



General Position Information

Job Title: 16904 - IC-DoD Defense Strategic Capabilities Officer - GS-15

Salary Range: \$114,590 - \$164,200 (not applicable for detailees)

Vacancy Open Period: 12/14/2018 - 12/13/2019

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: CMO/CMO

Duty Location: McLean, VA

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-15 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 or one grade lower than 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 or one grade lower than 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.

*****OPEN UNTIL FILLED: This announcement will be open until the position is filled. Cut off points are scheduled in two-week increments. After each cut off point, all compliant applicants received during the previous two-weeks will be reviewed for consideration.*****

Component Mission

National Security Partnerships synchronizes IC support and whole of government efforts with federal, state and local governments, the private sector and the Department of Defense, ensuring IC outreach is coordinated, timely and relevant. It also provides key leadership for activities in four domains that operate across national sectors – aviation, maritime, space and cyber -- bringing the IC's activities in these domains into alignment, and facilitating coordinated engagement internal to the ODNI, across the IC and with the rest of the federal government.

Major Duties and Responsibilities (MDRs)

- Lead, plan, and facilitate efforts to create a culture of strategic intelligence planning across the IC by promoting best practices in strategy development, execution, and evaluation and communicating priorities, activities, and impact of the strategy to the IC to promote shared vision, values, and goals. Advance and integrate NSP component outreach activities across the ODNI, IC and DOD. Develop creative alternatives informed by the latest and best efforts across the U.S. Government, industry, and foreign partners. Areas of focus may include automation, artificial intelligence, and augmenting intelligence using machines as applied to Integrated Mission Management concepts. Represent the ODNI at IC forums; interagency working groups and on DOD planning teams. Participate in IC and DOD strategy and planning activities. Provide the requisite analysis to ensure that ODNI, IC and Defense Intelligence Enterprise element capability plans and programs align with the strategic objectives of the National Intelligence and National Defense strategies. Effectively communicate critical emerging strategic issues and trends germane to modern warfare. Partnering with IC and DOD experts, evaluate current IC capabilities and develop innovative recommendations to improve intelligence capabilities critical to the warfighter. Provide subject matter expertise for ODNI senior leadership and their IC-DOD counterparts regarding the nexus between modern warfare (current and future) and IC resource/investment planning and programming Advise senior IC leadership on collection and analytic strategic priorities, intelligence needs and gaps, and cross-IC interdependencies in order to link resources to strategy. Partner with ODNI staff, Functional, Mission, and Enterprise Managers, and IC elements to promote implementation of mission and enterprise objectives Lead, plan, and prepare briefings, reports, and presentations to organizational leadership, senior policymakers, and senior United States (U.S.) Government agencies USG officials in a manner that meets their specified requirements. Provide expert analysis and recommendations that ensure IC strategic plans and programs align with the requisite capabilities required to prevail in modern warfare. Lead, initiate, cultivate, and maintain productive working relationships with senior policymakers and planners across the Defense Intelligence Enterprise. Build and sustain strong internal partnerships across the ODNI and Centers to ensure early awareness and collaboration on the most pressing IC-DOD shortfalls. Develop and maintain a network of



IC-DoD subject matter experts. Oversee, lead, and guide discussions to ensure ODNI senior leadership maintains a comprehensive awareness of modern warfare requirements. Facilitate DOD briefings that address defense strategic planning and priorities. Educate and enable coordinated, complimentary IC-DOD efforts.

Mandatory and Educational Requirements

- Superior knowledge of DOD and IC strategies and enterprise capabilities, to include but not limited to analytic production processes, collection management capabilities, intelligence priorities, and mutually supporting IC-DOD resourcing processes. Expert ability to identify emerging defense and technological trends (e.g., automation integration; non-kinetic military capabilities) Experience in assessing such trends and their relationship to IC readiness to support modern warfare. Significant experience in a range of IC and DOD challenges and Inter-dependencies, ranging from enterprise operations to policy formulation, allied military partnerships and resourcing. Strong interpersonal, organizational, and problem-solving skills, including the ability to work independently or collaboratively on a team. Solid experience building and leveraging IC-DoD professional networks to achieve results. Demonstrated experience in negotiation. Solid knowledge of each phase of the Intelligence Planning, Programming, Budgeting and Execution (IPPBE) system. Familiarity with companion DOD PPBE processes necessary for intelligence capability procurement. Strong oral and written skills, particularly in synthesizing challenging, complex issues. Demonstrated capability to develop options and recommendations for decision makers at the highest level.

Desired Requirements

- Prior Military Experience and/or experience working in a DoD element such as a Combat Support Agency, the Joint Staff, USDI, or a Combatant Command.

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 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.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_A_WMA@dni.ic.gov (classified email system) or Recruitment_TeamA@dni.ic.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both longvj@dni.ic.gov (*Vincent L.*) and brookkl@dni.ic.gov (*Karren B.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.



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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

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 if the applicant is unable to provide the two most recent evaluations.
- 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.
- f. **COVER LETTER:** Applicants must submit a cover letter as a supplement to the resume to elaborate on their qualifications and previous work performed.

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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.

To verify receipt of your application package **ONLY**, you may call 703-275-3799.

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: 703-275-3799; Email: Recruitment_TeamA@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_COO_TM_EEOD_RA_WMA@cia.ic.gov, by unclassified email at DNI-EEOD_WMA@cia.ic.gov, by telephone at 301-243-0704 or by FAX at 301-243-1200. Your request for reasonable accommodation will be addressed on a case-by-case basis. **PLEASE DO NOT SUBMIT YOUR APPLICATION TO THE EEOD 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.**