



# Security and Emergency Services Community of Interest

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0080 – Security Administration Series  
OPSEC

Career Road Map & Training Strategy

## Overview of the 0080 – Operations Security (OPSEC) Road Map and Training Strategy

The United States Marine Corps (USMC) Security and Emergency Services (S/ES) Community of Interest (COI) developed this career roadmap to support 0080 Security Administration – Operations Security (OPSEC) professional development of technical competencies and training. This Career Roadmap is organized by a group of competencies which together define successful performance in the 0080 OPSEC occupational series. Career Roadmaps are essential resources for career development and useful for identifying the knowledge and skill sets you, an employee of the USMC, need to excel and advance in your professional role.

This competency-based career road map was developed based on guidance from the Office of Personnel Management (OPM) Position Classification Standard, OPM Grade Evaluation Guide and via working groups using 0080 OPSEC leaders across the USMC. Additional reference sources include the 0080 DoD Defense Civilian Personnel Advisory Service.

Career road maps are comprised of several components, described in Table 1 below:

**Table 1. Components of a Career Road Map and Training Strategy**

<b>Competency Titles and Definitions</b>	Describe the capabilities required for success within a particular position or job role.
<b>Proficiency Targets</b>	Define different levels of required performance (Coordinator, Program Manager, OPSEC Planner) within a competency area.
<b>Behavioral Indicators (BIs)</b>	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Coordinator, Manager, and Planner.
<b>Career Progression</b>	<ul style="list-style-type: none"> <li>• <b>Career Paths and Progression:</b> Provides employee with examples of the various career paths and progression from entry level employee to management level.</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• <b>Core:</b> Initial training that all personnel should have in related position from entry to senior levels.</li> <li>• <b>Core-Plus/Leadership:</b> Advanced and leadership training that is necessary for career progression that is recommended for mid-senior personnel in addition to core training.</li> <li>• <b>Career Enhancing/Sustainment:</b> Training intended to maintain credentials or a good training course to have, but not necessary for career advancement.</li> </ul>

## Operations Security Series Defined

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This series includes positions where the primary duties of which are the performance of operations security work in the preservation of critical information (classified or unclassified) important to the protection of mission essential functions. To deny adversaries the ability to collect, analyze, and exploit information by preventing inadvertent compromise. Preventing compromise through a process of continual assessments (OPSEC Cycle) that identifies and analyzes critical information, vulnerabilities, risks, and external threats.

## Competency Areas

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Five competencies have been identified for the successful performance in the 0080-OPSEC series:

1. Risk Management
2. Contingency Planning
3. Signature Management
4. Identity Management
5. Program Development

## Proficiency and Skill Band Definitions

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The Proficiency Rating Scale (Table 2) below details the rating given for each level of proficiency and its corresponding definition. Proficiency levels describe the degree of competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance. The proficiency levels provided in this learning map indicate the minimum proficiency target for successful performance.

**Table 2. Proficiency Rating Scale**

<b>1</b>	<b>Basic</b>	No Proficiency	Conceptual Knowledge Only/No Experience
<b>2</b>	<b>Applied</b>	Low Proficiency	Able to Apply with Help
<b>3</b>	<b>Intermediate</b>	Moderate Proficiency	Able to Apply Autonomously
<b>4</b>	<b>Advanced</b>	High Proficiency	Proficient/Able to Help Others
<b>5</b>	<b>Expert</b>	Very High Proficiency	Expert Knowledge

The USMC COI has outlined a career progression structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the Skill Level Structure (Table 3). It is associated with each occupational series and follows you from the time you are an entry-level employee until you attain the level of a management employee. Career progress in the USMC has traditionally been based on the federal government pay schedule system. The ratings within the pay schedule system are associated with Job Skill Levels within the 0080-OPSEC series indicated as follows:

**Table 3. Skill Level Structure**

Job Skill Level	Definition	Job Titles Within Skill Levels	Pay Plan	Beginning Grade	Target Grade
2	Entry	Coordinator	GS	9	11
3	Journeymen	Program Manager (Installation/MEB/MEF)	GS	11	12
4	Supervisor	Program Manager / Planner (MARFOR/Installation Region)	GS	13	13
5	Management	Program Manager / Protection Director	GS	14	14

