**General Position Information:**

Job Title: 15629 - National Intelligence Officer, Africa - SNIS Professional Tier 2

Job Announcement Number: 15629

Salary Range: $121,956 - $176,000 annually


Position Type: Permanent

Duty Location: McLean, VA

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 SNIS Professional Tier 2 permanent position in the ODNI.

Who May Apply: Internal and external candidates to include

Current Federal Government Employees
Non-Federal Government Employees
Current ODNI Permanent Employees
Current ODNI Staff Reserve Employees

Current and former members of a Senior Service (SNIS, SES, SIS, DISES, DISEL) and non-federal candidates may apply. GS-15 employees may apply.

If the selected candidate is a current member of a Senior Service, assignment will be made to the Tier 2 position at the employee’s current salary. A selected non-federal candidate or former Senior Service member 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.

**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).

**Major Duties and Responsibilities:**

As a member of the National Intelligence Council, the NIO/Africa will oversee Intelligence Community (IC) wide production and coordination of the full range of analytic assessments on Africa including strategic analysis on Africa (NIEs, other community papers, IC Assessments and Sense of the Community Memoranda), and, as appropriate and required, more focused, time-sensitive analysis for the most senior decision makers in the USG. The NIO represents the IC in inter-agency policy-making meetings and provides analytic support to the DDII and DNI for their roles in DC’s and PCs.

Orchestrate, direct, and in some cases draft Community-wide mid- and long-term strategic analysis to support and advance senior policy maker and war fighter understanding of Africa. Serve as subject matter expert and analytic advisor on African issues in support of the DNI’s role as the principal intelligence advisor to the President.

As a member of the NIM-Africa Team, develop the analytic portion of the UIS for Africa, in concert with analysts from across the IC and under the operational guidance of the NIM-Africa. In the implementation of the UIS, provide assessments of IC analytic efforts on Africa, ensure robust tradecraft is applied against the target, and develop strategies for enhancing community expertise on the Africa target. Under the Africa Rising Campaign, leads the analytic Line of Effort, Deepening and Broadening Analysis.

Liaise and collaborate with senior policy makers in ensuring that policy maker priorities guide national-level intelligence analysis.

Develop and sustain a professional network with IC analysts and analytic managers to ensure timely and appropriate intelligence support to policy customers regarding Africa issues. Similarly, develop and sustain a network with industry, academic, and other USG Africa subject matter experts.

Brief senior IC members, policy makers, military decision makers, members of Congress, and other major stakeholders as necessary on the IC’s analytic assessment on African issues.

Review and preside over the research and production plans on Africa issues of the Community’s analytic components, identify redundancies and gaps, identify strategies to address gaps, and advise the DNI on gaps and shortfalls in analytic capabilities across the IC.
As part of the NIM/Africa team assist in ensuring that analysis and collection are fully integrated, and participate as appropriate in helping to determine the state of collection on African issues, identify gaps, and support integrated Community-wide strategies to mitigate identified gaps.

As a member of the NIM-Africa team, represent analytic positions in liaison relationships with key foreign intelligence services, government officials, and other experts on Africa.

Lead, manage, and direct the professional-level analytic staff of the NIO/Africa, evaluate performance, collaborate on goal setting, and provide feedback and guidance regarding personal and professional development opportunities.

**Technical Qualifications (TQs):**

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)**

1. 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.

2. 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.

3. 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.


5. 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:

Established and recognized substantive expertise in Africa in all relevant topic areas.

Experience and expertise effectively working with senior policy makers and war fighters, to include a deep and current understanding of their intelligence/analytic requirements and priorities related to Africa.

Experience working with academic experts and foreign liaison on African issue.

Expertise and experience in managing analytic processes, understanding IC analytic capabilities and priorities, and working at senior levels across the community to drive analytic product.

Knowledge of the IC to include familiarity with the collection enterprise, particularly efforts against African targets.

Demonstrated capability to lead, direct interagency, interdisciplinary IC teams against a range of functional and/or regional analytical issues.

Excellent interpersonal, organizational, leadership and management skills to conceptualize and effectively lead complex analytic projects with limited supervision. Ability to work with and fairly represent the IC when analytic views differ among agencies.

Excellent communication skills, including an ability to influence senior leadership and communicate effectively with people at all levels, both internal and external to the organization, to give oral presentations and to otherwise represent the NIC in interagency meetings.

Proven critical thinking and writing skills including the ability to draft finished all source intelligence assessments and review written products with an emphasis on clear organization, and concise, and logical presentation.

Expert leadership and managerial capabilities, including the ability to effectively direct taskings, assess and manage performance, and oversee personal and professional development of all levels of personnel.

**How You Will Be Evaluated:**

Applicants are encouraged to carefully review the position description 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.
Annual and Sick Leave: http://www.opm.gov/oca/leave/index.asp
Flexible Spending Accounts for Health Care and Dependent Care: http://www.fsafeds.com/fsafeds/index.asp
Paid Federal Holidays
Alternative Work Schedules

Other Information:

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. PERFORMANCE EVALUATIONS - Applicants are required to provide their two most recent performance evaluations as part of the application package. A justification is required as part of the application package 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.

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 mitcjoy@dni.ic.gov (Joy G. Mitchell) and robersp@dni.ic.gov (Philip V. Roberson) 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 703-275-3663.

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

**Agency Contact Information:**

ODNI Recruitment; Phone: (703)275-3663; Email: Recruitment_TeamD@dni.gov