



## General Position Information

**Job Title:** 12129 - Research Psychologist- GS-14

**Salary Range:** \$102,663 – 157,709 (not applicable for detailees)

**Vacancy Open Period:** 9/11/2020 – 09/28/2020

**Position Type:** Cadre, Detailee

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

**Division:** NCSC/SSD

**Duty Location:** Bethesda, MD

**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 mission of the National Counterintelligence & Security Center is to lead and support the U.S. Government's counterintelligence (CI) and security activities critical to protecting our nation; provide CI outreach to U.S. private sector entities at risk of foreign intelligence penetration; and issue public warnings regarding intelligence threats to the U.S.

## Major Duties and Responsibilities (MDRs)

Research Psychologists are responsible for performing a wide variety of research and consultative services including designing, conducting, and reporting the results of complex applied behavioral science research projects. Oversee and lead senior professionals in determining their specific research needs in order to recommend and successfully apply a variety of quantitative or qualitative approaches to analyze and resolve issues identified. Areas of study include the following: application of behavioral science principles to insider threat and security, tool development, instrument validation, research methodology and experimental design, and advanced statistical analysis. Basic Research Psychologists have some experience using analytic and modeling software languages. Incumbents apply methodological tools and approaches to gain a comprehensive understanding to moderately complex behavioral science issues and incorporate insights and findings into research reports. Lead briefings to senior internal and external customers on the research findings and the development of future analytical tools and methodologies.

- Consult with client to identify and clarify their informational needs.
- Advise clients on possible methodological approaches, ensuring that clients understand the advantages and limitations of their options.
- Plan and manage reporting and other deliverable requirements in consultation with client.
- Plan and manage research instrument/project, after ensuring that client is satisfied his/her needs have been understood.
- Conduct research (data collection and analysis) in accordance with accepted professional standards.
- Schedule project milestones to ensure that client timelines are met.

Analyze, evaluate, and assess appropriate quantitative and qualitative data to contribute to or produce analytic reports in response to customer requirements and needs.

- Write technical articles and research reports to explain the methods, relevance, implications, and results of data analysis.



- Explain technical data and results to non-expert internal and external customers, conveying results and conclusions clearly concisely.
- Provide results to clients in a format appropriate for the intended audiences.
- Deliver briefings on results of complex research projects to internal and external customers.
- Publicize, with client's concurrence, nature and results of the project.
- Represent and market the research capabilities throughout the agency.
- May serve as Contracting Officer Technical Representative (COTR).
- Develop and maintain knowledge, skills, and expertise through professional development activities.
- Attend conferences and classes to maintain and update professional competency.
- Drive the implementation of new behavioral science tools and techniques.

## **Mandatory and Educational Requirements**

- Demonstrated ability to plan, research, develop and conduct complex analytical methodological analyses to provide information that meets the information needs of clients and contributes to the development of high-quality behavioral science research products.
- Demonstrated ability to provide input, coordination, review and development of Behavioral Science products which develop new or revise existing methods, techniques, and tools for the IC community.
- Extensive knowledge of relevant ODNI regulations, federal regulations, and legislation.
- Extensive knowledge of research methodology and statistics.
- Extensive knowledge of psychological research literature.
- Extensive knowledge of statistical software packages.
- Strong interpersonal skills required for client consultation and teamwork.
- Skill in project management.
- Demonstrated ability to represent the office and management on sensitive, controversial, or difficult analytical issues and interpretations; superior ability to clearly present information through the spoken or written word, interpret complex, technical information, and communicate effectively with customers.
- Demonstrated ability to simultaneously manage details and broad project scope.
- Demonstrated ability to establish regular contacts within and outside the ODNI to supply or seek information of specialized matters.



- Demonstrated ability to use critical thinking skills to resolve the moderately complex problems that require issue identification, analysis, and resolution.
- Demonstrated ability to pay attention to details, ensuring accuracy in documentation and data.
- Demonstrated ability to stay informed of methodological, statistical, quantitative, and technical trends and products.
- Experience: 5 years of related experience is preferred.
- Education: Ph.D. in psychology or a related behavioral science field of study or demonstrated skills, knowledge and abilities comparable to those gained in such a program.

## Desired Requirements

Certifications/Licenses: COTR I certification is desired, but not required.

## Key Requirements and How To Apply

**Internal ODNI Candidates: Apply at [JobsDNI.web.cia](https://jobs.dni.gov)**

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\\_B\\_WMA@cia.ic.gov](mailto:DNI_COO_TM_HR_OPS_TEAM_B_WMA@cia.ic.gov) (classified email system) or [Recruitment\\_TeamB@dni.gov](mailto:Recruitment_TeamB@dni.gov) (unclassified email system). Applicants submitting via JWICS are requested to submit their materials [dewbret@dni.ic.gov](mailto:dewbret@dni.ic.gov) (Brett D.), [majettm@dni.ic.gov](mailto:majettm@dni.ic.gov) (Maya M) 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\\_B\\_WMA@cia.ic.gov](mailto:DNI_COO_TM_HR_OPS_TEAM_B_WMA@cia.ic.gov) (classified email system) or [Recruitment\\_TeamB@dni.gov](mailto:Recruitment_TeamB@dni.gov) (unclassified email system). Applicants submitting via JWICS are requested to submit their materials [dewbret@dni.ic.gov](mailto:dewbret@dni.ic.gov) (Brett D.), [majettm@dni.ic.gov](mailto:majettm@dni.ic.gov) (Maya M) 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 301-243-1318.

**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**



# 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

ODNI Recruitment; Phone: 301-243-1318; Secure: 934-3789; Email: [Recruitment\\_TeamB@dni.gov](mailto:Recruitment_TeamB@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](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.**