**Advancing Levels of Expertise within the 0080 - OPSEC Series**

<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>
<b>Entry Level (GS – 9/11)</b>	<b>Journeyman (GS – 11/12)</b>	<b>Supervisory (GS – 13)</b>	<b>Senior Management (GS - 14)</b>
At the entry level, incumbent is responsible for providing support to Program Managers / Planners, coordinate OPSEC training, support assessments, and manage tasks and deliverables assigned by Program Manager.	At the journeyman level, the incumbent is responsible for conducting program analysis, providing training, developing policies, and conducting briefings.	At the supervisor level, the incumbent is responsible for managing the work and activities of subordinate Commands, advising leadership as the OPSEC SME, establishing a working group, and developing and maintaining OPSEC plans.	At the management level, the incumbent is responsible for providing guidance to the Program Manager, communicating goals, providing resources, and advocating “buy-In” of program and policies.
<b>Additional Requirement(s)</b> Must be a U.S. Citizen and be eligible to maintain and retain a SECRET and/or TOP SECRET clearance.	<b>Additional Requirement(s)</b> Must be a U.S. Citizen and be eligible to maintain and retain a SECRET and/or TOP SECRET clearance.	<b>Additional Requirement(s)</b> Must be a U.S. Citizen and be eligible to maintain and retain a SECRET and/or TOP SECRET clearance.	<b>Additional Requirement(s)</b> Must be a U.S. Citizen and be eligible to maintain and retain a SECRET and/or TOP SECRET clearance.
<b>Desired Academic Credentials</b> High School Graduate	<b>Desired Academic Credentials</b> Any Associates Degree	<b>Desired Academic Credentials</b> Any BA/BS Degree	<b>Desired Academic Credentials</b> Any MA/MS degree
<b>Experience</b> 1 year of specialized experience equivalent to the GS - 7 level where work is in or directly related to the line of work of the position.	<b>Experience</b> 1 year of specialized experience equivalent to the GS - 9 level where work is in or directly related to the line of work of the position.	<b>Experience</b> 1 year of specialized experience equivalent to the GS - 11 level where work is in or directly related to the line of work of the position.	<b>Experience</b> 1 year of specialized experience equivalent to the GS - 13 level where work is in or directly related to the line of work of the position.
<b>Training: CORE</b> *refer to table 5	<b>Training: Core</b> *refer to table 5	<b>Training: Core</b> *refer to table 5	<b>Training: Core</b> *refer to table 5
<b>Core Plus/Leadership</b> *refer to table 6	<b>Core Plus/Leadership</b> *refer to table 6	<b>Core Plus/Leadership</b> *refer to table 6	<b>Core Plus/Leadership</b> *refer to table 6

## Career Progression

The 0080 - OPSEC Series has various career paths and progression for the entry level Coordinator to consider as they move through the job skill levels: entry, journeyman, supervisory and management. Table 4 provides examples of career paths and progression available to them. Coordinators should work with their supervisor for guidance. The following table provides *examples of* career path and progression in the 0080 - OPSEC Series:

**Table 4. Career Path Progression Examples**

ENTRY	JOURNEYMEN	SUPERVISORY	MANAGEMENT
09/11	11/12	13	14
Coordinator	Program Manager (Installation/MEB/MEF)	Program Manager / Planner (MARFOR/Installation Region)	Program Manager / Protection Director

## Behavioral Indicators (BIs)

It is important to define how competencies are manifested at different skill levels. Behavioral Indicators are on-the-job examples of behaviors and activities that illustrate how a competency is demonstrated at varying skill levels and provide an objective description of the behavior that can be observed in an individual as evidence that they either have or do not have the skills at the required level needed for the competency. These are examples of what the competency could look like at varying skill levels and are not inclusive of all behaviors demonstrating the competency for each skill level. This information is provided as a tool to help guide evaluations of employee proficiency; however, it should not be used as a checklist for employees' behaviors.

