Leadership)	€80,000
Platoon Commander, Network Platoon	Rank - Capt Mean Salary (incl MSA) – €56,494	Service Delivery Manager (Infrastructure and DevOps)	€€75,000
Officer Commanding, CIS company & Brigade CIS officer	Rank - Comdt Mean Salary (incl MSA) – €64,473	Head of Service Delivery (Leadership)	€90,000

*Hays Ireland Salary and recruitment trends 2018

14. Operational capability

This growing deficiency is likely to impact on the DF Strategic Planning Framework as the CIS Corps' core capability to maintain current infrastructure and personnel in the DF consolidation and retention phase are unlikely to be achieved and to provide the essential services in communication and security in the enhance phase is likely only to be achieved through great cost in professional services.

14. In Conclusion

14.1 The current strength in station of CIS Officers is currently at 81%. Potential Officers to the CIS Corps are now subject to a screening process from both a CIS suitability board and IT Carlow. Once successful, there is only an approximate 32% chance (based on the 18 of 56 appointment being Rate 2) that the applicants may end up Rate 2 pay in their career. In direct comparison to the other Special Service Corps, this is a significant disadvantage.

14.2 The number of potential entrants currently being attracted to the CIS Corps is inadequate and predicted to be insufficient to mitigate likely officer retirements over time. Intuitively, a reduction in the number of officers serving within the Corps correlates with an increased likelihood of growing voluntary early resignations individual respective workloads increase disproportionately to their fair remuneration.

14.3 Currently the Corps is being forced into to paying for professional external services to manage several critical IT projects due to low staff resourcing issues. This is far from ideal from a security or financial point of view.

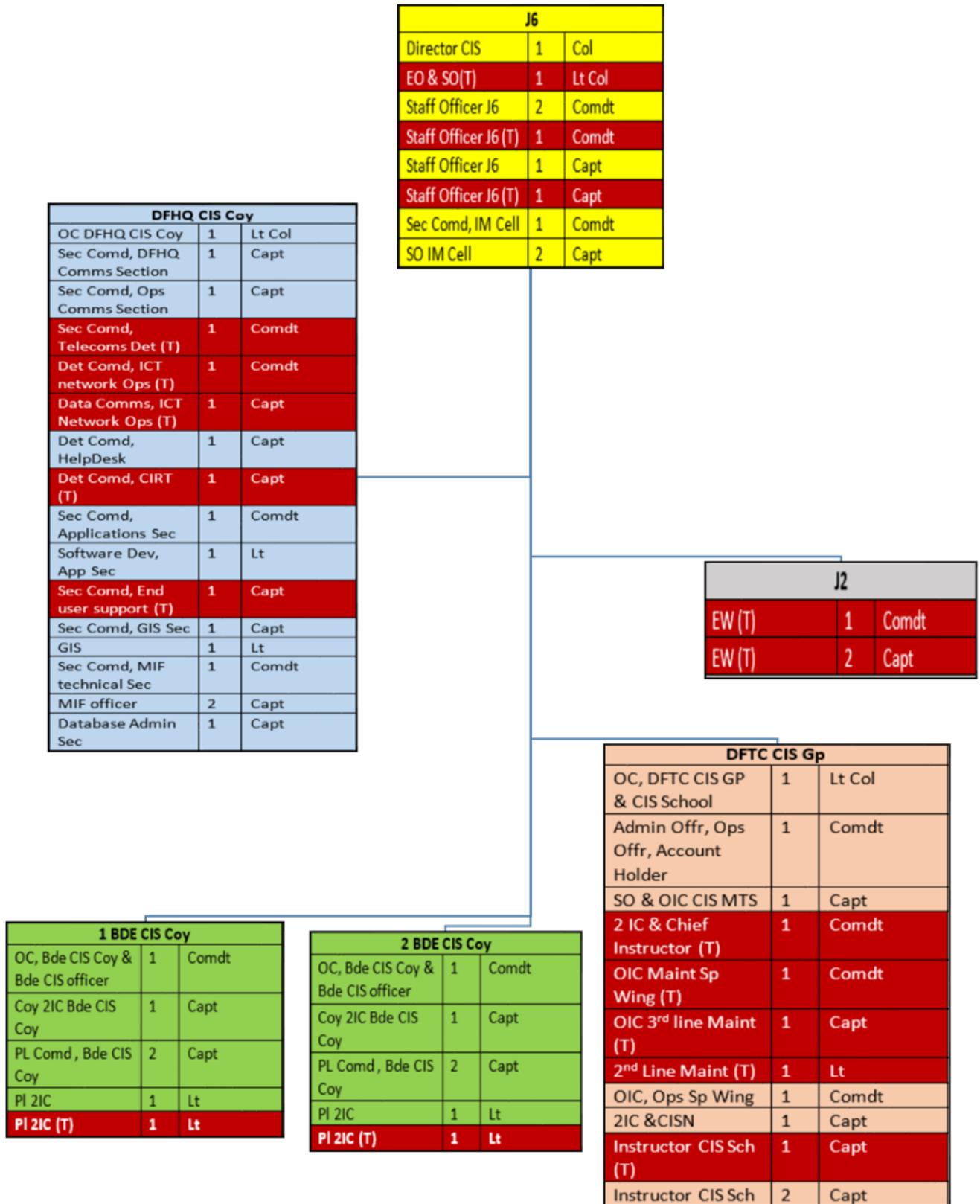
14.4. When Rate 2 SSO officers' avail of annual leave, career courses, interview boards etc. their line counterparts are expected to manage their sections to maintain services to the Defence Forces – thereby completing the same work. In the case of career courses, this is often for significant lengths of time (from 6 to 12 months). As fixed term promotion is no longer available, and the number of Rate 2 senior SSOs are limited, CIS officers are capped at Captain for longer durations in comparison to other technical corps counterparts. The current system is failing CIS Officers in both pay and progression which is beginning to result in retention and staffing issues. These issues should be addressed now via fair remuneration.

