

JOB INFORMATION

Job Code	JA34
Job Description Title	Lab Manager, Research & Development, McCrary
Pay Grade	CS08
Range Minimum	\$104,030
33rd %	\$138,710
Range Midpoint	\$156,040
67th %	\$173,380
Range Maximum	\$208,060
Exemption Status	Exempt
Approved Date:	11/5/2025 4:49:00 PM
Legacy Date Last Edited	11/10/2019

JOB FAMILY AND FUNCTION

Job Family:	Information Technology
Job Function:	Cyber Security

JOB SUMMARY

The Manager of the Validation Command is a senior technical leader, within the McCrary Institute's Edge Lab, designs, leads, and delivers validation and assurance capabilities across all McCrary program domains. Ensures McCrary's reputation as a trusted proving ground for real-world cybersecurity solutions by leading structured evaluation campaigns that deliver sponsor-relevant, defensible results.

RESPONSIBILITIES

- Leads the design, build, and operation of the Edge Lab's Validation Command as McCrary's hub for independent evaluation and assurance.
- Develops validation methodologies applicable to Operational Technology and Industrial Control Systems (OT/ICS), IT systems, Artificial Intelligence and Machine Learning (AI/ML), radio frequency (RF) and communication systems, and cross-sector cyber tools.
- Directs adversary-informed testing, red/blue team exercises, and continuity-under-compromise evaluations.
- Establishes McCrary as the national leader in independent validation for cybersecurity resilience.
- Serves as technical lead for validation-heavy programs (DOE/SERC3, USSS forensics, FTA test kits, USDA/ACIC hygiene tools, etc.).
- Ensures high technical quality and sponsor relevance of validation activities.
- Produces technical reports, playbooks, and findings that support both program delivery and national policy impact.
- Builds trusted relationships with DOE, DHS, DoD, DOT, USDA, utilities, and other stakeholders.
- Represents McCrary as the validation authority at sponsor reviews, industry forums, and technical working groups.
- Strengthens partnerships with national labs, industry consortia, and standards bodies.

The responsibilities listed above show the typical duties for jobs in this classification. Actual tasks may differ depending on the department's needs. Other similar duties may be assigned with discretion of the supervisor. Not every duty will apply to every position, and the amount of time spent on each task can change based on department needs.

SUPERVISORY RESPONSIBILITIES

Supervisory Responsibility	May be responsible for training, assisting or assigning tasks to others. May provide input to performance reviews of other employees.
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MINIMUM QUALIFICATIONS

To be eligible, an individual must meet all minimum requirements which are representative of the knowledge, skills, and abilities typically expected to be successful in the role. For education and experience, minimum requirements are listed on the top row below. If substitutions are available, they will be listed on subsequent rows and may only be utilized when the candidate does not meet the minimum requirements.

MINIMUM EDUCATION & EXPERIENCE

Education Level	Focus of Education		Years of Experience	Focus of Experience	
Bachelor's Degree	in Cybersecurity, Electrical/Computer Engineering, or related field (Ph.D. preferred).	and	7 years of	in cybersecurity validation, assurance, or testing environments. Demonstrated leadership in building or operating cyber ranges, testbeds, or evaluation facilities.	Or

MINIMUM KNOWLEDGE, SKILLS, & ABILITIES

Strong technical expertise across multiple domains: OT/ICS, IT security tools, AI/ML assurance, or RF/comm systems.	And
Knowledge of validation/testing methodologies, cybersecurity assurance frameworks, and compliance standards.	And
Ability to lead multidisciplinary teams and translate sponsor needs into defensible validation outputs.	And
Familiarity with DOE CESER, DHS/CISA, and other agency priorities related to infrastructure resilience.	And

MINIMUM LICENSES & CERTIFICATIONS

Licenses/Certifications	Licenses/Certification Details	Time Frame	Required/Desired	
None Required.				And

PHYSICAL DEMANDS & WORKING CONDITIONS

Physical Demands Category:	Other
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PHYSICAL DEMANDS

Physical Demand	Never	Rarely	Occasionally	Frequently	Constantly	Weight
Standing			X			
Walking			X			
Sitting				X		
Lifting	X					
Climbing		X				
Stooping/ Kneeling/ Crouching		X				
Reaching			X			
Talking					X	
Hearing					X	
Repetitive Motions			X			
Eye/Hand/Foot Coordination			X			

WORKING ENVIRONMENT

Working Condition	Never	Rarely	Occasionally	Frequently	Constantly
Extreme cold		X			
Extreme heat		X			
Humidity		X			
Wet		X			
Noise		X			
Hazards		X			
Temperature Change		X			
Atmospheric Conditions		X			
Vibration		X			

Vision Requirements:

Ability to see information in print and/or electronically and distinguish colors.