



General Position Information

Job Title: AB087- National Intelligence Manager for Africa- SNIS Executive Tier 2

Salary Range: None provided (not applicable for detailees)

Vacancy Open Period: 09/16/2016 – 10/03/2016

Position Type: Cadre, Detailee

Who May Apply: Internal ODNI Candidates, Detailees

Division: DDII/NIMC

Duty Location: McLean, VA

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Relocation Expenses: Permanent Change of Station (PCS) relocation expenses for detailees is authorized.

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 SNIS Executive Tier 2 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

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 cadre.
 - Current ODNI Staff Reserve Employees. (A staff reserve employee who currently occupies this position may not apply.)
- For a detailee assignment:
 - Current Federal Government employees.



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 Office of the Director of National Intelligence (ODNI) Deputy Director of National Intelligence for Intelligence Integration (DDNI/II) serves as the Director of National Intelligence's (DNI) senior leader for intelligence integration across the IC enterprise. DDNI/II 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, DDNI/II is responsible for increasing expertise and improving tradecraft at all levels through specialization, integration, and collaboration. DDNI/II 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).

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the quality of IC collection and analysis over the longer term. National Intelligence Managers (NIMs) serve as the focal point within the ODNI for all activities related to their regional or functional mission area as well as being the DNI's principal advisors for IC oversight and coordination of their respective mission areas."

Major Duties and Responsibilities (MDRs)

- Direct and oversee national intelligence related to the Africa area of responsibility, set collection, analysis, and intelligence operations priorities on behalf of the ODNI, in consonance with the National Intelligence Priorities Framework and direction from the National Security Staff.
- Determine the state of collection, analysis, or intelligence operations against key Africa intelligence questions; identify priority intelligence gaps and enterprise challenges affecting IC performance; develop and publish a UIS which identifies and formulates strategies to narrow gaps and address challenges; and advise the NIMC and IMB on the gaps, mitigation strategies, implementation progress, and effectiveness of the strategies in closing the intelligence gaps.
- Develop integrated collection and analytic strategies in concert with the Africa National Intelligence Collection Officers, Africa National Counterintelligence Officer and the NIC's National Intelligence Officers for Africa.
- Influence and shape the development of policies that promote responsible information sharing and facilitate integrated and collaborative IC approaches to collection and analysis.
- Develop IC-level analytic production strategies in concert with the National Intelligence Council to ensure key intelligence questions related to Africa are being addressed either as a community or by individual IC agencies.
- Evaluate the quality of analysis on Africa and ensure competitive and alternative analysis is conducted on high-priority topics.
- Identify IC activities or NIM-sponsored initiatives in the Africa arena that merit consideration for additional ODNI funding, advocate for that funding and if provided, track outcomes.
- Liaise with community elements to drive greater intelligence integration and ensure resources and appropriate attention is focused on the highest priority Africa topics.
- Administer NIM Africa resource allocations, participate in budget processes and activities, to include the establishment of controls to ensure the NIM Africa team does not exceed its operating budget.
- Lead a team of professional staff, set clear goals, promote collaboration, assess performance, and provide constructive feedback on professional development.
- Brief senior United States Government policymakers, IC, and Department of Defense officials, members of Congress, Foreign Partners, and other major stakeholders as necessary on Africa-related collection and analytic
- issues and enterprise challenges affecting IC performance against mission.
- Partner with other NIM teams and ODNI enablers to develop innovative approaches, and provide structured recommendations focused on advancing integrated analysis and collection intelligence activities.



Mandatory and Educational Requirements

- Extensive knowledge of the IC and its entities, to include their missions and interrelationships.
- Superior organizational, managerial, and leadership skills, including superior ability to effectively manage the professional development of staff employees.
- Expert knowledge of IC structures, capabilities, operational mechanisms, and superior ability to anticipate issues relevant to Africa issues.
- Expert knowledge of the Federal Government's regulations regarding business practices and procedures to successfully formulate and execute fiscal budgetary responsibilities.
- Superior oral and written communication skills, including the superior ability to clearly convey complex information and technical data to all levels of management.
- Superior interpersonal and negotiation skills, and the superior ability to build consensus, work effectively, and independently exert influence to major ODNI stakeholders.
- Superior critical thinking skills, including the superior ability to think strategically and identify needs, requirements, and develop innovative recommendations and solutions for improvement.
- Expert knowledge of the IC's architecture as related to Europe and Eurasia, and expertise working on the Africa target across multiple analytic disciplines.

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 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-MSD-HR-RR-Team_D_WMA@dni.ic.gov (classified email system) or Recruitment_TeamD@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both mcpherc@dni.ic.gov (Candace M.) and hoylegr@dni.ic.gov (Greta H.) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.



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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

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.

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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.



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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

To verify receipt of your application package ONLY, you may call 703-275-3663.

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: 703-275-3663; Email: Recruitment_TeamD@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 703-874-8360, by TTY at 703-874-8554, or by FAX at 703-874-8651. 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.**