14.5 Failure to pay CIS Corps Officers Rate 2 Technical Pay will likely continue to result in minimal recruitment and inhibit efforts to retain serving officers. If external services are required to patch holes in the CIS Corps and Defence Forces ICT framework, the cost may far exceed the proposed cost for an additional 36 Rate 2 Special Service Officers.

15. Recommended Course of Action

15.1 Analogous to the Ordnance, Engineer Corps and Naval Service and other specialist area which require technically proficient officers in increasingly technical fields, coupled with the requirement for the CIS Corps to compete on an equal basis with its sister Corps / Formations and thereby recruit and retain suitably qualified officers, it is resolutely recommended that all appointments within the CIS Corps be examined with a view to making them technical appointments and therefore attract Rate 2 pay.

15.21 Officers of similar qualification and responsibilities are being treated remarkably differently for remuneration purposes. This disparity between officers with similar qualification and experience doing similar technical work has led to a situation where the 66% of officers not in receipt of Rate 2 pay are opting to leave the Corps or retire early from the DF where remuneration and employment T&Cs are significantly more favourable.



Typical CIS Officer Responsibilities & Project Areas

The following list is a cross section of the technical areas of responsibility of all CIS Corps Officers, both 'technical' and 'non-technical'. This list will likely grow in the future in response to changing technologies in the civilian ICT landscape and increased interoperability in multi-national environments, for example.

- Radio Communications
- IT Network operation and maintenance
- Satellite Communications
- Data Management
- Information Security
- Cyber Defence
- ICT Procurement
- Electronic Warfare
- Signal Intelligence
- Geographic Information Systems
- Database Administration
- Application Support
- Service Desk
- Telecommunications
- Critical incident Response Team
- Management Information Framework Systems
- Frequency Management
- Electronic Force Protection
- Audio visual displays
- Common Operating Picture technologies
- Rapidly Deployable Systems
- Command and control systems for all DF vehicles
- Wireless Networks
- Unified Communications
- Communication Centre maintenance and operation
- Research and development of new technologies
- End User Support
- Secure communications (Confidential and Secret networks and documents)
- Information Assurance

