



General Position Information

Job Title: 22467 - National Counterintelligence Officer for Maritime and Aviation Security - GS-14

Salary Range: \$114,590 - \$148,967 (not applicable for detailees)

Vacancy Open Period: 06/11/2018 – 06/11/2019

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCSC/NIM

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

***** OPEN UNTIL FILLED: This announcement will be open until the position is filled. Cut off points are scheduled in two-week increments. After each cut-off point, all compliant applications received during the previous two weeks will be reviewed for consideration.*****

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 as 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 as 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.

Office Mission

The National Counterintelligence and Security Center's (NCSC) National Intelligence Manager – Counterintelligence Directorate (NIM-CI) supports the Director of NCSC in his role as the National Counterintelligence Executive (NCIX) for the Federal Government. Our primary mission is to deepen the U.S. Government's understanding of foreign intelligence entities' plans, intentions, capabilities, tradecraft, and operations targeting U.S. national interests and sensitive information and assets. We lead the IC's mission to identify and counter foreign intelligence threats by incorporating CI into national-level decision making and leading integrated analysis, collection, and CI initiatives to address priority intelligence gaps and CI mission needs. Our Directorate is growing to address the expanding CI threat. We are looking for qualified personnel to:

- Lead the identification of foreign intelligence threats, priorities, and gaps
- Lead and guide IC analysis, collection, and CI initiatives to address priority intelligence gaps and counter foreign intelligence threats
- Lead the IC in assessing progress against CI priorities and gaps • Lead the development of solutions to address CI capability needs
- Integrate CI into national decision making



Major Duties and Responsibilities (MDRs)

- Serve as the principal counterintelligence advisor to the Director of NCSC, the NIM for Maritime, and the NIM for Aviation on matters pertaining to U.S. maritime and aviation security.
- Support other NCSC components, ODNI, and IC agencies as applicable by leading national CI campaigns and initiatives focused on protecting U.S. maritime and aviation security, to include: leading analysis, collection, and CI initiatives to identify and counter foreign intelligence threats in the maritime and aviation domains; leading the IC in assessing progress against CI priorities and gaps; leading the development of solutions to address CI capability needs; and integrating CI into national decisionmaking on maritime and aviation security issues.
- Lead CI threat prioritization strategies and initiatives for the maritime and aviation security portfolios. Collaborate with NCSC counterparts on the implementation of the National CI strategy/Roadmap, CI mission reviews, and evaluation of key gaps; advance the mission objectives of the National CI Strategy, National Intelligence Strategy, and Unifying Intelligence Strategy for CI.
- Lead briefings to senior policy and IC officials and other major stakeholders on maritime and aviation security-related threats, priorities, and gaps.
- Lead, initiate, cultivate, and maintain productive working relationships with colleagues, experts, IC members, policy committees, and law enforcement agencies as appropriate and use these relationships to share information of interest, coordinate joint actions, and ensure alignment of programs, procedures, and guidelines; attend internal and external training, seminars, or conferences on maritime and aviation security issues.
- Recognize, value, build, and leverage diverse collaborative networks with the ODNI and across the IC and routinely engage IC counterparts to ensure effective integration.
- Develop and continually expand personal knowledge in counterintelligence and achieve a government-wide reputation as a force for integration.
- Support briefings to senior IC officials and other major stakeholders collaboration progress, issues and challenges.

Mandatory and Educational Requirements

- Extensive knowledge of IC analysis and collection sufficient to lead maritime and aviation security-related CI initiatives and identify relevant analytic and collection requirements and gaps.
- Demonstrated leadership skills and ability to lead interagency working groups and build coalitions with IC elements to achieve common goals.
- Extensive knowledge of and experience in the intelligence cycle.



- Demonstrated written, oral communication, and critical thinking skills, as demonstrated by the ability to think strategically, identify needs and requirements, develop recommendations, and evaluate outcomes against goals and objectives.
- Outstanding interpersonal, organizational, and problem-solving skills; ability to build and leverage professional networks; and ability to work effectively both independently and in a team/collaborative environment.

Desired Requirements

- Knowledge of issues pertaining to U.S. maritime and aviation security and/or experience working with U.S. Government maritime and aviation security components.
- Previous intelligence mission management experience.
- Previous counterintelligence experience and/or knowledge of IC organizations' counterintelligence components, mission posture, structure, capabilities, processes, and policies.
- One year equivalent to at least next lower grade level in the normal line of progression.
- Bachelor's degree or equivalent experience in mission specialty area.

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 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-MSD-HR-RR-Team_B_WMA@dni.ic.gov (classified email system) or Recruitment_TeamB@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both joswida@dni.ic.gov (Dan J.), mitchsl@dni.ic.gov (Stephanie M.), and mcclelea@dni.ic.gov (Anthony 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 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.
- 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-MSD-HR-RR-Team_B_WMA@dni.ic.gov (classified email system) or Recruitment_TeamB@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both joswida@dni.ic.gov (Dan J.), mitchsl@dni.ic.gov (Stephanie M.), and mccleea@dni.ic.gov (Anthony 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 301-243-2743.

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: 301-243-0734; Email: 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-EEOD-RA-ACF@exchange.cia.ic.gov, by unclassified email at DNI-EEOD@dni.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.**