

**UNITED STATES COURT OF APPEALS
ELEVENTH CIRCUIT**

Position Title:	IT Security Specialist – Technical Lead
Location:	On-site in Atlanta, Georgia; Birmingham, Alabama; Jacksonville, Florida; or Miami, Florida (location negotiable)
Opening Date:	January 5, 2026
Closing Date:	January 26, 2026 (or until filled)
Annual Salary Range (CL-29):	\$90,036 - \$146,336 Starting salary dependent upon qualifications, experience, location, and court funds.

The Circuit Executive’s Office of the United States Court of Appeals for the Eleventh Circuit has a position open for an **IT Security Specialist (Circuit) – Technical Lead**. Applications are being accepted through **January 26, 2026**, or until the position is filled. This is an on-site position located in either Atlanta, Georgia; Birmingham, Alabama; Jacksonville, Florida; or Miami, Florida. Location is negotiable.

A cover letter addressed to Cheryl Vessels, Assistant Circuit Executive for Human Resources, and resume detailing background, experience, and qualifications should be emailed **in one single PDF attachment** to human_resources@ca11.uscourts.gov. Please indicate “IT Security Specialist – Technical Lead” in the subject line.

The selected candidate will be subject to a mandatory background investigation as a condition of employment.

Reimbursement for expenses associated with interview(s) and/or relocation is not available.

POSITION SUMMARY: The IT Security Specialist Technical Lead is part of a team that, under the supervision of the Circuit IT Security Officer, provides IT security support to the court units within the Eleventh Circuit, which includes Georgia, Florida, and Alabama. The Circuit security team, working from a formal IT security plan, provides risk management, vulnerability management, and IT security innovation to the court units within the Eleventh Circuit. This work includes support for national tools, policy creation and review, training, risk management strategy, and an annual independent assessment process.

DUTIES AND RESPONSIBILITIES:

The following duties will be performed:

- Provide technical advice on network security for court units throughout the Eleventh Circuit.
- Answer technical questions for Eleventh Circuit court units regarding national network security requirements, including IT Security assessment requirements.
- Work with and influence multiple court divisions within the circuit to align court strategies with secure, high-performance systems.
- Provide subject matter expertise for areas including firewalls, the Domain Name System (DNS), and other network technologies.
- Track and support circuit-wide implementation of national IT security tools for scanning, logging, and patching.
- Provide guidance in designing security architecture roadmaps and documenting architecture decisions.
- Assist with developing secure baseline configurations for court units’ networks, endpoints, and applications.

- Assist Eleventh Circuit court units with implementing network access control measures.
- Conceive, develop, document, and manage IT security projects.
- Troubleshoot and diagnose cyber defense infrastructure anomalies and recommend resolutions.
- Regularly collaborate with the Administrative Office of the Courts' National Logging Service (NLS) team to gain backend IT security insight and roadmaps for upcoming national initiatives.
- Engage with the judiciary NLS community to identify common data issues and data requests.
- Assist local court units with NLS investigations after cybersecurity incidents.
- Identify insecure enterprise tool configurations as part of annual court unit assessments.
- Assist local court units with exploring and implementing custom data solutions when national solutions do not exist.
- Translate and document technical terms into non-technical language.
- Train non-automation personnel in automation techniques and processes.
- Perform other duties as assigned.

REQUIRED QUALIFICATIONS:

- Four years of experience in information security/cybersecurity.
- Experience in network security, incident handling and response, and vulnerability management.
- Ability to travel (25% - 50%).

Candidates selected for an interview will be required to take a technical skills test to demonstrate their IT Security knowledge.

REQUIRED SKILLS:

- Detailed, organized, and self-driven.
- Strong interpersonal skills; excellent customer service skills.
- Ability to work under pressure and within the constraints of conflicting deadlines.
- Proactive, creative problem-solving approach.
- Ability to communicate effectively both orally and in writing.
- Strong collaboration skills with IT and other court staff.
- Ability to work under pressure with tight deadlines.
- Ability to maintain strict confidentiality and use sound judgement.
- Possess a professional demeanor and strong work ethic.
- Excellent computer skills and ability to work with a variety of programs and applications.
- Ability to lift and move equipment (approximately 50 pounds).

