

Writing Assignment One: Job Analysis

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Abstract

Job advertisements are a way to curate the talent pool by attracting candidates who align with the company's values, skill requirements, and culture. In the modern digital age, job advertisements are mostly found online, whether it's the company's website, or job searching websites such as Indeed, LinkedIn, or ZipRecruiter. When searching for jobs, it's also important to analyze the job posting to get an idea of what exactly the company is looking for. Careful analysis of job postings allows potential applicants to understand the responsibilities and qualifications emphasized by the employer that can determine whether the role is a suitable match.

Introduction

The demand for cybersecurity professionals has grown significantly as organizations continue to face increasing threats to their digital infrastructure over time. As a result of this increasing demand, there have been numerous job opportunities in the cybersecurity field from a variety of companies. One job posting that emphasizes the need for cybersecurity professionals is a Cybersecurity Analyst role from Booz Allen Hamilton, a defense contractor company that provides technology services to government agencies or private organizations. The Cybersecurity Analyst role has a focus on providing cybersecurity services to the U.S. Air Force by monitoring, analyzing, and responding to cyber threats. The analyst evaluates security gaps, conducts vulnerability assessments, and implements mitigation strategies using industry-standard frameworks such as NIST SP 800-53 Rev 5 and RMF. The role also requires several years of

relevant experience and a strong understanding of cybersecurity principles and tools, which indicates that this role is geared towards mid-to-senior level professionals.

Skills and Requirements

The Cybersecurity Analyst role requires educational and certification requirements along with experience in the field. The ad does not explicitly state a Bachelor's degree is required, however, it does state that an Associate's degree with 4+ years of experience, or 11+ years of experience without a degree, is required for the role. Since the role involves IT and cybersecurity work, a DoD 8140 IAT Level II certification is required, along with a TS/SCI security clearance due to the sensitivity of the work. A Master's degree in Computer Science or Cybersecurity is desired, but not required.

One of the skills required for this role is incident response management. According to the job ad, candidates should have experience in “conducting incident triage, containment, eradication, and recovery following the NIST IR lifecycle” (Booz Allen Hamilton, 2026). Additional skills include proficiency with SIEM and SOAR platforms and experience with endpoint detection and response (EDR) solutions. The role also requires knowledge of malware analysis techniques such as reverse engineering and sandboxing, and the ability to identify and respond to ransomware, phishing, and other threats. Although not required, some additional desirable skills are experience with DevSecOps, Cloud and Agile, Linux operating systems, deception technologies such as honeypots and honeytokens, and Zero Trust Architectures. Since the Cybersecurity Analyst role emphasizes “aid in the design, engineering, and integration of security solutions into enterprise systems with a strong emphasis on incident response

readiness,” the company appears to prioritize skills in threat detection and incident response (Booz Allen Hamilton, 2026).

Although not explicitly stated, skills in time management, critical thinking, and communication will be useful for this role. Time management will be important because cybersecurity analysts will likely handle multiple security alerts and incidents simultaneously, and critical thinking will be essential to evaluate complex threats. Communication will be crucial for any work environment, as it will be important when it comes to coordinating with team members or reporting to supervisors. The advertisement also stated that candidates should “translate technical findings into clear, concise language for executives and non-technical stakeholders,” which signifies the importance of communication skills for this job (Booz Allen Hamilton, 2026). Another crucial soft skill that isn’t stated in the ad is attention to detail. The ad emphasizes the need to “monitor security environments and identify security gaps through the eyes of an adversary” and also conduct “vulnerability assessments, risk assessments, and threat monitoring” (Booz Allen Hamilton, 2026). These tasks are essential to a highly secure environment that often faces various threats, where even minor oversights can lead to serious consequences to national security. Attention to detail is therefore an essential soft skill to have so that any possible vulnerabilities and threats can be identified, even if they may not be immediately obvious.

Career Motivators and Company Culture

Cybersecurity roles within government contracting and DoD support are expanding rapidly due to the increasing sophistication of cyber threats. Booz Allen Hamilton is one of the

leading defense contractor companies that offers career growth in cybersecurity that can serve as a motivator. The job posting states that the company offers “mentoring, the opportunity to leverage new resources, and the ability to gain in-demand certifications to sharpen your skill set” (Booz Allen Hamilton, 2026). Other motivators are the pay and benefits, where the pay ranges between \$61,900.00 to \$141,000.00, and benefits can include tuition assistance, work-life programs, paid leave, and professional development opportunities, which shows that both financial and career growth can be remarkable motivators for a job applicant. Cybersecurity demand is still going strong and is expected to grow, and having the opportunity to work as a Cybersecurity Analyst at Booz Allen Hamilton can be attractive for candidates who are seeking long-term career stability.

Another motivator is the company’s culture, which has a strong focus on supporting their employees. Booz Allen Hamilton appears to be people-focused that encourages collaboration and growth amongst their employees. It’s stated in the ad that “Our people-first culture prioritizes the benefits of flexibility and collaboration” and “Booz Allen is committed to creating an environment where you can grow your cyber career through mentoring, the opportunity to leverage new resources, and the ability to gain in-demand certifications” (Booz Allen Hamilton, 2026). These quotes show that Booz Allen values their employees and aims to foster an environment for them to grow their skills and enhance their career.

However, there are also challenges that can come with this role, one of which is working in a secure environment with DoD classified information. It can be stressful to operate under strict security controls, and handling sensitive data can create high pressure that requires a lot of focus. The tone of the ad suggests that the work is demanding and carries significant responsibility. However, it shows in their compensation and benefits that the role is highly

rewarding and valued by the organization. The benefits, pay, and the opportunity to grow your career and skills encourages applicants that the job is a rewarding opportunity, despite the challenges that may come with it.

With the skills, qualifications, and the company culture that were highlighted in the ad, the Cybersecurity Analyst position appeals to me and I believe I could be a suitable candidate for the role. In my college career, I've had courses in network security, cybersecurity basics, information assurance, and ethical hacking, all of which provided a strong foundation in identifying vulnerabilities, analyzing threats, and understanding defensive security strategies that are relevant to this role. Additionally, I've also had an internship with a contractor company in a DoD environment, where I was able to gain hands-on experience with conducting cybersecurity assessments. While I may need to gain additional professional experience, I am confident that my current skills and knowledge align well with the responsibilities of this role.

Conclusion

In conclusion, analyzing the Cybersecurity Analyst position from Booz Allen Hamilton provided insight into what exactly the job requires, what experience and skills are necessary, and how the company operates. The ad emphasizes skills on incident response, threat intelligence, and knowledge on IT tools, such as SIEM and SOAR platforms, and knowledge on malware and other relevant threats. Soft skills are also a must, including communication, collaboration, time management, and attention to detail, as they enable effective teamwork and ensure a well-coordinated work environment. The job advertisement also showcases the company's values and culture in recognizing the efforts of their employees and fostering a collaborative and

supportive work environment. Job advertisements are a way to gain insight into a company's expectations and gain a sense of its workplace environment. Examining these advertisements allows candidates to evaluate how their skills and goals align with their career interests and helps them make informed decisions about which opportunities best suit their professional aspirations.

References

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