General Position Information

Job Title: 24422 - Senior Targeting Analyst, NCTC/DI - Pursuit Group - GS-15

Salary Range: $121,316- $170,800 (not applicable for detailees)

Vacancy Open Period: 2/5/2020 – 2/20/2020

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: NCTC/DI

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-15 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 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)

Pursuit Group – a CT targeting unit with a mandate to protect the Homeland and U.S. interests overseas – is seeking an exceptional, experienced GS-15 Senior Targeting Analyst or GS-14 Senior Analyst Service aspirant with strong targeting tradecraft, digital acumen, and leadership and interpersonal skills to help oversee and drive targeting and data analysis across the group and Directorate writ large, enabling the Center to better meet its missions by identifying tactical terrorism leads and provide them to action agencies to prevent them from becoming threats. As a group-level asset in Pursuit Group, the selected officer will help DI managers formulate and implement targeting strategies and advance targeting analytic tradecraft and expertise on CT issues. The selectee will work with senior leadership in other DI groups as part of a virtual team to identify and assess trends, understand interdisciplinary linkages, preserve analytic objectivity, and apply sophisticated analytic tools and techniques to complex, targeting projects related to terrorism and counterterrorism. The officers will ensure that targeting analysts identify creative ways to tackle production and targeting challenges in an increasingly limited collection environment. NCTC/DI is committed to developing its officers and will provide the selected officers with executive development and training opportunities, encourage research projects, and support the selectees' corporate contributions to NCTC, ODNI and their home agencies. The officers will also have opportunities to travel, take appropriate language training, and attend relevant conferences.

- Sharing expertise with others and mentoring more junior officers in the Directorate. Senior Analysts are among the DI's leading teachers of our trade and organizational culture, setting a positive tone
and playing a leading role in building workforce morale and fostering cooperation, collaboration, and continuous learning.

- Leading the production of a broad range of operational leads and intelligence products in support of US operational, foreign policy, and national security interests. Senior Targeting Analysts will produce sophisticated, cross-cutting, operational intelligence and briefings on terrorism-related issues that model the highest standards of DI tradecraft and policy or operational relevance.
- Cultivating and maintaining productive working relationships with colleagues, experts, IC members, policy committees, and law enforcement agencies as appropriate and using these relationships to share information of interest.

**Mandatory and Educational Requirements**

- Excellent interpersonal, organizational, and leadership skills and ability to conceptualize and effectively lead complex targeting projects with limited supervision. Ability to work with and fairly represent the IC when analytic views differ among agencies.
- Outstanding mentoring skills.
- Recognized expertise in targeting analysis tradecraft and high degree of comfort in working in a collaborative setting.
- Demonstrated experience and expertise in effectively working with policymakers, law enforcement organizations, warfighters, or state and local officials and a deep understanding of their intelligence/analytic requirements and priorities.
- Outstanding critical thinking skills demonstrated in a portfolio of published analysis that show applicant’s ability to think creatively.
- Demonstrated ability to execute senior-level guidance in a fast-paced environment and superior ability to translate strategic goals into specific objectives with appropriate metrics and methods to track progress towards meeting those goals.
- Demonstrated ability to communicate effectively with people at all levels, both internal and external to the organization, to give oral presentations and to otherwise represent the NCTC, as needed, in interagency meetings.

**Desired Requirements**

- None

**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) **VACANCY NUMBER**: Reference the vacancy 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: Applications should be sent to either DNI_COO_TM_HR_OPS_TEAM_C_WMA@cia.ic.gov (classified email system) or Recruitment_TeamC@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both mcreyka@dni.ic.gov (*Kathy M.*) and faulkti@dni.ic.gov (*Tiffany F.*) 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.

WHERE TO SUBMIT: Applications should be sent to either DNI_COO_TM_HR_OPS TEAM_C_WMA@cia.ic.gov (classified email system) or Recruitment_TeamC@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to mcreyka@dni.ic.gov (*Kathy M.*) and faulktsi@dni.ic.gov (*Tiffany F.*) 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 703-275-3955.

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: 703-275-3955; Email: Recruitment_TeamC@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 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.