

Federal to New York State Technology Skills Translation Matrix

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This matrix helps federal technology workers identify how their skills, experience, and qualifications translate to New York State government positions. Use this guide to navigate your career transition to

Cybersecurity Roles

Federal Role/Classification	Equivalent NY State Positions	Key Transferable Skills	Special Considerations
Information Security Specialist (GS-2210)	<ul style="list-style-type: none"> Information Security Officer (G-27) Information Security Analyst (G-23) Cyber Incident Response Specialist (G-25) 	<ul style="list-style-type: none"> NIST framework implementation Security assessment and authorization Incident response Risk management 	Federal clearances can expedite NY background checks. Fast-tracked for critical infrastructure roles.
Cyber Defense Analyst	<ul style="list-style-type: none"> Information Security Analyst 2 (G-25) Cyber Security Operations Center Analyst (G-23) 	<ul style="list-style-type: none"> Threat hunting SIEM operations Malware analysis 	CISSP, CEH, or GIAC certifications recognized by NY State IT Security Office.

Software Development Roles

Federal Role/Classification	Equivalent NY State Positions	Key Transferable Skills	Special Considerations
IT Specialist (Application Software) (GS-2210)	<ul style="list-style-type: none"> Software Developer 3 (G-25) Application Development Team Lead (G-27) Systems Programmer (G-25) 	<ul style="list-style-type: none"> Agile development methodology Application security Cloud development API implementation 	Federal experience with large scale systems qualifies for senior positions without meeting all time-in-grade requirements.
Applications Developer (GS- 1550/GS-2210)	<ul style="list-style-type: none"> Information Technology Specialist 3 (Programming) (G-23) Software Engineer (G-25) 	<ul style="list-style-type: none"> Modern programming languages Database design/development Web application development Version control systems 	Experience with federal compliance frameworks like FedRAMP directly transfers to NY State's compliance requirements.

Data Management Roles

Federal Role/Classification	Equivalent NY State Positions	Key Transferable Skills	Special Considerations
Data Scientist (GS-1560)	<ul style="list-style-type: none"> • Data Scientist 2 (G-25) • Research Scientist 3 (Data) (G-25) • Information Technology Specialist 4 (Data) (G-27) 	<ul style="list-style-type: none"> • Predictive modeling • Machine learning • Statistical analysis • Data visualization 	High demand role with potential for specialized compensation packages in public health, transportation, and public safety agencies.
Database Administrator (GS-2210)	<ul style="list-style-type: none"> • Database Administrator 2 (G-23) • Data Management Specialist (G-25) 	<ul style="list-style-type: none"> • Database optimization • Data security • Backup and recovery • Data integration 	Experience with federal data protection requirements translates to NY State's data governance frameworks.

IT Infrastructure Roles

Federal Role/Classification	Equivalent NY State Positions	Key Transferable Skills	Special Considerations
IT Specialist (Network Services) (GS-2210)	<ul style="list-style-type: none"> • Network Engineer 2 (G-23) • Network Administrator 3 (G-25) • Telecommunications Specialist (G-23) 	<ul style="list-style-type: none"> • Network architecture • Routing and switching • VPN/Remote access • Network security 	CCNA, CCNP, and similar certifications directly recognized. Critical infrastructure experience qualifies for emergency management roles.
Systems Administrator (GS-2210)	<ul style="list-style-type: none"> • Systems Administrator 2 (G-23) • Technical Support Specialist 3 (G-25) 	<ul style="list-style-type: none"> • Enterprise systems management • Cloud infrastructure • Virtualization • Automation/scripting 	Experience with Federal Cloud Smart initiatives transfers to NY State's cloud migration projects.

Project Management Roles

Federal Role/Classification	Equivalent NY State Positions	Key Transferable Skills	Special Considerations
IT Project Manager (GS-2210)	<ul style="list-style-type: none"> Project Management Specialist 3 (G-25) IT Project Manager (G-27) Program Manager 2 (G-29) 	<ul style="list-style-type: none"> Project planning and execution Stakeholder management Budget management Agile/Scrum methodologies 	Federal acquisition experience qualifies for NY procurement oversight roles with minimal additional training.
Program Manager (GS-0340)	<ul style="list-style-type: none"> Program Manager 3 (G-31) Chief Information Officer (Agency level) Director of IT Services (G-31) 	<ul style="list-style-type: none"> Strategic planning Resource allocation Enterprise governance Policy development 	Experience with federal Executive Order compliance transfers to state executive policy implementation.

HUDSON TECH TRANSITION PROGRAM BENEFITS

- **Expedited Civil Service Process:** Federal experience qualifying for specific position exemptions
- **Skill Recognition:** Federal certifications and clearances directly recognized
- **Career Advancement:** Accelerated promotion timelines for critical skill areas
- **Retention Bonuses:** Special compensation packages for high demand specialties

Federal service time counts toward NY State retirement vesting and benefits calculations. The Hudson Tech Transition Program provides personalized career counseling to ensure optimal placement.



Policy Primer

STANDARDIZED ROLE MATRIX

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