



General Position Information

Job Title: 22452 - Technical Counterintelligence Analyst - GS-14

Salary Range: \$99,172 - \$152,352 (not applicable for detailees)

Vacancy Open Period: 04/05/2019 - 05/04/2019

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCSC/CSE

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-14 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.

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.

Office Mission

The Center for Security Evaluation (CSE) represents the Intelligence Community (IC) in protecting national security equities against counterintelligence and security threats to diplomatic missions abroad and other U.S. government facilities worldwide. CSE provides continuous collaboration with the Department of State (DoS) and the IC for the planning, design, construction, and operation of diplomatic facilities abroad to ensure they meet certification standards and to protect our national security information and personnel. CSE conducts assessments of technical, physical, and information security vulnerabilities and develops emerging technologies to improve security countermeasures. In addition, CSE provides technical, analytic, and policy guidance and advocates for national Technical Surveillance Countermeasure (TSCM) resources and the policy for implementing wireless technology in a secure environment.

Major Duties and Responsibilities (MDRs)

- Countering the growing complexity of technological advances, both in the tools themselves and the methods used to employ them, necessitates greater technical literacy and a more comprehensive defensive countermeasures program than what was required just a few years ago. The National Counterintelligence and Security Center (NCSC), in collaboration with the Intelligence Community (IC) is leading an effort to modernize the Technical Surveillance Countermeasures (TSCM) and TEMPEST programs – now referred to holistically as Technical and Signals Security Countermeasures (TSSC). In this effort, NCSC is looking for an experienced Technical Counterintelligence Analyst.
- The Technical Counterintelligence Analyst works in NCSC's Center for Security Evaluation (CSE) where they will work directly with analyzing and developing countermeasure security. The position is located at ICC-B in Bethesda, MD. The individual selected for this position will report to the Team Lead and serve as a subject matter expert providing an in-depth understanding of technology and provide advice and guidance necessary to resolve challenges within the areas of computers, networks, databases, applications, and wired and wireless infrastructures. This includes: 1) Facilitates and organizes cross community forums with IC partners, industry, and academia to collaborate and exchange ideas and methodologies to overcome technical challenges, 2) Analyzes results, and provides recommendations to mitigate risks and improve existing security protocols, 3) Analyzes and develops technical requirements, 4) Provides technical inputs to system engineering processes, and 5) Supports testing requirements, develops test scenarios, and documents results.



- Coordinate, lead, and communicate comprehensive, sophisticated, and current technical security analyses of complex and significant national, regional, and/or global issues for senior policymakers and key components in the Intelligence Community (IC), law enforcement, and the Office of the Director of National Intelligence (ODNI).
- Lead the production of a broad range of finished intelligence products in support of United States (US) foreign policy and national security interests.
- Provide leadership and expert guidance to the planning, analysis, and application of a full-range of methodological tools and approaches to gain a comprehensive understanding of complex analytical issues and incorporate insights and findings into well-crafted, in-depth intelligence products.
- Plan, prepare, and present written and oral briefings to the most senior internal and external customers on counterintelligence issues; explain the most complex concepts to non-expert customers and tailor the product to correspond to customer needs.
- Research, analyze and identify critical intelligence gaps and initiate, develop, and implement strategies and mitigation initiatives to address gaps and shortfalls in collection and analytic capabilities across the USG.
- Lead, plan, direct, and coordinate the preparation of tactical, multidisciplinary, and strategic analysis that supports key US national security and foreign policy objectives and helps shape IC analysis and priorities.
- Develop, utilize, and refine a full range of methodological tools and approaches to gain a comprehensive understanding of complex and significant analytic issues and incorporate insights and findings into well-crafted, sophisticated intelligence products.
- Oversee the development and implementation of strategies for gathering intelligence, or historical information in support of US interests and policy objectives; cultivate and identify key internal and external sources of relevant information that meet customer and self-derived needs.
- Lead, initiate, cultivate, and maintain productive working relationships with colleagues, experts, IC members, policy committees, and law enforcement agencies as appropriate and use these relationships to share information of interest; attend internal and external training, seminars, or conferences on broad or more strategic subject areas.
- Recognize, value, build, and leverage diverse collaborative networks with the ODNI and across the IC.
- Develop and continually expand personal knowledge in area of expertise* to achieve a government-wide reputation as a subject matter expert in this area.

Mandatory and Educational Requirements

- Demonstrated ability to effectively plan and lead the development of high-quality, complex analyses, studies, projects, assignments, and briefings on key US foreign policy and national security objectives focused on a specific region or transnational issue for IC consumers and policymakers at the highest levels of government.
- Demonstrated ability to apply expert knowledge of ODNI, IC organizations, and relevant customer organizations or operations (e.g., military, policymakers, and law enforcement), in order to effectively translate their requirements and provide appropriate output or responses to meet customer needs.



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- Extensive knowledge of IC policy and procedures and demonstrated knowledge of analytic tradecraft and superior ability to communicate intelligence information and judgments to generalists as well as specialists.
- Demonstrated ability to produce analytic finished intelligence related to the subject matter issue, either as lead analyst or manager of analysts, and broad knowledge of the role of intelligence analysis within the IC.
- Demonstrated ability to lead and promote the development and use of a broad range of methodological tools and approaches to research, analyze, and present data (modeling, link analysis, or software).
- Demonstrated ability to maintain and develop regular contacts within the ODNI and the IC for exchanging information.
- Demonstrated ability to oversee and direct information sharing programs and promote information sharing practices across the ODNI and IC.
- Demonstrated and recognized analytic and critical thinking skills, including superior ability to think strategically.
- Demonstrated ability to execute senior-level guidance in a fast paced environment and superior ability to translate strategic goals into specific objectives with appropriate metrics and methods to track progress towards meeting those goals.
- Demonstrated interpersonal, organizational, and problem-solving skills, in working with individuals at the highest levels of the IC and government in justifying, defending, negotiating, and resolving significant and controversial issues.
- Creative problem-solving skills and superior ability to provide leadership in carrying out mission responsibilities

Desired Requirements

- Experience in the Countermeasure or TEMPEST field
- Demonstrated levels of flexibility and superior ability to remain open-minded and change opinions on the basis of new information and requirements; superior ability to support group decisions and solicit opinions from coworkers.
- Demonstrated ability to work effectively both independently and in a team or collaborative environment, and mentor junior colleagues.

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.



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- 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.

WHERE TO SUBMIT: Applications should be sent to either DNI-MSD-HR-RR-Team_B_WMA@dni.ic.gov (classified email system) or Recruitment_TeamB@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both joswida@dni.ic.gov (Daniel J.), mitchsl@cia.ic.gov (Stephanie M.) and overtom@dni.ic.gov (Michelle O.) in lieu of the group address above. 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.

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.
- 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.



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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 301-243-1318.

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; Secure: 934-3789; Email: 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_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.**