UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND

**APPLICATIONS WILL ONLY BE ACCEPTED DURING THE CAREER FAIR**

ANNOUNCEMENT NUMBER: INSCOM-JF-902d-0004
JOB TITLE: INTELLIGENCE SPECIALIST (GMI ANALYST)
SERIES & GRADE: GG-0132-13
SALARY RANGE: $99,172.00 - $128,920.00 Per Year
OPEN PERIOD: 25 JULY 2019
POSITION INFORMATION: Full Time - Excepted Service Permanent
DUTY LOCATION: 1 vacancy in the following location: Ft. Meade,
WHO MAY APPLY: US Citizens
SECURITY CLEARANCE: Top Secret/SCI
SUPERVISORY STATUS: No

PCS MAY BE AUTHORIZED

Job Summary: Civilian employees serve a vital role in supporting the Army mission. They provide the skills that are not readily available in the military, but crucial to support military operations. The Army integrates the talents and skills of its military and civilian members to form a Total Army.

About the Position: This position is in the Defense Civilian Intelligence Personnel System (DCIPS). Employees occupying DCIPS positions are in the Excepted Service and must adhere to U.S. Code, Title 10, as well as Department of Defense Instruction 1400.25. This position is located at the 902D Military Intelligence Group, Group S-2, Ft. Meade, MD.

WARNING: Application packages that contain Classified information WILL NOT receive consideration for this position. Should you submit a resume or any other document as part of your application package and it is confirmed that any of the information is Classified, in addition to being found ineligible for consideration for this position, your Security Office will be notified to determine if any further action is warranted.
**Who May Apply:** Only applicants who meet one of the employment authority categories below are eligible to apply for the attached INSCOM vacant positions. You must identify which category or categories you meet, and provide documents which prove you meet the category or categories.

- Current Army Defense Civilian Intelligence Personnel System (DCIPS) Employee
- Current Defense Civilian Intelligence Personnel System (DCIPS) Employee (excluding Army)
- Current Civilian Employee with the Department of the Army
- Current Permanent Department of Defense (DOD) - Civilian Employee (non-Army)
- Current Permanent Federal Civilian Employee (non-DOD)
- Former Permanent Federal Employee eligible to be reappointed
- Veteran with a service-connected disability of 30% or more
- Disabled Veteran with a service-connected disability of more than 10% / less than 30%
- Applicant eligible for 10-Point Other veteran's rating or Derived Veterans' Preference
- Veteran eligible for 5-Point Preference
- U.S. Citizen

Army DCIPS positions apply Veteran's Preference to preference eligible candidates as defined by Section 2108 of Title 5 U.S.C., in accordance with Department of the Army (DA) policy Volume (AP-V) 2005, DCIPS Employment and Placement.

**SUPPORTING DOCUMENTATION:**

**Current Federal employees:** You are required to submit acceptable documentation of your appointment eligibility, by submitting a copy of your last or most recent SF-50, Notification of Personnel Action.

**Veterans:** You are required to submit acceptable proof of your preference or appointment eligibility. Acceptable documentation is a DD Form 214, "Certificate of Release or Discharge from Active Duty," showing dates of service, as well as character of service (Honorable, General, etc.) and time lost (if any). The member 4 or 2 copy of your DD Form 214 is required as well as any documentation concerning a disability (SF-15 and Veterans Affairs Notification of Preference).

**HOW YOU WILL BE EVALUATED:**

Your application package (resume, supporting documents) will be used to determine your eligibility, qualifications, and quality ranking for INSCOM vacant positions. Errors or omissions may affect your rating or consideration for employment.

All Department of the Army job applications require:
- A copy of your RESUME showing relevant experience. Your resume may be submitted in any format. Your resume must include your first and last name, current address, current email address, current phone number, job title, duties and accomplishments. For qualifications determinations your resume must contain hours worked per week and the dates of employment (i.e., month/year to month/year or month/year to present). If your resume does not contain this information, your application will be marked as incomplete and you will not receive consideration for the vacancy. You are encouraged to include your employer's name and address, and your supervisor's name and phone number, as selecting officials frequently check references before scheduling interviews. If you are a Federal Civil Service employee you should include your job title, pay plan, series and grade level (e.g. Human Resource Specialist, GS-0201-09).

- Documentation which proves you are eligible to apply for the vacancy. The "Proof of Eligibility" attachment describes eligibility categories and what document(s) are required as proof. You must meet the requirements of at least one eligibility category, specified in the "Who May Apply" section of the job opportunity announcement, to receive further consideration. In addition, some jobs also require:
  - Transcripts
  - Copies of job-related Licenses or Certificates

