**General Position Information:**

Job Title: Director, Intelligence Advanced Research Projects Activity - SNIS Executive

Job Announcement Number: PE292

Salary Range: Salary will be based on qualifications and experience

Vacancy Open Period: 06/10/2015 – 06/25/2015

Position Type: Staff Reserve (time-limited) – HQE

Who May Apply: Candidates may be internal or external to the ODNI

Duty Location: College Park, MD

Security Clearance: TS/SCI with CI Polygraph

Travel Required: 0-25% Travel

Relocation Authorized: Discretionary based on availability of funds

**Position Information:**

This is an opportunity for a Highly Qualified Expert (HQE) - SNIS Executive staff reserve position in the ODNI. Staff Reserve appointments are time-limited appointments made for a period of up to 3 years, with a possible extension up to 2 additional years. A HQE is an individual usually from outside the Federal Government, who possesses cutting-edge skills or world-class knowledge in a particular technical discipline or inter-disciplinary field beyond the usual range of expertise; other experts regard the individual as a leading authority or practitioner of high competence and skill in their common area of expertise.

**Who May Apply:** Internal and external candidates to the ODNI including

- Current ODNI Employees
- Current Federal Government Employees
- Candidates outside the Federal Government

Former members of the Peace Corps may be considered for ODNI employment with approval by the Chief Management Officer and only if five full years have elapsed since separation from the Peace Corps.

Current and former members of a Senior Service (SNIS, SES, SIS, DISES, DISEL) and candidates outside the Federal Government may apply. Highly qualified GS-15 candidates may also apply. If selected, current federal employees will retain current grade and step.

A selected non-federal candidate or former Senior Service member will be assigned to the SNIS Executive position as a staff reserve appointment and salary will be set within the salary range of the position based on qualifications and experience. Subsequent pay increases will be considered at an annual corporate performance review.

**Key Requirements for Candidates:**

- U.S. Citizenship
- Ability to Obtain a Top Secret/Sensitive Compartmented Information (TS/SCI) Clearance
- CI Polygraph and Background Investigation
- Medical Evaluation (not applicable to detailees from other government agencies)
- Direct Deposit/Electronic Funds Transfer (not applicable to detailees from other government agencies)

**Component Mission:**

The Assistant Director of National Intelligence for Acquisition, Technology, and Facilities (ADNI/AT&F) ensures U.S. intelligence superiority by enabling the identification, development and timely fielding of breakthrough capabilities, innovatively applying advanced technologies and acquisition excellence. DDNI/AT&F is the Intelligence Community (IC) catalyst for technical innovation, responsive stewardship, and acquisition excellence addressing the key intelligence challenges by leading advanced research and development focusing on disruptive technology leaps, integrating the IC Science and Technology (S&T) enterprise, developing and evaluating an IC-wide, end-to-end collection architecture to promote innovation and responsible financial stewardship, and establishing and maintaining an agile and transparent best-practice environment that promotes IC acquisition success.

The Intelligence Advanced Research Projects Activity (IARPA) is an independent activity within the Office of the Director of National Intelligence (ODNI) and is aligned with ADNI/AT&F. IARPA invests in high-risk/high-payoff research programs that have the potential to provide our nation with an overwhelming intelligence advantage over future adversaries. IARPA addresses cross-agency challenges, leverages expertise from across the Community, and works transition strategies and plans with other agency partners.

**Major Duties and Responsibilities:**

Provide the strategic direction and leadership for IARPA, maintain and enhance a culture of innovation and creativity.

Promote an environment that attracts exceptional technical experts from academia, industry, and government with innovative ideas and enable them to create and execute research programs that tackle some of the hardest challenges that the IC will face in the coming years.

Represent and build support for IARPA’s programs and research strategy with senior government, industry, and academic officials as well as with the broad national scientific community.

Oversee the portfolio of research activities across IARPA, ensuring IARPA activities are high-risk, high-payoff, technically credible, programatically well-run while assuring alignment and synchronization with IARPA’s tactical and strategic goals.

Develop, promote and defend IARPA’s overall annual budget.

Identify, hire and mentor highly qualified technical staff.

Foster collaboration with transition partners throughout the IC; leverage these relationships to help ensure IC relevance of IARPA’s programs, and to effect transition of results.

Provide day-to-day management of the senior management team. Set the tempo, provide direction; empower and mentor a high performing team.
Qualifications:

Qualifications Requirements: Eligibility for this executive level position will be based upon a clear demonstration that the applicant has experience of the scope and quality sufficient to effectively carry out the responsibilities of the position. Successful applicants will be distinguished from other applicants by a review of their responses to the following Office of Personnel Management (OPM) Executive Core Qualifications (ECQs), the Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standard, and the Technical Qualifications (TQs). Failure to meet a qualification requirement will disqualify an applicant.

Executive Core Qualifications (ECQs):

Leading People: This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts. Competencies: Conflict Management, Leveraging Diversity, Developing Others, and Team Building.