## Training

Tables 5-8 define the Core, Core-Plus/Leadership, Position Specific Training and Advanced/Career Enhancement training courses within the 0080 - OPSEC series. Training is aligned to job roles and grade levels. Training titles and vendors are subject to change as the courses evolve. The Headquarters Marine Corps OPSEC Program Office provides schedules of various courses provided by several external resources (DoD, non-profit and commercial) that provide a variety of training opportunities available to all USMC civilian personnel for professional knowledge and skill development. Individuals are to work with their supervisor for approved training courses available to them. These training lists are to be used as a guide for professional development purposes and are only provided as a recommendation and may not encompass all training available to the 0080 - OPSEC series. Individuals are to work with supervisors to determine the best training courses suited for each position and for career progression.

**Table 5. Core Training by Job Role**

Core Training	Coordinator (Unit/Camp Level/Organization/Assistant) (GS 09/11)	Program Manager (Installation/MEB/MEF) (GS 11/12)	Program Manager / Planner (MARFOR/Installation Region) (GS 13)	Program Manager / Protection Director (GS 14)
DoD Security Fundamentals*	•	•	•	•
Defense OPSEC Planners Course		•	•	•
Identity Management Course		•	•	•
Joint Forces Staff College MILDEC Officer's Course			•	
DoD Security Fundamentals Professional Certification (SFPC)	•	•	•	•
DoD Security Program Integration Professional Certification (SPIPC)			•	•

\*Initial training that all personnel should have in related position from entry to senior levels.

**Table 6. Core Plus/Leadership Training by Job Role**

<b>Core Plus / Leadership Training</b>	<b>Notes</b>	<b>Coordinator (Unit/Camp Level/Organization/Assistant) (GS 09/11)</b>	<b>Program Manager (Installation/MEB/MEF) (GS 11/12)</b>	<b>Program Manager / Planner (MARFOR/Installation Region) (GS 13)</b>	<b>Program Manager / Protection Director (GS 14)</b>
Emerging Leader Foundations	Commercial	•	•	•	•
Leadership in Crisis Training Program	Commercial	•	•	•	•
Leadership Through Understanding Human Behavior	Commercial	•	•	•	•
Leadership: Practical Skills	Commercial	•	•	•	•
Civilian Career and Leadership Development (CCLS)	DoD		•	•	•
Marine Corps Civilian Leadership Development Program (MCCLDP)	DoD		•	•	•
New Manager Foundations	Commercial			•	•
Transitioning from Manager to Leader	Commercial			•	•
Executive Leaders Program	DoD				•
Advanced MAGTF Information Operations Planner	EWTGLANT			•	•
Intermediate MAGTF Information Operations Planners	EWTGLANT			•	•
MAGTF Planners Basic	EWTGLANT			•	•
Maritime Prepositioning Force Staff Planning Course	EWTGLANT			•	•
				•	•



**Table 7. Advanced Training (Career Enhancing)**

<b>Advanced Training (Career Enhancing)</b>	<b>Vendor</b>	<b>Coordinator (Unit/Camp Level/Organization/Assistant) (GS 09/11)</b>	<b>Program Manager (Installation/MEB/MEF) (GS 11/12)</b>	<b>Program Manager / Planner (MARFOR/Installation Region) (GS 13)</b>	<b>Program Manager / Protection Director (GS 14)</b>
Intro to the Incident Command System (IS100)	EMI (Online)		•	•	•
Public Information Officer Awareness (IS-29)	EMI (Online)	•	•	•	•
Social Media in Emergency Management (IS-42)	EMI (Online)	•	•	•	•
Wi-Fi Tools for Analysis and GEO-Locating	FLETC (5 day course)	•	•	•	•
DSS STEPP Security Specialist Curriculum	CDSE STEPP	•	•	•	•
Developing a Security Education & Training Program GS104.06	CDSE STEPP	•	•	•	•
Special Access Programs (SAP) Overview SA001.06	CDSE STEPP	•	•	•	•
OPSEC Awareness GS130.16	CDSE STEPP	•	•	•	•
Introduction to Risk Management Course GS150.06	CDSE STEPP	•	•	•	•
Introduction to Risk Management Framework (RMF) CS124.06	CDSE STEPP	•	•	•	•
Introduction to Industrial Security IS011.06	CDSE STEPP	•	•	•	•
Introduction to Personnel Security PS113.06	CDSE STEPP	•	•	•	•
Introduction to Information Security IF011.06	CDSE STEPP	•	•	•	•
Original Classification IF102.06	CDSE STEPP	•	•	•	•
Derivative Classification IF103.06	CDSE STEPP	•	•	•	•
Marking Classified Information IF105.06	CDSE STEPP	•	•	•	•
Transmission and Transportation for DoD IF107.06	CDSE STEPP	•	•	•	•
Introduction to Physical Security PY011.06	CDSE STEPP	•	•	•	•
Storage Containers and Facilities PY105.06	CDSE STEPP	•	•	•	•
Physical Security Planning and Implementation PY106.06	CDSE STEPP	•	•	•	•
Physical Security Measures PY103.06	CDSE STEPP	•	•	•	•
Lock and Key Systems PY104.06	CDSE STEPP	•	•	•	•
IS-235 Emergency Planning	FEMA ISP	•	•	•	•