Annex 'C' List of Rate 1 CIS Corps Appointments			
<u>Appointment</u>	<u>No. Appt</u>	<u>Rank</u>	<u>Technical Roles and Responsibilities</u>
J6			
Director CIS	1	Col	<ul style="list-style-type: none"> • Data custodian for the DF. • OIC of CIS Services of the DF. • Budget Controller for the J6 budget. • Personnel manager for all Corps personnel
EO & Staff officer (T)	1	Lt Col	<ul style="list-style-type: none"> • Chief technical officer (CTO) for DF CIS. • Lead advisor on all tactical and non-tactical communications, both communications and IT, with responsibility for tactical communications. • Overseas selection of technical personnel. • CIS Budget advisor. • Responsible for recruitment, training and development of technical personnel in the corps.
Staff Officer J6	2	Comdt	<p>SO IT – The Capt and Comdt position are rarely both filled. There is a division of work between Communications and IT which has increasing overlaps as technology progresses. This role is primarily concerned with the following:</p> <ul style="list-style-type: none"> • Software purchase and maintenance. • Licencing of fully range of software estate. • IT budget management in excess €4m. • Technical tender specification preparation. • Future software solution and development.
Staff Officer J6 (T)	1	Comdt	<p>SO Communications – The Capt and Comdt position are rarely both filled. There is a division of work between Communications and IT which has increasing overlaps as technology progresses. This role is primarily concerned with the following:</p> <ul style="list-style-type: none"> • Satellite communications. • Communication service providers on fixed line e.g. Telephone & internet. • Networking infrastructure. • Equipment purchase. • Technical items budget management. • DF frequency management.
Staff Officer J6	1	Capt	<p>SO IT - The Capt and Comdt position are rarely both filled. There is a division of work between Communications and IT which has increasing overlaps as technology progresses. This role is primarily concerned with the following:</p> <ul style="list-style-type: none"> • Software purchase and maintenance. • Licencing of fully range of software estate. • IT budget management. • Technical tender specification preparation. • Software solution and development

Staff Officer J6 (T)	1	Capt	<p>SO Communications – The Capt and Comdt position are rarely both filled. There is a division of work between Communications and IT which has increasing overlaps as technology progresses. This role is primarily concerned with the following:</p> <ul style="list-style-type: none"> • Satellite communications. • Communication service providers on fixed e.g. Telephone & internet. • Networking infrastructure. • Equipment purchase. • Technical items budget management. • DF frequency management.
Sec Comd, IM Cell	1	Comdt	<ul style="list-style-type: none"> • Supervises and coordinates the technical staff in the IM Cell • Manages and coordinates the 'Knowledge sharing' and data management technologies • Responsible for procurement and tenders for upgrades and new technologies for DF users.
SO IM Cell	2	Capt	<ul style="list-style-type: none"> • Supports Sec Comd, IM Cell roles • Technical project officer for expansion of IM services to the Defence Forces. • Project officer for SO IT and SO Communications
CIS Fd Coys			
OC, Bde CIS Coy & Bde CIS officer	2	Comdt	<ul style="list-style-type: none"> • OIC of CIS of the Brigade • Personnel manager for all technical CIS personnel in the Formation CIS coy. • Brigade advisor on all tactical and non-tactical communications, both communications and IT, with responsibility for tactical communications. • Responsible for training and development of technical personnel in the CIS Coy.
Coy 2IC Bde CIS Coy	2	Capt	<ul style="list-style-type: none"> • Second in Command and responsible for supporting roles of OC Bde CIS Coy • Management of IT and Communication projects within the Brigade. • Manage and plan all frequencies in use by 2 Bde. • Assist in the implementation of IT projects (VDA, MPS). • Prepare and execute CIS support plans for all operational activities within the 2 Bde.

PL Comd , Bde CIS Coy	4	Capt	<ul style="list-style-type: none"> • Maintain and coordinate communications between all COMMCEN's within Formation using VHF/HF radios and dedicated microwave data links. • Supervise and implement OPSEC, INFOSEC and COMSEC security procedures within Formation. • Coordinate and supervise the upgrade/maintenance of all VHF and HF radio systems operating within all vehicles. • Support tactical operations through the deployment of both mobile C1 container and Command & Control container allowing for CISN network access through the establishment of dedicated satellite links, microwave links and network cabling. • Instruction and carry out assessment on courses with highly technical content. • Provide technical support to all CISN users operating within Formation. • Provide and plan technical assistance for all overseas units' deployments within Formation.
Pl 2IC	2	Lt	<ul style="list-style-type: none"> • Maintain and coordinate communications between all COMMCEN's within Formation using VHF/HF radios and dedicated microwave data links. • Supervise and implement OPSEC, INFOSEC and COMSEC security procedures. • Provide technical support to all CISN users operating within Formation. • Provide and plan technical assistance for all overseas units' deployments within Formation
Pl 2IC (T)	2	Lt	<ul style="list-style-type: none"> • Provide technical support to all CISN users operating within Formation. • Provide and plan technical assistance for all overseas units' deployments within Formation.
DFHQ CIS Coy			
OC DFHQ CIS Coy	1	Lt Col	<ul style="list-style-type: none"> • OIC all DF IT and Communication sections. • Personnel manager for DFHQ CIS personnel. • DF advisor on all tactical and non-tactical communications, both communications and IT, with responsibility for non-tactical communications. • Responsible for training and development of technical personnel in DFHQ CIS Coy.

