



General Position Information

Job Title: 23504 - Senior Operations Officer, NCTC/DOS - GS-15

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

Vacancy Open Period: 12/03/2018 – 12/18/2018

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCTC/DOS

Duty Location: McLean, VA

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Relocation Expenses: Not Authorized.

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 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 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)

- Oversee and lead a professional staff that maintains 24/7 global situational awareness by independently planning, researching and analyzing raw intelligence reporting and maintaining awareness of current intelligence issues.
- Coordinate with Intelligence Community (IC), watch officers and operation centers to ensure situational awareness of collection enterprise's activities, and to assure alignment with key national priorities.
- Oversee the development and implementation of strategies to augment and extend strategic collection capabilities, and coordinate with national, defense, and domestic authorities to ensure alignment with key intelligence priorities.
- Manage and direct professional staff in the monitoring, sorting, prioritization, and analysis of intelligence and operational message traffic.
- Direct and lead professional staff in the development of situational awareness information that is provided ODNI, IC, United States (U.S.) government, and other appropriate leaders.
- Oversee and lead professional staff in performing community outreach and collaboration activities by planning and engaging in internal and external information sharing, fostering collaborative relationships with interagency partners, and communicating timely and relevant intelligence information.
- Oversee and participate in the preparation of reports and oversight material for collection enterprise situation awareness, to ensure substantive accuracy and consistency with applicable policies and statutes; edit and provide quality control review of written products.
- Plan, develop, and deliver oral briefings and written reports to ODNI leadership on intelligence issue activities and/or threats.
- Oversee the development and implementation of strategies to augment and extend strategic collection capabilities, and coordinate with national, defense, and domestic authorities to ensure alignment with key intelligence priorities.
- Develop, justify, and provide structured recommendations and innovative solutions for collection enterprise situational awareness on the status and employment of collection capabilities.



- Serve as principal advisor to ODNI and other IC officials regarding operational collection initiatives, programs, and projects.
- As required, guide Operations Officers' training and professional development by identifying relevant courses consistent with the officer's skills, career path, and the team's mission requirements; monitor team training activities to ensure all required and requested training is completed to standard.

Mandatory and Educational Requirements

- Expert knowledge of intelligence analysis and production.
- Expert ability to develop complex written products, as well as the ability to brief counterparts and senior officials on those products, answer detailed questions, and provide supporting information.
- Expert ability to maintain and develop effective working relationships with counterparts and more senior staff in the IC for the purpose of sharing information.
- Expert knowledge of the ODNI and larger IC mission, operations, tradecraft, capabilities, and requirements.
- Expert ability to make assessments of time-sensitive issues, adjust priorities, and change focus quickly as demands change.
- Expert ability to work effectively both independently and in a team or collaborative environment, coupled with established and effective interpersonal, organizational, and problem-solving skills.
- Ability to work rotating shifts of 12.5 hours in a fast-paced demanding environment.
- Comprehensive knowledge of relationships and interrelationships in the IC and collection capabilities, including crisis/operations center with 24-hour/7-day responsibilities.
- Extensive knowledge of defense, domestic, and national IC collection issues and capabilities.
- Strong oral and written communication skills, including the ability to clearly convey complex information and technical data to all levels of management.
- Demonstrated ability to work collaboratively with senior defense, domestic, and national IC officials.
- Outstanding interpersonal and organization skills, including ability to manage competing priorities under strict guidelines while maintaining superior customer service.
- Demonstrated ability to work effectively with teams, build and sustain professional relationships, and exert influence effectively at all levels within and across organizations on a myriad of collection situational awareness topics.

Desired Requirements

- This position involves continuous 12-hour rotating shift work on days, nights, weekends and holidays.
- ODNI permanent cadre and reserve cadre officers GS-15 and below serving rotating shift positions in the NCTC Operations Center are eligible for a \$10,000 annual incentive payment—payable in two \$5,000 installments every six months—over base salary, including locality pay for the Washington/Baltimore area. Participants in the incentive payment program are required to sign six-month continuing service agreements and must maintain a "Successful" rating on their Performance Evaluation Report(s).
- In addition to the incentive payment, this position qualifies for overtime, night, Sunday premium, and holiday shift differential pay.
- In sum, shift workers can expect to make approximately 20 percent over base pay. Note, total compensation is subject to Federal biweekly and annual pay caps.
- For more detailed information regarding the shift schedule, the incentive payment program and shift differential pay, please contact NCTC Operations Center management through your HR representative.

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_C_WMA@dni.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 faulkti@dni.ic.gov (Tiffany F.) 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 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.



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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 703-275-3955.

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-EEOD-RA-ACF@exchange.cia.ic.gov, by unclassified email at DNI-EEOD@dni.gov, by telephone at 703-874-8360, by TTY at 703-874-8554, or by FAX at 703-874-8651. 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.**