IS-546 COOP Awareness Course	FEMA ISP	•	•	•	•
IS-547 Intro to COOP	FEMA ISP	•	•	•	•
IS-548 COOP Program Manager	FEMA ISP		•	•	•
IS-907 Active Shooter: What you can do	FEMA ISP	•	•	•	•
IS-908 Emergency Management for Senior Officials	FEMA ISP			•	•
IS-860 National Infrastructure Protection Plan (NIPP)	FEMA ISP		•	•	•
IS-836 Nuclear/Radiological Incident Annex	FEMA ISP	•	•	•	•
IS-913 Critical Infrastructure Security and Resilience	FEMA ISP	•	•	•	•
IS-914 Surveillance Awareness	FEMA ISP	•	•	•	•
IS-915 Protecting Critical Infrastructure Against Insider Threats	FEMA ISP	•	•	•	•
IS-454 Fundamentals of Risk Management	FEMA ISP	•	•	•	•
IS-240 Leadership and Influence	FEMA ISP		•	•	•
IS-892 Physical Security Criteria for Federal Facilities	FEMA ISP	•	•	•	•
Physical Security Specialist	MarineNet	•	•	•	•
Physical Security Chief	MarineNet	•	•	•	•
DoN, Critical Infrastructure Protection (CIP) Program Curriculum	MarineNet	•	•	•	•
Critical Asset Identification Process (CAIP)	MarineNet	•	•	•	•
Marine Corps Mission Assurance Risk Management	MarineNet	•	•	•	•
Critical Infrastructure Program (CIP) Basics	MarineNet	•	•	•	•
Terrorism Awareness (MarineNet)	MarineNet	•	•	•	•
Stability and Support Operations (MarineNet)	MarineNet	•	•	•	•
Foreign Intelligence Threat (MarineNet)	MarineNet	•	•	•	•
Force Protection (MarineNet)	MarineNet	•	•	•	•
Bomb Threat (MarineNet)	MarineNet	•	•	•	•
Critical Infrastructure Protection (MarineNet)	MarineNet	•	•	•	•
Threat Levels and FPCON (MarineNet)	MarineNet	•	•	•	•
DTRA AT Program Manager Course	DTRA MTT	•	•	•	•
DoD Security Engineering	USACE or NAVFAC MTT		•	•	•
Intelligence Analyst Training Program (IATP)	IALEA.ORG		•	•	•
USACE Access Control Point Design (SDDCTEA)	USACE MTT		•	•	•
USACE Electronic Security System Design	USACE MTT		•	•	•
Dynamics of International Terrorism	USAFSOS MTT	•	•	•	•

