



## General Position Information

**Job Title:** SNAP Team Lead

**Position Number:** 12140

**Position Grade:** GS-13

**Salary Range:** \$103,690 - \$134,798 (not applicable for detailees)

**Vacancy Open Period:** 09/28/2021 - 10/13/2021

**Position Type:** Cadre, Detailee

**Who May Apply:** Internal ODNI Candidates, Detailees

**Division:** DNI/NCSC/SSD

**Duty Location:** Bethesda, MD

**Security Clearance:** TS/SCI with CI Polygraph

**Travel Required:** 0-25% Travel

**Relocation Expenses:** For new ODNI employees, reimbursement for relocation is discretionary based on availability of funds.

**Job Interview Travel:** Candidates from outside the Washington, D.C., area may be selected for a telephone, teleconference, or in-person interview. If selected for an in-person interview, any travel or lodging will be at the applicant's personal expense.

## Position Information

This is an opportunity for:

- An internal candidate to fill a GS-13 cadre position.
- A Federal Government employee to serve on a two-year reimbursable detail assignment in the ODNI. The detail assignment may be extended an additional year if all parties agree.

## Who May Apply

Current GS employees at the same grade as the advertised position grade may apply.

Former members of the Peace Corps may be considered for ODNI employment only if five full years have elapsed since separation from the Peace Corps.



- For a cadre assignment:
  - Current ODNI permanent cadre.
- For a detailee assignment:
  - Current Federal Government employees. (Current GS employees at the same grade as the advertised position grade may apply.)

## Salary Determination

- The ODNI uses a rank-in-person system in which rank is attached to the individual. A selected ODNI candidate or other Federal Government candidate will be assigned to the position at the employee's current GS grade and salary.
- A current Federal Government employee, selected for a detail, will be assigned to the position at his or her current grade and salary.

## Component Mission

The mission of the National Counterintelligence & Security Center is to lead and support the U.S. Government's counterintelligence (CI) and security activities critical to protecting our nation; provide CI outreach to U.S. private sector entities at risk of foreign intelligence penetration; and issue public warnings regarding intelligence threats to the U.S.

The National Counterintelligence and Security Center (NCSC), Special Security Directorate (SSD) supports the Director of National Intelligence (DNI) in his role as Security Executive Agent (SecEA) for the Executive Branch, as established by Executive Order (EO) 13467, as amended. As the SecEA, the DNI has established the SecEA National Assessments Program (SNAP) to assess personnel security processes and procedures in the Executive Branch. This program helps strengthen personnel security programs and gives agencies an opportunity to provide input into future SecEA initiatives. SNAP activities include, but are not limited to:

## Major Duties and Responsibilities (MDRs)

Distributing a self-assessment survey to capture a baseline of processes and procedures.

Coordinating and conducting site visits.

Disseminating feedback reports and combining findings in a summary report to the DNI.

Obtaining agency input to better inform policy-makers.

Codifying agencies' authorities to investigate and adjudicate national security cases through Memorandums of Understanding.

In support of the SNAP program, the selected candidate will:

Lead a small team of government and contract personnel in the conduct of in-depth, detailed assessments of personnel security programs within executive branch departments and agencies (D/A) consistent with the DNI's oversight



responsibilities as the SecEA, and in accordance with the Intelligence Reform and Terrorism Prevention Act, EO 13467, EO 12968, as amended, and other related policies.

Prepare, review, and/or edit comprehensive written reports documenting assessment findings and recommendations to ensure delivery of high quality professional final products.

Plan, develop and present findings, conclusions, options, and recommendations to executive branch D/A leadership (to include Security Directors and other senior leaders) and to ODNI senior management.

Manage ODNI participation in applicable Intelligence Community (IC) and Executive Branch working groups and other interagency forums to develop, update, and implement SecEA clearance reform initiatives.

Initiate, cultivate, and maintain partnerships with key stakeholders across the Executive Branch through an open, collaborative approach as part of outreach, assist visits, and assessments, which may require occasional CONUS travel.

Provide briefings and presentations to agencies across the Executive Branch on ODNI initiatives, policies, and procedures as well as emerging issues relating to security clearance reform initiatives.

## **Mandatory and Educational Requirements**

Minimum of three years of personnel security experience.

Ability to effectively and successfully engage with and brief senior leadership on difficult issues and foster a collaborative relationship with partners across an organization or agencies; excellent use of tact when expressing ideas and recommendations to senior leaders, customers, peers, team members, and other stakeholders.

Ability to balance responsibilities among security project activities; to manage transitions effectively from task to task, adapting to varying internal and external customer needs.

Interpersonal, organizational, and problem-solving skills, including the ability to work effectively both independently and in a team/collaborative environment.

Ability to communicate (both verbal and written) complex information in a clear, concise manner that is targeted to and meets the needs of diverse audiences with different perspectives and objectives.

Ability to conceptualize, organize, and draw inferences from incomplete data and present a compelling analysis of findings and issues; ability to identify, articulate, document, and mitigate knowledge gaps or alternatives approaches.

