



## General Position Information

**Job Title:** PC138 - Deputy National Intelligence Officer for Counterintelligence (China) - GS-15

**Salary Range:** \$96,970 - \$164,200 (not applicable for detailees)

**Vacancy Open Period:** 02/05/2019-02/12/2019

**Position Type:** Cadre, Detailee

**Who May Apply:** Internal ODNI Candidates, Detailees

**Division:** DDII/NIC

**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 up to two grades 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 up to two grades 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 Office of the Director of National Intelligence (ODNI), Directorate for Mission Integration (DMI) serves as the Director of National Intelligence's (DNI) senior leader for intelligence integration across the Intelligence Community (IC) enterprise. DMI 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, DMI is responsible for increasing expertise and improving tradecraft at all levels through specialization, integration, and collaboration. DMI 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 in support of the National Intelligence Managers (NIMs) and to advance the Unifying Intelligence Strategies (UIS). The National Intelligence Council (NIC) consists of the most senior intelligence analysts supporting the Director of National Intelligence (DNI) in carrying out responsibilities as the head of the Intelligence Community (IC) and as the principal adviser to the President for intelligence matters related to national security. The NIC produces a variety of all-source, IC coordinated intelligence reports, including its flagship product, the National Intelligence Estimate, which represents the Intelligence Community's most authoritative statement on a key national security issues.

## Major Duties and Responsibilities (MDRs)

- Support the National Intelligence Officer for Counterintelligence (NIO/CI) in the production of CI strategic analysis, CI analytic policy support, and CI analytic expertise to the DNI and policymakers, specifically with respect to China intelligence and counterintelligence issues.
- Lead and oversee the Intelligence Community's (IC) production of CI strategic analysis with respect to identifying and assessing the capabilities, activities, and intentions of foreign intelligence entities.
- Lead and oversee the preparation, production, coordination, and dissemination of National Intelligence Estimates, Intelligence Community Assessments, Sense of the Community Memoranda, and other NIC Reports.
- Provide expert national CI analytic assessments; prepare and coordinate background papers and briefing books for the DNI, PDDNI, DDNI/II, NIO/CI, and other ODNI senior leaders' participation in the National Security Council Principals, Deputies, and Policy Coordinating Committees; Cabinet meetings; Congressional testimonies; and other senior-level policymaking meetings.
- Support the development of national CI analytic and collection priorities and, in doing so, identify and mitigate critical intelligence gaps.
- Lead and oversee the preparation of correspondence and/or products in response to congressional tasking, including testimony, talking points, and statements for the record for the DNI and senior DNI staff.



- Brief senior IC officials and other major stakeholders as necessary at interagency meetings, conferences, and other public fora on major events and emerging trends on counterintelligence issues.
- Represent the NIO/CI as required in internal and external fora.
- Review IC analytic components' CI research and production plans, identify redundancies and gaps, and develop mitigation strategies to address gaps and shortfalls in CI analytic capabilities and production across the IC.
- Establish and foster liaison relationships with IC analysts, analytic managers, and collection managers as well as academia, the business community, and other non-government subject matter experts to ensure the IC has a comprehensive understanding of current and emerging CI issues.
- Recognize, value, build, and leverage diverse collaborative networks with the ODNI and across the IC.

## Mandatory and Educational Requirements

- Expert knowledge of national-level foreign intelligence threats and national CI priorities.
- Expert knowledge and experience in CI analysis relevant to China and associated regional and functional intelligence and counterintelligence issues.
- Demonstrated ability to produce high quality national-level CI analytic products for senior policymakers.
- Expert knowledge and experience working with the CI analytic community.
- Excellent interpersonal, organizational, and leadership skills and an expert ability to conceptualize and effectively lead complex analytic projects and promote consensus building across the IC when analytic views differ among agencies.
- Excellent communications skills, including the ability to communicate effectively with people at all levels of leadership and all levels of expertise on CI issues; ability to give effective oral presentations and to represent the ODNI, NIC, and NIO/CI in interagency meetings and other fora.
- Expert ability to prioritize and manage multiple short-term and longer-term tasks and projects and perform senior staff functions as required.
- Expert knowledge of and superior ability to apply diverse research capabilities and analytic and qualitative techniques to produce authoritative finished intelligence products.
- Superior and recognized analytic and critical thinking skills, including superior ability to think strategically.

## Desired Requirements

- Proficiency at Reading level 3 is desired in any of the following languages:
- Mandarin



- A selected candidate who has the desired foreign language capability may qualify for language use pay in the ODNI if he or she has current test scores at the minimum proficiency levels in each modality as specified. If qualified, the ODNI will provide language use pay at the rate applicable to the parent agency.

## 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.

**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 clrkmon@dni.ic.gov (*Monica J.*) and aclaale@dni.ic.gov (*Alex A.*) 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:

- WRITTEN ENDORSEMENT** from the employing agency concurring with the detail.
- 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.



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- 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-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 clrkmon@dni.ic.gov (*Monica J.*) and aclaale@dni.ic.gov (*Alex A.*) in lieu of the group address above. All attachments should be in Microsoft Word or Adobe PDF format.

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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.

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\_COO\_TM\_EEOD\_RA\_WMA@cia.ic.gov, by unclassified email at DNI-EEOD\_WMA@cia.ic.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.**



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