

DEFENSE INTELLIGENCE SENIOR LEVEL  
Position Vacancy Announcement  
For the  
**National Geospatial-Intelligence Agency**

***Announcement No. HQ NGA DISL Tier 1 2020-15***

***Opening Date:*** 26 February 2021

***Closing Date:*** 12 March 2021

***Position Title/Series:*** Director, Enterprise Engineering Office/ Series IP-7147

***Number of Vacancies:*** 1

***Salary Range:*** \$ 132,552 – 183,300

***Location:*** National Geospatial-Intelligence Agency (NGA)  
Chief Information Office and Information Technology Directorate  
Springfield, VA or St. Louis, MO

## **How to Apply:**

TO BE CONSIDERED FOR THIS POSITION, FOLLOW THE DIRECTIONS BELOW. To receive FULL consideration you must email your complete application to [HDExecutiveResources@nga.mil](mailto:HDExecutiveResources@nga.mil) or mail your application to the address below. You must identify the position vacancy announcement number with your application. There is no preferred format but the following information is required to be submitted. Incomplete applications will not be considered.

- Full Name and Contact Information;
- Country of citizenship;
- Veteran's preference status;
- Current salary and lowest acceptable salary, if selected;
- Resume, Intelligence Community Senior Officer Core Qualification (ICSOCQ) statements, and Technical Qualification (TQ) statements;
- One copy of their most recent Notification of Personnel Action, SF-50 noting your current or last position, grade, and salary level (current and former federal employees only). DoD SAFE can be used for transmitting FOUO files or Personally Identifiable Information (PII), please contact the NGA Executive Career Service Team at [HDExecutiveResources@nga.mil](mailto:HDExecutiveResources@nga.mil) or 571-557-0330.
- The name, e-mail address, and telephone number of three individuals that can validate your experience.

Applicants will be rated and ranked by an agency qualification review panel using only the information submitted for consideration. Applicants who do not separately address and document their demonstrated experience, training, and/or education in support of the Intelligence Community Senior Officer Core Qualification, and document their demonstrated experience, training, and/or education in support of the Technical Qualifications will be ineligible for further consideration. Failure to provide all the required information and copies could result in an ineligible rating. Incomplete applications will not be considered.

Please direct all questions to [HDExecutiveResources@nga.mil](mailto:HDExecutiveResources@nga.mil).  
Full application requirements can be located at  
[https://www.nga.mil/careers/1598959782531\\_Senior\\_Executive\\_Positions.html](https://www.nga.mil/careers/1598959782531_Senior_Executive_Positions.html)

**Submit your application to:** National Geospatial-Intelligence Agency  
Mail Stop S45-HDTX  
7500 GEOINT Drive  
Springfield, VA 22150  
or  
E-mail to: [HDExecutiveResources@nga.mil](mailto:HDExecutiveResources@nga.mil) (preferred)

Complete applications must be received by the closing date. A postmark will NOT prevail. Applications will NOT be returned. Please reference announcement number shown above. Applications must include resume, ICSOCs, and Technical Qualifications.

## **BASIC DUTIES AND RESPONSIBILITIES:**

The Director, Enterprise Engineering Office (TAE) is responsible to the NGA Chief Engineer and Director, Architecture and Engineering Group (D/TA) for providing the enterprise systems engineering and integration of NGA's global information technology (IT) enterprise that provides geospatial-intelligence products and services to national decision-makers, the intelligence community and the Department of Defense.

The Director is responsible for the cost, schedule and performance of the Enterprise Engineering Services program (~\$75M/yr), the management of the systems engineering workforce (~130 government and military) and the oversight of a contractor workforce of ~300 full-time equivalents (FTE).

Roles and responsibilities include:

- Development, decomposition, and allocation of enterprise-level requirements to development organizations
- Support and strengthen the enterprise-level requirements management process through rigorous systems engineering processes and application of GEOINT standards
- Development of the GEOINT Enterprise Architecture (GEA) and service centric architectures that define the roadmap for the evolution of NGA's IT enterprise
- Development of technical modernization strategies for NGA capabilities through implementation of a service centric architecture, digital engineering, agile methodology, etc
- Provide enterprise integration engineering to support the fielding of new capabilities within the National System for Geospatial Intelligence and the Allied System for Geospatial Intelligence
- Provide foundational systems engineering processes and governance for the Chief Engineer: configuration management, integrated master schedules, risk management, modeling and analysis, enterprise release management, and management of engineering boards
- Develop, maintain and assess compliance with new and emerging GEOINT and IT standards
- Provide ad hoc enterprise engineering support to priority technical issues/tasks
- Direct day-to-day activities of assigned personnel and provide administrative guidance and support to matrixed IPO engineers

## **QUALIFICATIONS:**

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 assignments of the

position. The successful applicants will be distinguished from other applicants by a review of the following Office of Personnel Management (OPM) Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standards, the Technical Qualifications, and Education Requirements. Failure to meet a Qualification requirement will disqualify an applicant. Visit OPM's website for more information regarding drafting ECQs using the Challenge-Context-Action-Result model, NGA recommends this model for SOCQs.

