



DEPARTMENT OF WAR
6000 Defense Pentagon
Washington, D.C. 20301-6000

MAY 27 2026

CHIEF INFORMATION OFFICER

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOW FIELD ACTIVITY DIRECTORS

SUBJECT: Implementation of Department of War Cyberspace Workforce Policy Requirements
for Contractors

Department of Defense (DoD) Manual (DoDM) 8140.03, "Cyberspace Workforce Qualification and Management Program" identifies members of the Department of War (DoW) cyberspace (cyber) workforce based on the assigned cyber work role and prescribes procedures for the qualification of personnel identified as members of the DoW cyber workforce. Pursuant to Executive Order 14192, "Unleashing Prosperity Through Deregulation," the Under Secretary of War for Acquisition and Sustainment (OUSW(A&S)) signed the class deviation 39 for Defense Federal Acquisition Regulation Supplement (DFARS) in January of 2026, removing references to DoD Directive 8140.01, DoD 8570.01-M, and DFARS clause 252.239-7001. This deviation DFARS text took effect on February 1, 2026.

DoDM 8140.03 incorporates and cancels DoD 8570.01-M. Through official correspondence in January 2026, the OUSW(A&S) has endorsed the DoW Chief Information Officer Workforce Innovation Directorate to implement class deviation 39 and the authoritative Department Cyber Workforce Framework (DCWF) Coding and Qualification Guidance for cyber workforce personnel, including contract support.

To further DoW standards for total force management, DoD Directive 8140.01, "Cyberspace Workforce Management," October 5, 2020, mandates the identification and annual qualification reporting of cyber workforce personnel, including contract support, performing cyber work directly supporting the Clinger-Cohen Act (40 U.S.C. 11315).

In accordance with this memo, DoW Components must ensure that cyber workforce personnel, including contract support, meet the qualification requirements for the specific DCWF work roles and update contracts accordingly.

In support of this critical transition, detailed and strategic implementation guidance is under development and will be disseminated to all relevant stakeholders. The point of contact for this matter is Mr. Matthew Isnor, at osd.mc-alex.dod-cio.mbx.cyberspace-workforce-tag@mail.mil.

A handwritten signature in black ink, appearing to read "K. Davies", with a long horizontal line extending to the right.

Kirsten A. Davies