Sec Comd, DFHQ Comms Section	1	Capt	<ul style="list-style-type: none"> • Provide and plan technical assistance for all overseas units' deployments • Provide and plan technical assistance for all overseas units' deployments • Manage and plan all frequencies in use by DFHQ. • Assist in the implementation of IT projects (VDA, MPS). • Prepare and execute CIS support plans for all operational activities within DFHQ.
Sec Comd, Operations Comms Section	1	Capt	<ul style="list-style-type: none"> • Maintain and coordinate communications between all COMMCEN's within the DF using VHF/HF radios and dedicated microwave data links. • Supervise and implement OPSEC, INFOSEC and COMSEC security procedures within the DFHQ.
Sec Comd, Telecoms Det (T)	1	Comdt	<ul style="list-style-type: none"> • Responsibility for the CIS Network • Responsible for the management of technical staff with in DFHQ CIS Coy. • Chair any meeting / discussion which involves constant technical discussion with Comms Staff / IT Ops staff irt technical projects, solutions and issues. • Source and provide constant technical training for Defence Forces CIS technical staff on current technology • Supervision of technical projects for DFHQ CIS Coy and the CIS Corp. • Management of Comms / Network projects for the Defence Forces. Regular input on boards for upgrade/procurement of new technical equipment
Det Comd, ICT and network Ops det (T)	1	Comdt	<ul style="list-style-type: none"> • Management of the Defence Forces ICT Infrastructure on 24 hours a day / 7 days a week basis. • Management of the Defence Forces data centres including a Virtual Desktop platform. • Day to day management of IT security operations, including anti-virus, e-mail scanning, back-ups and disaster recovery. • Procurement of computer hardware, software and technical support personnel in coordination with IT SO.

Data Comms, ICT and Network Ops Det (T)	1	Capt	<ul style="list-style-type: none"> • Management of IT operations, technical support, virtualised environment, operating systems, application servers, and database (SQL) administration functions. • Development and implementation of IT strategy in coordination with Network Co-ordinator and DJ6. • Procurement of computer hardware, software and technical support personnel in coordination with IT SO.
Det Comd, Helpdesk	1	Capt	<ul style="list-style-type: none"> • Managing technical Service desk team to deliver end user support on time using a mix of internal and external resources. • Provide technical assistance to all members of the DF. • Responsibility for training and developing technical staff on the Service Desk • Implement an upgrade new technology in applications and software including technical project implementation and tender compiling.
Det Comd, CIRT (T)	1	Capt	<ul style="list-style-type: none"> • Security and Defence of the CISN and all DF networks. • Security advisor for all ICT projects. • Manager of Incident Response Team for all cyber/ IT related incidents. • Cyber Awareness training for all DF members. • Representative for DF in NATO and EDA related Cyber Defence Groups. • Ex director for NATO Ex Cyber Coalition Each year. • Support to Military Police investigations • LO with NCSC and incident management. • Support CIS school in lectures to CIS Officers Course.
Sec Comd, Applications Sec	1	Comdt	<ul style="list-style-type: none"> • Manages and develops software engineers responsible for maintaining and developing applications for DF users. • Provision of applications for the command, control and administration of the Defence forces. • Implement an upgrade new technology in applications and software including technical project implementation and tender compiling. • Responsible for the day to day operation and maintenance of the DF PMS.

