



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

Job Title: All Source Analyst

Position Number: EC027

Position Grade: GS-15

Salary Range: \$103,690.00 - \$172,500.00 (not applicable to detailee)

Vacancy Open Period: 05/12/2021 – 05/27/2021

Position Type: Cadre, Detailee

Who May Apply: Internal and Detailees

Division: PC/RCE

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-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 GS-15 and two grades below the advertised position 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.
 - Current Federal Government employees. (Current GS employees in the grade of GS-15 and two grades below the advertised position may apply.)



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- For a detailee assignment:
 - Current Federal Government employees. (Current GS employees in the grade of GS-15 and two grades below the advertised position 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 Policy and Capabilities Directorate is focused on ensuring the IC is best postured to meet the future challenges and threats confronting our nation.

Major Duties and Responsibilities (MDRs)

- Serve as lead analyst of counterintelligence issues for IC net assessments responsible for leading comparative assessments of the nature and character of future intelligence competitions and collaborating with counterintelligence components within the IC.
- Provide guidance to teams of senior-level analysts and contractors conducting strategic forecasting, technical analysis, and comparative assessments in support of strategic intelligence net assessments.
- Develop and conduct analytic methodologies like simulation, modeling, scenario planning, and war games to assess prospective intelligence net assessments.
- Prepare expert findings, reports, briefing papers, and other communication vehicles to present net assessment findings, along with options and recommendations, to senior IC leadership.
- Engage IC stakeholders on IC strategic priorities, capabilities, needs and gaps and cross-IC interdependencies.
- Engage outside experts on emerging trends and future issues of relevance to future intelligence capabilities.
- Foster and drive a culture of strategic thinking and innovation across the IC and the ODNI
- Represent the organization at meetings, conferences, and other public forums to foster and cultivate strategic alliances with other IC components.
- Conceive, cultivate, develop, and sustain professional networks across the IC and in operational and analytic communities

Mandatory Requirements

- Demonstrated experience in intelligence collection, analysis, and/or operations and knowledge of IC organizations, missions, and capabilities.
- Proven ability to think strategically, critically, and creatively and be able to document those thoughts clearly in a written narrative.



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- Demonstrated ability to conceptualize, organize, and draw inferences from incomplete data and present a compelling analysis of findings and issues; expert ability to identify, articulate, document, and mitigate knowledge gaps or alternatives approaches.
- Demonstrated interpersonal, organizational, and problem-solving skills, including the ability to work both independently and in a team/collaborative environment.
- Demonstrated knowledge of and experience with a combination of the following: long-range forecasting; strategic analysis; and futures analysis methodologies, such as analytic simulations and scenario planning.
- Demonstrated ability to observe, measure, and evaluate outcomes against goals and objectives and assist leadership with development and implementations of solutions and/or changes.
- Demonstrated strong ability to interact and communicate with individuals from diverse professional backgrounds.
- Proven excellent communication and interpersonal skills, including ability to exert influence with senior leadership and communicate effectively at all staff levels, both internal and external to the organization.
- Demonstrated capability to produce high-quality written reports and executive level briefings.
- Proven critical thinking skills and the ability to prepare finished assessments of intelligence issues and other written products with an emphasis on clear organization, and concise and logical presentation.
- Superior ability to lead studies, initiatives, or projects across multiple IC elements through superior collaboration, negotiation, or facilitation.
- Superior ability to work effectively with peers and leaders from across the IC and Department of Defense.

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 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: *Internal ODNI Cadre Candidates must submit an application through the classified [JobsDNI website](#).*

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



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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-HR-HRM-TEAMB-Mailbox@cia.ic.gov (classified email system). Applicants experiencing technical issues should contact the HR POC for guidance. 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.

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 Team B; Phone: 301-243-1318

Other Information

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



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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 703-275-3900 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.**