## Competency Model

COMPETENCY	DEFINITION			
1. Risk Management	Knowledge of identifying, assessing, and mitigating risks, and making decisions that balance risk cost with mission benefits. Ability to correctly define and assign ratings for the process’s three key elements (i.e., threat, criticality, and vulnerability) used to produce risk assessments that determine what information requires the most protection and resources to mitigate risk of loss through adversary exploitation or the adverse impact that may be caused if exploited by an adversary. Ability to identify, evaluate, recommend, and implement Courses of Action (COAs) to manage risk to acceptable levels given program constraints, objectives, and resources. Ability to develop and implement measures and countermeasures.			
	MINIMUM PROFICIENCY TARGET LEVELS			
	Job Skill Level 1: Entry GS 09	Job Skill Level 2: Journeyman GS 11	Job Skill Level 3: Supervisor GS 13	Job Skill Level 4: Management GS 14
	2	3	4	5
	BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Comprehends risk management processes, principles, concepts, and applications (e.g., mission analysis, information identification and prioritization, threat assessment, criticality assessment, and vulnerability assessment)</li><li>Assists in the development of measures and countermeasures to mitigate risks</li><li>Assists in the analysis, evaluation, development, coordination, and dissemination of risk management methods and tools</li></ul>			
Journeyman	<ul style="list-style-type: none"><li>Possesses expert understanding of risk management processes, principles, concepts, and applications (e.g., mission analysis, asset identification and prioritization, threat assessment, criticality assessment, vulnerability assessment, risk and cost benefit analysis)</li><li>Defines and analyzes risk management, assessment, and mitigation procedures in accordance with organizational goals</li><li>Coordinates the development of measures and countermeasures to mitigate risks</li></ul>			
Supervisor	<ul style="list-style-type: none"><li>Prioritizes resources based on consolidated risk management data</li><li>Conducts risk assessments and develops recommended measures and countermeasures based on operational planning and the current operating environment</li><li>Develops and provides justification for measures and countermeasures to senior leadership.</li><li>Presents measures and countermeasures to decision maker</li></ul>			
Management	<ul style="list-style-type: none"><li>Determines the cost, time and effort of implementing measures and countermeasures to mitigate risk</li><li>Prioritizes resources based on consolidated risk management data across multiple protection programs</li><li>Develops funding requests as appropriate</li><li>Recommends measures and countermeasures to senior leadership</li><li>Develops specific risk management policies and procedures; considers risk as a basis for every policy decision that is made</li><li>Supervises and assists subordinate OPSEC processes</li></ul>			

COMPETENCY	DEFINITION		
2. Contingency Planning	Able to integrate OPSEC into each step of the planning process and coordinate closely with other planners, specifically those who coordinate and task the other IRCs. Complete and deliver products to be considered during the course of action (COA) development, COA war game and analysis, and COA comparison and decision. Consequently, the majority of an OPSEC planners work must be completed during the problem framing or mission analysis steps of the planning process.		
	MINIMUM PROFICIENCY TARGET LEVELS		
Job Skill Level 1: Entry GS 09	Job Skill Level 2: Journeyman GS 11	Job Skill Level 3: Supervisor GS 13	Job Skill Level 4: Management GS 14
2	3	4	5
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Provide administrative support as required</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Ability to create and execute OPSEC plans</li><li>• Performs OPSEC planning and assists tenants/subordinates</li><li>• Develops comprehensive threat based plans</li><li>• Integrates OPSEC planning into overall protection plans</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>• Performs OPSEC planning in support of the problem framing and mission analysis steps of the planning process</li><li>• Develops comprehensive threat based products for operations, activities, and investments</li><li>• Integrates OPSEC planning into the planning process at a service level</li></ul>		
Management	<ul style="list-style-type: none"><li>• Develops OPSEC planning policy and directs service OPSEC efforts</li><li>• Integrates OPSEC planning into the planning process at a regional or theater level</li></ul>		

COMPETENCY	DEFINITION			
3. Signature Management	A systematic approach to identify, prioritize, and manage physical, technical, and administrative indicators of friendly forces’ operational profiles that, if ignored, will be exploited by an adversary to achieve an operational advantage over friendly force objectives. (AFI10-701 24 Jul 2019)			
MINIMUM PROFICIENCY TARGET LEVELS				
Job Skill Level 1: Entry GS 09	Job Skill Level 2: Journeyman GS 11	Job Skill Level 3: Supervisor GS 13	Job Skill Level 4: Management GS 14	
2	3	4	5	
BEHAVIORAL INDICATORS				
Entry	<ul style="list-style-type: none"><li>Understands and can Identify processes and details to map and understand operational profiles</li><li>Understands local operating environments that present key signatures and profiles</li><li>Understands security concepts and intended purposes for security requirements (e.g., accountability and control standards, threat conditions)</li><li>Understands functional area process and their observables that produce and contribute to signatures operational trends</li></ul>			
Journeyman	<ul style="list-style-type: none"><li>Identifies processes and details to map and understand operational profiles</li><li>Develop and implement countermeasures to defend operational profiles</li><li>Define the local operating environment by capturing process points that present key signatures and profiles</li><li>Identifies functional area process and their observables that produce and contribute to the overall signature and operational trends</li></ul>			
Supervisor	<ul style="list-style-type: none"><li>Project false signatures</li><li>Conduct conduit analysis</li><li>Develop measures to degrade/disrupt conduits</li><li>Support Counter-ISR activities</li></ul>			
Management	<ul style="list-style-type: none"><li>Conduct Deception in support of OPSEC (DISO)</li><li>Support Tactical Deception (TAC-D)</li></ul>			

