



General Position Information

Job Title: 23108 - Deputy Director for Intelligence, NCTC/DI - SNIS Executive Tier 2

Salary Range: None provided

Vacancy Open Period: 04/05/2019 – 04/19/2019

Position Type: Cadre

Who May Apply: Internal ODNI Candidates

Division: NCTC/DI

Duty Location: McLean, VA

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Position Information

This is an opportunity for:

- An internal candidate to fill a SNIS Executive Tier 2 cadre position.

Who May Apply

Only ODNI SNIS employees may apply. GS employees may not apply.

- For a cadre assignment:
 - Current ODNI permanent cadre.

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.

Component Mission

The National Counterterrorism Center (NCTC) leads our nation's effort to combat terrorism at home and abroad by analyzing the threat, sharing that information with our partners, and integrating all instruments of national power to ensure unity of effort. The Center serves as the primary organization in the United States Government (USG) for analyzing and integrating all intelligence possessed or acquired by the USG pertaining to terrorism and counterterrorism, and its Director serves as the Counterterrorism Mission Manager. NCTC also serves as the central and shared knowledge bank on known and suspected terrorists and international terrorist groups, as well as their goals, strategies, capabilities, and networks of contacts and support. In addition, NCTC conducts strategic operational planning for counterterrorism activities, coordinating and integrating the efforts of departments and agencies across the Federal Government.



Major Duties and Responsibilities (MDRs)

- Lead the DI's strategic planning effort and assist the Director to oversee and direct the formulation and implementation of DI strategic plans, ensuring tactical and strategic operational alignment with NCTC mission goals and objectives. • Assist the Director to oversee and direct the development and execution of the DI analytic production and evaluate analytic products for substance, accuracy, and adherence to the DI tradecraft. • Lead the DI's efforts to formulate, implement, and monitor the DI budget against mission requirements, and direct policy or manage budgetary obstacles that impede achieving milestones. • Work with other Deputy Directors to oversee the development of performance measures to be integrated with the goals and objectives of the DI and ensure linkage with resource requirements. • Serve as a key member of the NCTC Corporate Board and exchange information, form recommendations, and resolve issues related to DI tradecraft. Represent the DI and NCTC at the highest levels and in a variety of circumstances. • Establish and sustain partnerships among key domestic and foreign entities; identify gaps and opportunities that can be leveraged among the IC and ensure that the DI's analytic products meet mission requirements. • Advise NCTC senior leadership and other major stakeholders on intelligence integration initiatives and provide innovative recommendations for improvement. • Assist the Director to oversee the development of effective internal processes and controls to identify and implement organizational/functional improvements. • Assist the other Deputies to lead, manage, and direct a professional level staff, including the career development of the group chiefs and DI Front Office senior staff. Evaluate performance, collaborate on goal setting, and provide feedback and guidance regarding personal and professional development opportunities. • Assist the Director to oversee and direct the career development of officers from across the IC, including the imbedded CIA career service.

Mandatory and Educational Requirements

- Expert ability to plan strategically, analyze and assess programmatic initiatives, and report trends impacting mission objectives. • Expert ability to apply analytic, diagnostic, and qualitative techniques sufficient to identify, evaluate, and recommend appropriate solutions to resolve complex, interrelated program, budgetary, and resource management issues. • Demonstrated managerial experience at the Group Chief, Issue Manager, or Deputy Office Director Level. • Demonstrated ability to provide strategic and tactical planning that pertain to NCTC policies, regulations, and the development and execution of the best business practice methodologies, to include analytic tradecraft. • Expert knowledge of the IC, NCTC and its entities, their missions and interrelationships, including relevant discipline areas. • Excellent knowledge of and experience with budget formulation, programming, and budget execution processes in an IC environment, including Federal acquisition laws, regulations and procedures. • Excellent oral and written communication skills and demonstrated ability to conduct independent research, filter and synthesize data, and produce clear, logical, and concise products. • Outstanding interpersonal skills and the ability to build consensus, work effectively and independently, and influence key stakeholders to build a broad coalition promoting an interagency and national approach to terrorism and counterterrorism. • Expert knowledge of strategic planning processes, program performance assessments and metrics development. • Proven ability to work with senior officials, to build and sustain professional networks in a diverse, fast-paced, multi-task environment, and to manage competing priorities.

Desired Requirements

- 1. Leading People: This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the



development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. Competencies: Conflict Management, Leveraging Diversity, Developing Others, and Team Building.

- 2. **Leading Change:** This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment. Competencies: Creativity and Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, and Vision.
- 3. **Results Driven:** This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks. Competencies: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, and Technical Credibility.
- 4. **Business Acumen:** This core qualification involves the ability to manage human, financial, and information resources strategically. Competencies: Financial Management, Human Capital Management, and Technology Management.
- 5. **Building Coalitions:** This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals. Competencies: Partnering, Political Savvy, and Influencing/Negotiating.

Key Requirements and How To Apply

Internal ODNI Candidates:

A complete application package must include:

- 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.
- 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.
- VACANCY NUMBER:** Reference the vacancy number in the subject line of the email and on each document submitted.
- 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_COO_TM_HR_OPS_TEAM_C_WMA@cia.ic.gov (classified email system) or Recruitment_TeamC@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both saksdav@dni.ic.gov (*David S.*) and longvj@dni.ic.gov (*Vincent L.*) 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.

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 703-275-3955.

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: 703-275-3955; Email: Recruitment_TeamC@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.**