



General Position Information

Job Title: PC929 - Deputy National Intelligence Manager (NIM) for Africa - SNIS Executive Tier 1

Salary Range: None provided (not applicable for detailees)

Vacancy Open Period: 08/21/2019 to 09/12/2019

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 SNIS Executive Tier 1 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

Only Senior Service (SNIS, SES, SIS, DISES, DISL) candidates may apply. GS employees may not 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. Only Senior Service (SNIS, SES, SIS, DISES, DISL) candidates may apply. GS employees may not 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 Mission Integration (DDNI/MI) serves as the Director of National Intelligence's (DNI) senior leader for intelligence integration across the IC enterprise. DDNI/MI 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/MI is responsible for increasing expertise and improving tradecraft at all levels through specialization, integration, and collaboration. DDNI/MI 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).

The National Intelligence Management Council 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 by integrating collection, analysis, counterintelligence, resource programming, and other intelligence activities and issues.

Major Duties and Responsibilities (MDRs)

- Assist NIM-Africa in directing and overseeing national intelligence related to the Africa issues; setting collection, analysis, and intelligence operations priorities on behalf of the ODNI, in consonance with the National Intelligence Priorities Framework (NIPF).
- Assist NIM-Africa in determining the state of collection, analysis, or intelligence operations resource gaps; developing and publishing a Unifying Intelligence Strategy which identifies and formulates strategies to mitigate gaps; advising IC and ODNI leadership of the gaps, mitigation strategies, progress against the strategies, and assessing the effectiveness of both the strategies and the closing of the intelligence gaps.
- Build an effective NIM-Africa staff on a priority basis to take on the substantive duties of the NIM-Africa, leveraging available ODNI resources to identify and hire personnel skilled in collection, analysis, operations, program management, and other areas as appropriate.
- Develop integrated collection policies and strategies and influence policy development and strategy implementation for the IC on Africa.



- Perform personnel management responsibilities with a focus on building a high performance workforce; promote team building and a collaborative work environment; ensure goals and performance objectives are understood; assess performance and provide timely feedback, recognition, and remediation.
- Facilitates cooperation and motivates team members to accomplish group goals. Determines objectives, sets priorities, and delegates work based on priorities, selective consideration of the difficulty and requirements of assignments and the capabilities of employees. Ensure staff is in compliance with established policies and regulations.
- Develop IC-level analytic production strategies to ensure major shortfalls on Africa being examined either as a community or by individual analytics.
- Evaluate and determine the state of analysis by assessment of the quality of analysis and ensure competitive and alternative analysis is conducted on high-priority topics.
- Identify research and developmental opportunities in order to defend, advocate for, and institute justifications for additional or dedicated funding.
- Liaise with community elements to perform outreach and ensure resources and priority attention is given to targets.
- Administer NIM-Africa resource allocations, budget processes and activities, to include the establishment of controls to ensure NIM-Africa equities remain within budget.
- Direct and oversee advocacy initiatives to integrate and optimize contributions from current and planned technical, analytic, and openly available sources.
- Brief senior IC and Department of Defense (DoD) officials, members of Congress, and other major stakeholders as necessary on US intelligence enterprise issues and emerging trends concerning West Hemisphere.
- Liaise with ODNI leadership to develop innovative approaches, and provide structured recommendations focused on the advancement against intelligence mission and enterprise across the Africa (collection, analysis, counterintelligence, and priorities and resources), and broader ODNI goals.
- Manage, lead and develop dynamic and long-term planning efforts in the current and anticipated planning structure.

Mandatory and Educational Requirements

- Extensive knowledge of IC structures, capabilities, operational mechanisms, and ability to anticipate issues relevant to analysis of Africa issues.
- Excellent organizational, managerial, and leadership skills.
- Outstanding interpersonal and negotiation skills, and the ability to build consensus, work effectively, and independently exert influence to major stakeholders.



Desired Requirements

- Strong analytical and critical thinking skills, including the ability to think strategically and identify needs, requirements, and develop innovative recommendations and solutions for improvement.
- Mastery knowledge of the IC's analytic architecture as related to Africa, and expertise working on the Africa target across multiple analytic disciplines.
- Mastery knowledge of the budget processes, particularly as they relate to the Africa target.

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_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 KURTJEN@dni.ic.gov (*Jen K.*) 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.

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 KURTJEN@dni.ic.gov (*Jen K.*) 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.

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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 703-275-3663.

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_Reasonable_Accommodation_WMA@cia.ic.gov and DNI_Diversity_WMA@cia.ic.gov, by unclassified email at DNI_DRA@dni.gov, by telephone at 703-275-3799 or by FAX at 703-275-1217 . Your request for reasonable accommodation will be addressed on a case-by-case basis. **PLEASE DO NOT SUBMIT YOUR APPLICATION TO THE EEOC 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.**