PREFERRED QUALIFICATIONS AND SKILLS: The following knowledge, skills, and qualifications are highly desired:

- Bachelor's degree in cyber security, computer science, or related field from an accredited four-year college or university.
- CISSP, CISM, CISA, or equivalent certification.
- Knowledge of NIST Risk Management Framework.
- Proficiency in Windows and Active Directory, and experience with Websense, Tenable Security Center/Nessus, KACE, and Splunk is preferred.
- Work experience with federal court-related applications, systems, and services.

CONDITIONS OF EMPLOYMENT: Applicants must be United States citizens or eligible to work for the federal government. All applicant information is subject to verification. All offers of employment are provisional pending successful completion of a background check or investigation and a favorable employment suitability determination. Selectees to high-sensitive positions such as this must successfully complete a ten-year background investigation, and subsequent favorable suitability determination, and every five years thereafter will be subject to a re-investigation. It is the policy of this court that all new

personnel are hired for a twelve-month initial probationary period, at the end of which time their work and progress will be evaluated. All court employees are required to adhere to the [*Code of Conduct for Judicial Employees*](#). Employees of the United States Circuit Court are considered “at-will” employees, and, as such, may be terminated with or without cause. The Office of Personnel Management civil service position classification standards and appeal procedures do not apply to federal court employees. This position is subject to Electronic Funds Transfer (EFT) for payroll deposit.

THE UNITED STATES COURTS ARE EQUAL OPPORTUNITY EMPLOYERS

EMPLOYEE BENEFITS

Employees of the United States Courts are entitled to the same benefits as other federal government employees. They are not part of the Civil Service system, however. Some of the benefits of federal service are:

PAID VACATIONS	From 13 to 26 days per year depending on length of federal service.
PAID HOLIDAYS	11 days per year.
SICK LEAVE	13 days per year.
HEALTH INSURANCE	Employees may participate in the Federal Employees Health Benefits Program (FEHBP) and may choose from plans provided by several insurers. The government contributes up to 75% of the premium, depending on the plan selected.
DENTAL/VISION INSURANCE	Employees may participate in the Federal Employees Dental and Vision Insurance Program (FEDVIP), which is a supplemental insurance program. Premiums are paid in full by the employee, however, the premium is deducted on a pre-tax basis.
LIFE INSURANCE	Employees may participate in the Federal Employees Group Life Insurance Program (FEGLI).
FLEXIBLE BENEFITS	Employees may participate in the Federal Judiciary Flexible Benefits Program which includes (1) a Flexible Spending Account which allows employees to set aside pre-tax money to cover certain health care and dependent care expenses, and (2) a Premium Payment Plan which offers employees the choice of having health insurance premiums deducted from their pay either pre-taxes or after-taxes.
LONG-TERM CARE INSURANCE	Employees may participate in the Federal Judiciary Group Long-Term Care Program which covers such benefits as community-based care, nursing home care, hospice care, and caregiver benefit. Spouses, parents, parents-in-law, grandparents, and grandparents-in-law are also eligible.
WITHIN-LEVEL SALARY INCREASES	Within each salary classification level there are 61 “steps.” Based upon performance, employees within the Developmental Range (steps 1-24) are eligible for step increases every 13 pay periods and employees within the Full Performance Range (steps 25-61) are eligible for step increases annually.
TIME IN SERVICE	Time in service with other federal agencies and prior military service is credited for the purpose of computing employee leave and retirement benefits.
RETIREMENT	Newly hired employees contribute 12.05% of their salary toward a retirement plan under the Federal Employees Retirement System, to which the government also contributes. Of that 12.05%, 6.2% goes to social security, 1.45% goes to Medicare, and 4.4% goes to the FERS Basic Benefit Plan. Employees may also participate in a voluntary tax-deferred Thrift Savings Plan [similar to “401(k)” plans]. Benefits are generally available upon retirement at age 60 with 20 years of service or at an earlier age with 30 years of service. Reduced benefits may be available with fewer years of service. Specific details are available upon request.
PUBLIC SERVICE LOAN FORGIVENESS EMPLOYEES	Available for those that qualify for forgiveness of the remaining balance due on their eligible federal student loans while employed full time.
EMPLOYEE ASSISTANCE PROGRAM (EAP) AND WORK/LIFE SERVICES PROGRAM	<p>EAP offers Judiciary employees, and their family members free counseling services, financial assistance, and basic legal services. These services are confidential and are provided by licensed professionals.</p> <p>The Work/Life Services Program (WorkLife4You) offers Judiciary employees, and their family members expert guidance, educational information, personalized referrals, and access to a vast array of interactive tools to assist with managing daily responsibilities and life events.</p>