



# 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

## General Position Information:

**Job Title:** Deputy NIM-REE

**Position Number:** HE769

**Position Grade:** SNIS Executive Tier 1

**Salary Range:** None provided (not applicable for detailees)

**Vacancy Open Period:** 11/23/2021 – 12/8/2021

**Position Type:** Cadre, Detailee

**Who May Apply:** Internal ODNI Candidates, Detailees

**Division:** DNI/MI/NIMC/NIM-REE

**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 a SNIS Executive Tier 1 cadre position in the ODNI.

- 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

Senior Service (SNIS, SES, SIS, DISES, DISL) employees and highly qualified GS-15s employees 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 Internal ODNI cadre.
- For a detailee assignment:
  - Current Federal Government employees. (Current Senior Service employees at the same grade and highly qualified GS-15s 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 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 Mission Integration (MI) serves as the Director of National Intelligence's (DNI) senior leader for intelligence integration across the IC enterprise. 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, MI is responsible for increasing expertise and improving tradecraft at all levels through specialization, integration, and collaboration. 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).

## Major Duties and Responsibilities (MDRs)

Assist NIM Russia, Europe and Eurasia in guiding and overseeing national intelligence related to Russia, Europe and Eurasia, while setting integrated analytic and collection priorities in accordance with the National Intelligence Priorities Framework (NIPF).

Assist NIM Russia, Europe and Eurasia in leading the effort to develop and implement the Russia, Europe and Eurasia strategy in partnership with internal ODNI and external stakeholders.

Oversee Russia, Europe and Eurasia resource allocations, budget processes, and activities— to include the establishment of controls and procedures to ensure alignment with the NIPF—and provide innovative solutions to mitigate resource shortfalls or inequities affecting the Russia, Europe and Eurasia mission.

Influence and shape the development of policies that promote responsible information sharing with partners and allies, and support and facilitate integrated and collaborative IC approaches to collection and analysis.

Direct and oversee Russia, Europe and Eurasia-related initiatives to integrate and optimize analytic and collection intelligence capabilities and sources.



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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

Guide development of strategic plans (Unifying Intelligence Strategies and CT Intelligence Plan), evaluation of plan effectiveness and Community performance, and development of performance and resource recommendations to support the Community's overall attainment of the U.S. Government's strategic objectives.

Provide leadership, guidance, and oversight of staff in order to elicit, analyze, and define customer/stakeholder requirements, support development of investment plans, and ensure development of business cases spanning multiple Intelligence Community organizations in order to meet stakeholder requirements.

Provide leadership, supervisory management, and direction to a professional level staff; evaluate performance, collaborate on goal setting, and provide feedback and guidance regarding personal and professional development opportunities.

Liaise with ODNI leadership to develop innovative approaches, and provide structured recommendations focused on achieving National Intelligence Strategy, National Security Strategy, and senior policymaker goals and objectives.

Represent the DNI, DD/MI, and NIMC at Russia, Europe, Eurasia-specific analytic and collection activities and events.

Brief senior IC and Department of Defense officials, Congressional members, and other major stakeholders as necessary on Russia, Europe Eurasia-related integrated analytic and collection enterprise issues and emerging trends.

Work with USDI, ODNI CFO, and Joint Hard Target Strategy leadership groups to lead ODNI direction on the NIM REE-related Hard Target Strategy and oversee ODNI resources regarding the strategy.

## **Mandatory and Educational Requirements:**

Proven superior ability to build and lead interagency and international teams and coalitions against broad objectives; ability to provide vision and to translate vision into concerted and successful action at the strategic-level with minimal or no oversight.

The ability to work well with others on difficult and occasionally contentious issues. Experience managing personnel including supervisory and rating/reviewing duties. Superior interpersonal and organizational skills, including the ability to conceptualize and lead complex projects with little supervision and manage multiple, competing priorities.

Superior critical thinking and communication skills, including the ability to communicate effectively verbally and in writing at the highest levels of the USIC.

In-depth experience with USIC financial systems and practices.

Experience representing the U.S. at foreign partner engagements.

## **Desired Requirements:**

Prior experience as a senior-level collection expert, manager, senior level analyst, or technical expert on the Russia, Europe, or Eurasia problem set.



Prior experience with multiple intelligence source disciplines and working in a cross-domain environment.

## Key Requirements and How To Apply:

### Internal ODNI Cadre 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 in the cover letter if the applicant is unable to provide the two most recent evaluations.
- c. **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:** *Internal ODNI Cadre Candidates must submit an application through the classified [JobsDNI website](#).* For current employees who do not currently have access to internal systems, applications should be sent to either [dni\\_coo\\_hrm\\_semo\\_wma@cia.ic.gov](mailto:dni_coo_hrm_semo_wma@cia.ic.gov) (classified email system) or [DNI\\_CMO\\_HC\\_SEMO@dni.gov](mailto:DNI_CMO_HC_SEMO@dni.gov) (unclassified email system). Applicants experiencing technical issues should contact the HR POC for guidance. Applicants submitting via JWICS are requested to submit their materials to both [moreype@dni.ic.gov](mailto:moreype@dni.ic.gov) (*Peter M.*) and [howarad@dni.ic.gov](mailto:howarad@dni.ic.gov) (*Andrea H.*) in lieu of the group address above.

### 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.

### 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.

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.

To verify receipt of your application package **ONLY**, you may call 703-275-3300.



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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

## 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: 703-275-3300; Email: [DNI\\_CMO\\_HC\\_SEMO@dni.gov](mailto:DNI_CMO_HC_SEMO@dni.gov)

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](mailto:DNI_Reasonable_Accommodation_WMA@cia.ic.gov) and [DNI\\_Diversity\\_WMA@cia.ic.gov](mailto:DNI_Diversity_WMA@cia.ic.gov), by unclassified email at [DNI\\_DRA@dni.gov](mailto: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.**