COMPETENCY	DEFINITION		
4. Identity Management	Understands the OPSEC capability that seeks to mitigate risks to personnel, organizations, missions, and capabilities through the discovery, examination, analysis, assessment, and management of an individual’s or organization’s identity elements, characteristics, or other attributes in public or non-public records and databases or in social media or other unstructured data sources. (NSPM-28)		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 09	Job Skill Level 2: Journeyman GS 11	Job Skill Level 3: Supervisor GS 13	Job Skill Level 4: Management GS 14
2	3	4	5
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Provide administrative support as required</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Develop smart cards on how to lock down social media sites</li><li>Develops command-unique IdM research plan</li><li>Conduct Signature vulnerability assessment</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>Experience working with identity data providers, identity data analytics, and identity threat data providers</li><li>Experience with IdM tools to include open-source research and analysis tools, closed-source research and analysis expertise, TTPs, Identity threat mitigation tools, CUSTOMER operational tools, and CUSTOMER staff tools</li><li>Experience with knowledge of commercial identity management applications and solutions</li><li>Experience with conducting online research and analysis for identity discovery, identity vulnerabilities, and identity threats</li></ul>		
Management	<ul style="list-style-type: none"><li>Experience with identity data, identity data sources and their corresponding data flows, identity assessments, operational risk assessments, threats to identity, identity threat mitigation strategies, the full spectrum of CUSTOMER operations, and CUSTOMER processes</li><li>Experience with knowledge management, legal implications of identity data, and U.S. Policy in conducting offensive and defensive cyber operations</li><li>Experience with project management of highly complex and technical programs and projects within timelines and budgets</li></ul>		

COMPETENCY	DEFINITION		
5. Program Development	(*This competency serves as the cornerstone of the OPSEC program that integrates all OPSEC postures.)		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 09	Job Skill Level 2: Journeyman GS 11	Job Skill Level 3: Supervisor GS 13	Job Skill Level 4: Management GS 14
2	3	4	5
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Provide administrative support as required</li><li>• Maintain OPSEC continuity book</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Develop procedural guides</li><li>• Establish and maintain liaison with other security and organizational functional areas</li><li>• Document “Lessons Learned”</li><li>• Apply OPSEC cycle to all operations activities and investments</li></ul>		
Supervisor	<ul style="list-style-type: none"><li>• Maintain list of subordinate OPSEC Practitioners</li><li>• Develop training requirement</li><li>• Train and educate stakeholders</li><li>• Develop OPSEC products</li></ul>		
Management	<ul style="list-style-type: none"><li>• Provide program oversight</li><li>• Prioritize program goals and objectives</li><li>• Establish milestones</li></ul>		

## Appendix B. Acronyms Defined

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Acronym	Definition
AFI	Air Force Instruction
BI	Behavioral Indicator
COA	Course of Action
COI	Community of Interest
DoD	Department of Defense
ELP	Executive Leadership Program
EPP	Executive Potential Program
FEMA	Federal Emergency Management Agency
GS	General Schedule
MARFOR	Marine Forces
MCSC	Marine Corps Systems Command
MEB	Marine Expedition Battalion
MEF	Marine Expedition Force
NAVFAC	Naval Facility
NLP	New Leader Program
NSPM	National Security Presidential Memorandum
OPM	Office of Personal Management
OPSEC	Operations Security
S/ES	Security and Emergency Services
SFPC	Security Fundamentals Professional Certification
SPIPC	Security Program Integration Professional Certification
USMC	United States Marine Corps