## **Desired Requirements**

The following qualifications are desired, but not required for consideration:

Completion of tours conducting both background investigations and adjudications.

Knowledge of IC and Executive Branch personnel security policies, programs, and procedures.

Knowledge of security clearance reform initiatives and challenges.

Quality control/assurance experience in either investigations or adjudications.



Work experience at more than one federal agency.

## Key Requirements and How To Apply

Internal ODNI Candidates:

A complete application package must include:

- A. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- B. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required in the cover letter if the applicant is unable to provide the two most recent evaluations.
- C. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- D. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

**Internal ODNI Cadre Candidates must submit an application through the classified [JobsDNI website](#).** For current employees who do not currently have access to internal systems, applications should be sent to either [DNI-HR-HRM-TEAMB-Mailbox@cia.ic.gov](mailto:DNI-HR-HRM-TEAMB-Mailbox@cia.ic.gov) (classified email system) or [Recruitment\\_TeamB@dni.gov](mailto:Recruitment_TeamB@dni.gov) (unclassified email system).

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

## Current Federal Employees Applying for a Detail Assignment:

**Applicants from federal agencies within the Intelligence Community (IC)** may be considered for this position as a reimbursable detailee, if endorsed by the employing agency. Applicants must have current TS/SCI clearances with polygraph or have the ability to obtain one. The ODNI does not conduct polygraphs or provide security clearances for detailees. **Applicants from within the IC must submit an application through the classified [IC Joint Duty Program website](#).**

## Applicants from federal agencies outside the IC must provide:

- a. **WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- b. **RESUME:** Applicants are encouraged to carefully review the vacancy announcement, particularly the MDRs, and construct their resume to highlight their most significant experience and qualifications relevant to this job opportunity.
- c. **PERFORMANCE EVALUATIONS:** Applicants are required to provide their two most recent performance evaluations. A justification is required in the cover letter if the applicant is unable to provide the two most recent evaluations.



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L E A D I N G I N T E L L I G E N C E I N T E G R A T I O N

- d. **VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- e. **CURRENT SF-50:** Federal Government employees must provide an SF-50, "Notification of Personnel Action" to verify current federal status, position, title, grade, and organization of record. Please disregard if you are not a Federal Government employee.
- f. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

**WHERE TO SUBMIT:** Applications should be sent to either [DNI-HR-HRM-TEAMB-Mailbox@cia.ic.gov](mailto:DNI-HR-HRM-TEAMB-Mailbox@cia.ic.gov) (classified email system) or [Recruitment\\_TeamB@dni.gov](mailto:Recruitment_TeamB@dni.gov) (unclassified email system).

All attachments should be in Microsoft Word or Adobe PDF format.

Applications submitted through the classified email system should NOT contain classified information above the TS//SI//TK//NOFORN level.

## All Applicants:

**APPLICATION PACKAGES MUST CONTAIN ALL ITEMS LISTED ABOVE. AN INCOMPLETE APPLICATION PACKAGE WILL BE INELIGIBLE FOR CONSIDERATION.**

Your application MUST be received by midnight on the closing date of this announcement. Applications received after the closing date will NOT be eligible for consideration.

## What To Expect Next

The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 30 days of the closing date of this announcement. Due to the large number of applications received, applicants will be contacted ONLY if they have been selected for an interview.

## Agency Contact Information

ODNI Recruitment; Phone: 301-243-1318; Email: [Recruitment\\_TeamB@dni.gov](mailto:Recruitment_TeamB@dni.gov).

## Other Information

The ODNI is an equal opportunity employer and abides by applicable employment laws and regulations.

**REASONABLE ACCOMMODATIONS FOR PERSONS WITH DISABILITIES:** The ODNI provides reasonable accommodations to otherwise qualified applicants with disabilities. IF YOU NEED A REASONABLE ACCOMMODATION for any part of the application and hiring process, please notify the Intelligence Community Equal Employment Opportunity and Diversity Office Representative by classified email at [DNI\\_Reasonable\\_Accommodation\\_WMA@cia.ic.gov](mailto:DNI_Reasonable_Accommodation_WMA@cia.ic.gov) and [DNI\\_Diversity\\_WMA@cia.ic.gov](mailto:DNI_Diversity_WMA@cia.ic.gov), by unclassified email at [DNI\\_DRA@dni.gov](mailto:DNI_DRA@dni.gov), by telephone at 703-275-3900 or by FAX at 703-275-1217. Your request for reasonable accommodation will be addressed on a case-by-case basis. **PLEASE DO NOT SUBMIT YOUR APPLICATION TO THE EEOC EMAIL ADDRESS. THIS EMAIL IS FOR REASONABLE ACCOMMODATION REQUESTS ONLY. PLEASE SUBMIT YOUR APPLICATION VIA THE EMAIL ADDRESS PROVIDED IN THE 'HOW TO APPLY' SECTION ABOVE.**