This is a Career Program Position (CP) 35

**Duties:**

Serves as a General Military Intelligence Analyst for various disciplines including counterintelligence, counterterrorism, and threat analysis and projection of land-warfare forces and operations within assigned geographical and functional areas. Conducts research and analysis of foreign intelligence services; espionage and human intelligence (HUMINT); terrorism; surveillance; foreign military forces, operations, capabilities, and trends; agent, clandestine, and covert activities; and foreign special operations to support all-source intelligence and threat production. Analyzes intelligence information to assess developments, trends, and threat implications within assigning geographical and functional areas. Applies extensive knowledge of intelligence, threat analysis, forecasting, link analysis, and/or other analytical methodologies and related software and visualization methods. Develops estimates, projections, and geo-spatial products; recommends targets and counterterrorism measures; and identifies threat vulnerabilities, operatives, and agents. Provides analytic support to CI investigations and operations. Advises on techniques and innovative methods employed in threat analysis and projection. Presents and defends positions effectively within the intelligence, counterintelligence, planning, and operational communities.
The incumbent stays informed of military, political-military, technical, cultural, and other developments within assigned areas (which may include Afghanistan, Iraq, North Korea, Russia, China, Iran, Islamic extremism, and others) to conduct valid threat assessments and develop recommendations for exploitation and neutralization. Maintains close liaison with counterparts in other government agencies and ensures coordination with other analysts in the U.S. Army Counterintelligence Center (ACIC) and 902d MI Group Analytic Enterprise. Identifies intelligence gaps and problems in collecting information. Recommends Army collection priorities and prepares collection tasking documents for submissions through the collection management system. Advises supervisor, division chief, and others on intelligence findings and recommends positions.

Performs other duties as assigned.

**Experience required:** Applicant must have directly applicable experience that demonstrates the possession of the knowledge, skills, abilities and competencies necessary for immediate success in the position. Qualifying experience may have been acquired in any public or private sector job, but will clearly demonstrate past experience in the application of the particular competencies/knowledge, skills, and abilities necessary to successfully perform the duties of the position. Such experience is typically in or directly related to the work of the position to be filled. You will receive credit for all qualifying experience, including volunteer experience.

To qualify applicants must possess one year of specialized experience equivalent to the next lower grade/level (GS/GG-12). Specialized experience is defined as:

- Experience as a multi-discipline analyst employing a diverse and changing array of intelligence databases and analytic tools.
- Experience preparing and presenting analytic findings to operational elements verbally and in writing, with supporting graphics, images, and maps.
- Experience effectively working as part of an analytic or operational team.

Progressively responsible experience is that which has included intelligence-related research, analysis, collections and/or operations. This experience should have included intelligence analysis and/or production, intelligence collection and/or operations, counterintelligence, or threat support directly related to the position to be filled. Creditable specialized experience may include previous military intelligence experience, experience gained in the private sector or in another government agency as long as it was at a level at least equivalent to the next lower band in the series. This experience should demonstrate: Knowledge of intelligence processes, cycle and organizations; Knowledge of and/or ability to use research tools such as library holdings, photographs, statistics, graphics and maps; Knowledge of the systems, procedures and methods of analyzing, compiling, reporting and disseminating intelligence data; and/or Knowledge of organization(s) for and methods of collecting and analyzing intelligence data.
You will be evaluated on the basis of your level of competency in the following areas:

- Knowledge of a wide ranges of concepts, principles, and practices in assigned intelligence areas
- Knowledge and understanding of the Intelligence Community and the mission goals and objectives of USACIC.
- Knowledge of the history, culture, and or language of the assigned area in order to assess how these may affect terrorist and intelligence activities associated with the government and non-governmental entities in the area and to provide analytic insights into the activities of these entities.
- Knowledge of counterintelligence investigations and operations, counterespionage, homeland defense, and force protection.
- General knowledge of foreign special intelligence activities to include information operations, propaganda, active measures, assassinations, and subversion.
- General knowledge of terrorism, extremists, clandestine and covert activities, insurgencies, unconventional warfare, and illicit activities.
- Knowledge of a wide range of research and intelligence collection methods to include human intelligence (HUMINT), signals intelligence (SIGINT), and imagery intelligence (IMINT)
- Ability to communicate effectively in writing, orally, and graphically

NOTE: Creditable experience may include previous military experience, experience gained in the private sector, or experience gained in another government agency so long as it was at a level at least equivalent to the next lower grade in the series.

Incentives: Recruitment, Retention, and/or Relocation expenses may be authorized if it is determined to be in the best interest of the Government.

** CONDITIONS OF EMPLOYMENT**

1. The incumbent must be able to obtain and maintain a Top Secret/SCI security clearance based on a single scope background investigation (SSBI) with eligibility for sensitive compartmented information (SCI).
2. Must be willing to undergo and successfully complete a counter-intelligence scope polygraph examination on a periodic basis.

3. IAW Change 3 to AR 600-85 Alcohol and Drug Abuse Prevention and Control Program, the incumbent must successfully pass a urinalysis screening for illegal drug use prior to appointment and periodically thereafter.

4. May be required to perform Temporary Duty (TDY) travel to worldwide locations 20% or less of the time.

5. All INSCOM employees may be subject to extended TDY or worldwide deployments during crisis situations to perform mission essential functions as determined by management.

Additional information:
You will be required to provide proof of U.S. Citizenship.

Two year trial/probationary period may be required.

Direct Deposit of Pay is required.

Salary includes applicable locality pay or Local Market Supplement.

Benefits: A career with the U.S. Government provides employees with a comprehensive benefits package. As a Federal employee you and your family will have access to a range of benefits that are designed to make your Federal career very rewarding. For more information go to www.abc.army.mil.

EEO Policy Statement

The United States Army does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

The Department of the Army provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of this application hiring process, please notify the Hosting HR Specialist for assistance. Your requests for reasonable accommodation will be addressed on a case-by-case basis.