



General Position Information

Job Title: 27921 - Strategy Integration Officer, NIMC/Mission Management Group - GS-14

Salary Range: \$96,970 - \$148,967 (not applicable for detailees)

Vacancy Open Period: 03/13/2019-03/28/2019

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: DDII/NIMC

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-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 Office of the Director of National Intelligence (ODNI) Deputy Director of National Intelligence for Intelligence Integration (DDNI/II) serves as the Director of National Intelligence's (DNI) senior leader for intelligence integration across the IC enterprise. DDNI/II is responsible for ensuring customer outcomes by leading advances in collection and analysis that ensure the quality, timeliness, and utility of insights for the nation's decision-makers. Additionally, DDNI/II is responsible for increasing expertise and improving tradecraft at all levels through specialization, integration, and collaboration. DDNI/II is responsible for the strategic vision, direction, and planning to deliver a more integrated IC reflecting the collective wisdom of our collection and analytic components to advance, in support of the National Intelligence Managers, the Unifying Intelligence Strategies (UIS).

Mission Integration (MI) creates a consistent and holistic view of intelligence from collection to analysis and serves as the DNI's principal advisor on all aspects of intelligence. MI integrates mission capabilities, informs enterprise resource and policy decisions, and ensures the delivery of timely, objective, accurate, and relevant intelligence. The National Intelligence Management Council (NIMC) serves as the DNI's principal substantive advisors within and across specific regions and functional issues while conducting individual and collective strategic oversight of the Intelligence Community (IC) by integrating collection, analysis, counterintelligence, resource programming, and other intelligence activities and issues.

Major Duties and Responsibilities (MDRs)

- Serve as the primary lead within NIMC's Mission Management Group for collaborating with the NIMC Front Office and National Intelligence Manager (NIM) teams on implementing the joint ODNI and Undersecretary of Defense for Intelligence (USD(I)) First Principles for Joint Hard Targets Strategies (JHTS). Assist in internal reviews to ensure that JHTS efforts align with the strategic direction, including the National Intelligence Strategy, the National Defense Strategy, the Integrated Mission Strategy, and relevant Unifying Intelligence Strategies.
- Collaborate with USD(I) counterparts to develop and implement a standard lexicon, classification guidelines, and assessment criteria across all JHTS. In collaboration with USD(I) and NIM teams, assess the JHTS through repeatable methodologies to determine the impact of their activities. Develop and advance a common lexicon of terms and definitions for NIMC-led initiatives to ensure effective communication with oversight bodies, internal stakeholders, and external customers.
- Advise and provide subject matter expertise to MMG Group Chief, NIMC Vice Chairman, and NIMC Chairman on JHTS integration and resource decisions as required. Support initiatives that further mission integration, such as changes in mission posture and crisis management. Identify and raise new ideas to advance mission management, solve problems, and advance the NIM Council and the IC.



- Manage partnerships and communicate with stakeholders to synchronize requirements and resources, and represent the Council's position. Conduct research to develop an understanding of relevant mission, program, and operational requirements in support of national priorities, strategies, as well as Unifying Intelligence Strategies. Assist in the identification, mitigation, and development of solutions to emerging threats, intelligence gaps, and recommendations for realignment of resources to improve intelligence support, risk management, and development of performance measures.
- Collaborate with regional, functional, and domain NIM teams to assess the mission impact and outcomes of their respective strategies and to prioritize planning and programmatic activities in alignment with national level guidance and strategy.
- Rank and prioritize competing requirements for additional capabilities through a transparent and accountable methodology.

Mandatory and Educational Requirements

- Demonstrated analytical and critical thinking skills, including the ability to think strategically, identify needs and requirements, develop recommendations, and evaluate outcomes against goals and objectives.
- Demonstrated ability to manage strategic and tactical level topics, and develop innovative recommendations and solutions for improvement.
- Ability to work effectively at a senior level within an interagency environment on complex issues requiring negotiation and consensus-building skills.

Desired Requirements

- Demonstrated leadership skills and ability to lead interagency working groups, build coalitions with IC elements to achieve common goals.
- Extensive knowledge of IC organizations; IC mission posture, structures, capabilities, processes, and policy development.
- Demonstrated interpersonal skills and superior ability to work effectively in both independent and in a team or collaborative environment.

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.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

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

- 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_COO_TM_HR_OPS_TEAM_D_WMA@cia.ic.gov (classified email system) or Recruitment_TeamD@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both hoylegr@dni.ic.gov (*Greta H.*) and aclaale@dni.ic.gov (*Alex A.*) 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.



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

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

WHERE TO SUBMIT: Applications should be sent to either DNI_COO_TM_HR_OPS_TEAM_D_WMA@cia.ic.gov (classified email system) or Recruitment_TeamD@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both hoylegr@dni.ic.gov (*Greta H.*) and aclaale@dni.ic.gov (*Alex A.*) 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.

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 703-275-3663.

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: 703-275-3663; Email: Recruitment_TeamD@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.**



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

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