



General Position Information

Job Title: Identity Intelligence Analyst

Position Number: 18588

Position Grade: GS-12

Salary Range: \$74,950 - \$116,788 (not applicable for detailees)

Vacancy Open Period: 06/15/2022 – 06/30/2022

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: DNI/NCTC

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-12 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.

For a cadre assignment:

- Current ODNI permanent cadre.

For a detailee assignment:

- Current Federal Government employees at the same grade or one grade lower than the advertised 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 will be assigned to the position at the employee's current GS grade and salary.
- A current Federal Government employee, selected for a detail assignment, 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)

Perform in-depth analysis for specifically defined targets; conduct targeted analysis of known and unknown terrorist personalities, groups and networks in order to reveal identity attributes for future analytical and watchlisting purposes. Present findings as appropriate via written products, graphic presentations or oral briefings.

Develop an understanding of a variety of tools and approaches to gain a comprehensive understanding of known or suspected terrorists (KSTs); incorporate policies, strategies, tactics, techniques, procedures and mechanisms to reveal the true identity of individuals, personas, or groups by analyzing and exploiting data related to sets of specific identity attributes to build the most comprehensive terrorist identity record available to the USG.

Resolve target identities through the integration of biographic, biometric, contextual and behavioral information.

Identify, gather, and extract Identity Intelligence information and perform relational tracing as required to determine relationships, patterns, trends, indicators and warnings that address intelligence gaps.

Communicate regularly with internal and external peers and counterparts to collaborate on intelligence issues and conduct initial assessments of the types of information and circumstances that may create opportunities to pursue joint-targeting activities.

Validate data within terrorist identity records using a variety of traditional and non-traditional intelligence sources.

Identify and correct conflicting and inaccurate data within terrorist identity records, using a variety of traditional and non-traditional intelligence sources.

Establish and maintain effective working relationships with counterparts in the CT, Intelligence, and Law Enforcement Communities to support NCTC mission requirements and analytic undertakings and to promote intelligence integration.

Perform independent, targeted research and analysis to identify potential KSTs appropriate for nomination and/or entry into



Terrorist Identities Datamart Environment (TIDE) and US Government watchlisting databases.

Identify CT intelligence gaps pertaining to terrorist identities and prepare requirements for, and implement methodologies to collect, required information to fill the gaps.

Analyze biometric data for targets of interest.

Oversee and/or utilize a variety of biometric tools to conduct examination on images, video, documents, and other forms of captured media.

Oversee and/or conduct accurate and timely biometric searches; obtain biometric identifiers from partners and law enforcement for the inclusion in TIDE.

Analyze numerous, complex, and diverse biometric data sets to provide direct operational, engineering, and analytical support focused on providing fused, integrated biometric intelligence support to TIDE customers and the greater IC.

Mandatory and Educational Requirements

Thorough knowledge of terrorist identities, analysis, compilation, and dissemination, coupled with extensive knowledge of associated databases and identity targeting processes.

Thorough knowledge of traditional and nontraditional information resources, particularly current or projected collection systems and data sources for analysis; basic knowledge of selected analytic tools (link analysis, data integration, geographic information systems).

Ability to remain open-minded and change opinions on the basis of new information and requirements; basic ability to support group decisions, accept and incorporate feedback, and solicit opinions from coworkers.

Thorough knowledge of IC organizations, policies, and procedures, and their requirements with regard to terrorist identities intelligence research, and analysis.

Thorough knowledge of the mission, charter, roles, and responsibilities of the ODNI, IC, and USG agencies, and how these organizations can effectively integrate their terrorist identities analysis capabilities.

Ability to communicate clearly, both orally and in writing.

Ability to research and logically analyze, synthesize, and judge information, as well as the ability to review and incorporate multiple sources of information in performing assignments.

Interpersonal, organizational, and problem-solving skills, including an ability to work effectively within an interagency environment on complex issues requiring negotiation and consensus-building.

Ability to work under pressure with strict deadlines while maintaining a high level of attention to detail.

Desired Requirements

Knowledge of biometric tools and capabilities within the IC.

Knowledge of collection methods, processing details, and obfuscation methods for biometric files.



Knowledge of specific technical characteristics of biometric files to include an understanding of thresholds, biometric comparison programs, and specific USG collection systems.

Ability to identify the originating organization of biometric files.

Knowledge of and/or experience conducting one to one, and one to many, biometric comparison and search operations.

Bachelor's degree in a related field or equivalent job-related experience that would provide the necessary knowledge, skills, and abilities to be able to perform the functions of the position proficiently.

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.
- 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. **POSITION NUMBER:** Reference the position 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: *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-Vacancies-Mailbox@cia.ic.gov (classified email system) or HRM-HR-OPS-VACANCY-TEAM@dni.gov (unclassified email system). Applicants experiencing technical issues may submit their application via email to either email system.

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 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. **POSITION NUMBER:** Reference the position 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: *Applicants from within the IC must submit an application through the classified IC Joint Duty Program website.* Applicants from federal agencies outside the IC should be sent to either DNI-COO-HRM-Vacancies-Mailbox@cia.ic.gov (classified email system) or HRM-HR-OPS-VACANCY-TEAM@dni.gov (unclassified email system).

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 703-275-3888

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: 703-275-3888; Email: HRM-HR-OPS-VACANCY-TEAM@dni.gov.



Other Information

The ODNI is an equal opportunity employer and abides by applicable employment laws and regulations.

COVID-19 Vaccination Requirement: To ensure compliance with an applicable nationwide preliminary injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the federal government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for federal employees. Therefore, to the extent a federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to Executive Order 14043, that requirement does not currently apply.

Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

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 Reasonable Accommodation Office Representative by classified email at DNI_Reasonable_Accommodation_WMA@cia.ic.gov by unclassified email at DNI_DRA@dni.gov, by telephone at 703-275-3900 or by FAX at 703-275-1277 . Your request for reasonable accommodation will be addressed on a case-by-case basis.

THIS EMAIL IS FOR REASONABLE ACCOMMODATION REQUESTS ONLY. PLEASE SUBMIT YOUR APPLICATION VIA THE EMAIL ADDRESS PROVIDED IN THE 'HOW TO APPLY' SECTION ABOVE.