



General Position Information

Job Title: 23526 - Analytic Tradecraft Specialist & Intelligence Educator - Multiple Positions, - NCTC/DI - GS-15

Salary Range: \$96,970 - \$164,200 (not applicable for detailees)

Vacancy Open Period: 03/06/2019 - 03/20/2019

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCTC/DI

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 up to two grades 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 up to two grades 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)

- Develop collaborative relationships with intelligence officers at all levels in NCTC to promote and implement advanced analytic techniques and increased rigor in analytic products and processes.
- Provide expert guidance to the analytic workforce on the planning, analysis, and application of a full range of methodological tools and approaches to promote well-crafted, sophisticated analytic products. • Conduct consultations with analysts to enable rigorous analytic design.
- Enable and cultivate cross-cutting communication among analysts in various subspecialties (including data analytics), ensuring consumers receive the most robust, highest quality finished intelligence on terrorism-related issues.
- Expertly provide structured analytic facilitations that enhance the value of analysis; conduct corporate facilitations that foster teambuilding and effectiveness.
- Work collaboratively with teammates to communicate training needs based on review/evaluation and of effectiveness of facilitations/consultation as reflected in products reviewed/evaluated.
- Provide analytic tradecraft training consistent with IC Analytic Integrity and Standards and best practices for adult learning in variety formats and venues.
- Develop and deliver training course material in support of NCTC/DI training program framework, as well as tailored training based on identified needs.
- Provide timely tradecraft and/or writing feedback to analysts and managers in a constructive manner. • Display superior time management skills and ability to prioritize tasks with competing deadlines.



- Cultivate and maintain productive relationships with counterparts within ODNI and across the IC.
- Develop and continually expand personal knowledge in area of expertise and achieve a government-wide reputation as a subject matter expert in this area.
- Contribute to NCTC writing guides, tradecraft website, job aids, training materials, and other analytic resources.

Mandatory and Educational Requirements

- Advanced degree or training in the use of analytic tools, human-centered design, or other state-of-the art approaches to intelligence analytic challenges.
- Recognized expertise in analytic tradecraft and expert knowledge of analytic integrity and standards.
- Demonstrated analytical and critical thinking skills as an intelligence analyst or manager.
- Outstanding ability to provide effective training on analytic tradecraft.
- Demonstrated expertise in structured analytic tools/technique facilitation.
- Demonstrated ability to conduct corporate facilitations.
- Outstanding written and oral communication skills.
- Demonstrated interpersonal skills and superior ability to work effectively with individuals at all levels, including senior executives.
- Demonstrated time management skills and ability to prioritize tasks with competing deadlines and superior ability to work effectively under extremely tight deadlines.
- Demonstrated ability to work effectively both independently and in a team or collaborative environment across organizational lines.
- Track record of inclusive behaviors that contribute to creating and maintaining a positive, professional, and high performance workplace.
- Superior 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.

Desired Requirements

- Certification as an instructor or an instructional systems designer (ISD).
- Experience providing graphic facilitation.
- Experience with data analytics and/or data visualization.
- Certification or experience in project management.



- Strong mentoring skills and experience providing guidance to other officers, including managers.
- A willingness to innovate. Ability to identify opportunities to improve on existing capabilities and practices and to follow through with practical, collaborative, and creative solutions.
- Joint Duty experience.

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.

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 longvj@dni.ic.gov (*Vincent L.*) 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:

- WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- 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.

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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_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



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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.**