Software Developer, Applications Sec	1	Lt	<ul style="list-style-type: none"> • Project officer for the research and development of applications for the DF. • Implement and upgrade new technologies in applications and software including technical project implementation and tender compiling. • Responsible for the day to day operation and maintenance of the DF PMS.
Sec Comd, End user support (T)	1	Capt	<ul style="list-style-type: none"> • Technical support for IT • Project officer for technical projects and upgrades of IT infrastructure.
Sec Comd, GIS Sec	1	Capt	<ul style="list-style-type: none"> • Must carry out extensive technical research and training for this specialist area. • Processing of all forms of Geographic data and Database management. • Development and customisation of Web Based Mapping Applications and the maintenance of the IT infrastructure which support this. • Provision and preparation of data for all DF C2ISR (Command and Control, Intelligence, Surveillance and Reconnaissance) systems. • Responsibility for two G5 Technicians within the Section. • Instruction and assessment on GIS courses with highly technical content.
GIS	1	Lt	<ul style="list-style-type: none"> • Role supports the objectives of the Sec Comd • Conduct out extensive technical research and training for this specialist area. • Processing of all forms of Geographic data and Database management. • Development and customisation of Web Based Mapping Applications and the maintenance of the IT infrastructure which support this. • Provision and preparation of data for all DF C2ISR (Command and Control, Intelligence, Surveillance and Reconnaissance) systems. • Responsibility for two G5 Technicians within the Section. • Instruction and assessment on GIS courses with highly technical content.

Sec Comd, MIF technical Sec	1	Comdt	Strategic and policy advisor to the Defence Forces and DoD for Inventory database: <ul style="list-style-type: none"> • Licencing. • Security. • Liaison between DF and DoD on technical issues. • Consultation with external vendors. • Oversight on upgrades of software and hardware.
MIF officer	2	Capt	<ul style="list-style-type: none"> • Maintain the inventory database for the DoD and DF. • Apply data-fix solutions to corrupt data. • Upgrade server software and hardware. • Upgrade application and database software. • Execute bespoke database queries on inventory/expenditure. • Monitor and advise on secure authentication users' access. • Maintain firewall rules. • Maintain certificate authority servers.
Sec Comd, Database Admin Sec	1	Capt	<ul style="list-style-type: none"> • Manage database support for PMS • Supervise technical staff • Responsibility for security and upgrade of software on database.
J2			
EW (T)	1	Comdt	<ul style="list-style-type: none"> • Security sensitive role of a highly technical nature
EW (T)	1	Capt	<ul style="list-style-type: none"> • Security sensitive role of a highly technical nature
EW (T)	1	Capt	<ul style="list-style-type: none"> • Security sensitive role of a highly technical nature
DFTC CIS Gp			
OC, DFTC CIS GP & CIS School	1	Lt Col	
Admin Offr, Ops Offr, Account Holder	1	Comdt	
SO & OIC CIS MTS	1	Capt	
2 IC & Chief Instructor (T)	1	Comdt	
OIC Maint Sp Wing (T)	1	Comdt	
OIC 3 rd line Maint (T)	1	Capt	
2 nd Line Maint (T)	1	Lt	

OIC, Ops Sp Wing	1	Comdt	<ul style="list-style-type: none"> Plan for the provision, upgrade and timely replacement of all CIS services (Voice, Data, Satellite, HF and VHF radio) to support all administrative and operational activities of the DFTC. Co-ordinate and supervise limited Technical Staff to ensure the installation and maintenance of Telecoms and CIS Networks Management of IT projects within DFTC, including the upgrade and replacement of existing infrastructure while maintaining essential services. Drafting of tender documentation for technical equipment and services
2IC & CISN	1	Capt	<ul style="list-style-type: none"> Assist in the preparation and planning for the provision, upgrade and timely replacement of all CIS services to support all administrative and operational activities of the DFTC. Co-ordinate and supervise (in order to maximise effective and Technical Staff to ensure the installation and maintenance CIS services Project Manage IT projects within DFTC, including the upgrade and replacement of existing infrastructure while maintaining essential services. Assist in the preparation of tender documentation for technical equipment and services.
Instructor CIS Sch (T)	1	Capt	<ul style="list-style-type: none"> Instruction and assessment on courses with highly technical content (CIS Offrs, TTS, etc). Supervision of projects/theses for tech courses. Development of syllabi for technical courses. Management of IT projects within school. Drafting of tender documentation for technical equipment used for testing, instruction, operations. Regular input on boards for upgrade/procurement of new tech equipment (SDR, Arty, Cav, etc)
Instructor CIS Sch	2	Capt	No delineation between roles of Capt (T) and other Capts in CIS School
Total	54		