Leading Change: This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment. Competencies: Creativity and Innovation, External Awareness, Flexibility, Resilience, Strategic Thinking, and Vision.

Results Driven: This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks. Competencies: Accountability, Customer Service, Decisiveness, Entrepreneurship, Problem Solving, and Technical Credibility.

Business Acumen: This core qualification involves the ability to manage human, financial, and information resources strategically. Competencies: Financial Management, Human Capital Management, and Technology Management.

Building Coalitions: This core qualification involves the ability to build coalitions internally and with other federal agencies, state and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals. Competencies: Partnering, Political Savvy, and Influencing/Negotiating.

SOCQ Standard — Leading the Intelligence Enterprise: This SOCQ Standard involves the ability to integrate resources, information, interests, and activities effectively in support of the IC’s mission and to lead and leverage cross organizational collaborative networks to achieve significant mission results. Inherent to this Standard is a deep understanding of the intelligence enterprise (or other comparable interagency or multi-organizational environment) and a shared commitment to the IC’s core values. Competencies: Collaboration and Integration, Enterprise Focus, and Values-Centered Leadership.

Technical Qualifications (TQs):

Extensive multi-disciplinary knowledge and fluency in a broad range of scientific and engineering disciplines, with strong S&T academic credentials and recognized expertise in research or applied S&T in at least one discipline relevant to the IC’s mission. Ph.D. in a scientific or engineering discipline strongly preferred.
Ten or more years of demonstrated success in senior technical leadership roles in industry, government and/or academia. Strong leadership and management experience as demonstrated by the ability to grow an organization in strategic, business and workforce dimensions.

A demonstrated record of creating a shared strategic vision that is successfully executed through integrated plans, underwritten through efficient resources and results in tangible mission impact.

Superior public speaking skills, with the ability to communicate vision and strategy across the IC and external audiences in order to develop strong public awareness and brand recognition of IARPA, its mission and impact.

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, to give oral presentations and to otherwise represent IARPA in interagency forums.

Demonstrated ability to create and execute innovative high-risk/high-payoff research programs. Ability to evaluate new technologies, translate their benefits to customers and facilitate the transition of results to IC partners.

Expert leadership and managerial capabilities, including the ability to effectively direct taskings, make timely decisions, assess and manage performance, and mentor and teach talented individuals from diverse backgrounds.

Extensive knowledge of and experience in research and development (R&D) acquisitions, and experience with managing a substantial R&D budget.

A current understanding and knowledge of the IC mission, objectives, and organization. A strong professional network across the national security community is desired.

**How You Will Be Evaluated:**

Applicants are encouraged to carefully review the vacancy announcement and required qualifications and then construct their resumes to highlight their most relevant and significant experience and education for this job opportunity. The description should include examples that detail the level and complexity of the work performed. Applicants will also be evaluated on their narrative responses to the ECQs, SOCQ and TQs, as applicable. The best qualified applicants will be further evaluated through an interview process.

**Benefits:**
The ODNI offers a broad array of benefits programs and family friendly flexibilities.

Main site for new federal employees: http://www.opm.gov/insure/new_employee/index.asp

- Long-Term Care Insurance: http://www.ltcfeds.com
- Federal Employees Retirement System (FERS) (new employees automatically covered): http://www.opm.gov/retire/index.asp. If you are transferring from another agency and are covered by the Civil Service Retirement System (CSRS), you may continue in that system.
- Flexible Spending Accounts for Health Care and Dependent Care: http://www.fsafeds.com/fsafeds/index.asp
Paid Federal Holidays
Alternative Work Schedules

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 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 BELOW.

How to Apply:
A complete application must include the following:

a. RESUME - All applicants must submit a resume. Format is at the discretion of the applicant, but must include full name, address, telephone number and email address.

b. ECQs, SOCQ and TQs - Applicants who are not current or former members of a Senior Service must provide a detailed narrative statement addressing each required ECQ, SOCQ and TQ listed in the vacancy announcement. Current and former Senior Service employees are required to address only the TQs.

c. COVER LETTER - A separate document that acts as a supplement to your resume explaining the contents of your application package and allowing for an opportunity to further elaborate on your submission.

d. VACANCY NUMBER - Reference the vacancy number in the subject line of the email and on each document submitted.

Applications should be sent to either DNI-MSD-HR-RR-Team_A_WMA@dni.ic.gov (classified email system) or Recruitment_TeamA@dni.gov (unclassified email system). Applicants submitting via JWICS are requested to submit their materials to both davidas7@dni.ic.gov (David A. Saks) and Milkare@dni.ic.gov (Karen R. Miller) 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.

AN INCOMPLETE APPLICATION PACKAGE WILL BE INELIGIBLE FOR CONSIDERATION.

Your application MUST be received by the closing date of the announcement. Applications received after the closing date will NOT be eligible for consideration.

To verify receipt of your application package ONLY, you may call 703-275-3799.

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 ONLY be contacted if they have been selected for an interview.

**Agency Contact Information:**

ODNI Recruitment: Phone: 703-275-3799; Email: Recruitment_TeamA@dni.gov