### **IC SENIOR OFFICER CORE QUALIFICATIONS**

#### ***Intelligence Community (IC) Senior Officer Core Qualification (SOCQ) Standard - Leading the Intelligence***

**Enterprise:** Required for all positions effective 1 October 2010. 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 and a shared commitment to the IC's core values. For those without IC experience, draft narrative related to your past experience demonstrating these competencies at a comparable interagency or multi-organizational environment. (Include as separate attachment **one page maximum per competency**)

#### ***(1) Collaboration and Integration:***

IC Senior officers have a responsibility to share information and knowledge to achieve results, and in that regard are expected to build effective networks and alliances; actively engage these peers and stakeholders; involve them in key decision; and effectively leverage these networks and alliances to achieve significant results. Senior officers are expected to create an environment that promotes employee engagement, collaboration, integration, information and knowledge sharing, and the candid, open exchange of diverse points of view. Candidates assessed against this competency must:

- Build, leverage, and lead collaborative networks with key peers and stakeholders across the IC and/or in other government/private-sector organizations, or professional/technical disciplines to achieve significant joint/multi-agency mission outcomes
- Integrate joint/multi-agency activities effectively exercising collaborative plans that realize mutual IC, joint, or multi-organizational goals.

#### ***(2) Enterprise Focus:***

IC Senior officers are expected to demonstrate a deep understanding of how the missions, structures, leaders, and cultures of the various IC components interact and connect; synthesize resources, information and other inputs to effectively integrate and align component, IC, and USG interests and activities to achieve IC-wide, national, and international priorities. Senior officers are expected to encourage and support Joint Duty assignments and developmental experiences that develop and reinforce enterprise focus among their subordinates. Candidates assessed against this competency must:

- Understand the roles, missions, capabilities, and organizational and political realities of the intelligence enterprise; apply that understanding to drive joint, interagency, or multi-organizational mission accomplishment.
- Understand how organizations, resources, information, and processes within the IC or interagency/multi-organizational environment interact with and influence one another; apply that understanding to solve complex interagency or multi-organizational problems.

#### ***(3) Values-Centered Leadership:***

IC Senior officers are expected to personally embody, advance and reinforce IC core values. Senior officers are also expected to demonstrate and promote departmental and/or component core values. Candidates assessed against this competency must demonstrate:

- A **Commitment** to selfless service and excellence in support of the IC's mission, as well as to preserving, protecting, and defending the Nation's laws and liberties;

- The integrity and **Courage** (moral, intellectual, and physical) to seek and speak the truth, to innovate, and to change things for the better, regardless of personal or professional risk;
- **Collaboration** as members of a single IC-wide team, respecting and leveraging the diversity of all members of the IC, their background, their sources and methods, and their points of view.
- Promote, reinforce, and reward IC, departmental/component core values in the workforce and ensure that actions, policies, and practices are aligned with, and embody those values.
- Ensure that organizational strategies, policies, procedures, and actions give appropriate focus, attention, and commitment to diversity of people, point of view, ideas, and insights.

### **TECHNICAL QUALIFICATIONS**

Include TQs as separate attachments, **one page maximum per TQ**. Applicants will be rated on the TQ's identified below which are essential for successful performance in the position. These statements should be a narrative explanation of your relevant background and experience. They must show that your experience, education, and accomplishments reflect the competence and professional standing required to provide expertise required by this position. Technical Qualification Statements that do not clearly address the qualification criteria will not be adequate for evaluation. The employee selected for this position must possess:

1. Demonstrated ability to lead, administer and coordinate complex technical activities in areas of Information Technology, Acquisition and Business Processes by using excellent problem solving skills as well as keen analytical abilities.
2. Proven experience in overseeing the design, development, and implementation of software systems, applications, and related products.
3. Proven experience with systems planning, security principles, and general software management best practices.
4. Understanding of new technologies and state-of-the-art methods in the field of software development.
5. [DAWIA Certification: Engineering LEVEL III](#) or ability to achieve certification within 24 months of hire. If currently certified, please include copy of certification with your application. If not currently certified, please address in the narrative your ability to meet the certification within 24 months.

## **ADDITIONAL INFORMATION:**

**Evaluation Methods:** Applicants will be evaluated based on job-related criteria identified under the Qualification Requirements by a screening panel of senior representatives with functional backgrounds relevant to this position. Interviews may be conducted.

**Security Clearance and Access Level:** This position requires access to classified Defense Department and Intelligence Community information. The individual selected must already possess, or be immediately eligible for, a TOP SECRET security clearance and access to Sensitive Compartmented Information. U.S. citizenship is required for the granting of a security clearance.

**Joint Duty Credit:** All NGA executive level positions require Joint Duty credit. Employees will receive joint duty credit a majority of service or rotational assignments that were at least at the GS/GG-11 or DCIPS Pay Band 3 level, and generally for at least one year, or for 179 days or more when deployed to a designated combat zone on or after September 11, 2001.

**Note:** Applicants without Joint Duty credit may apply for the position and can be considered. If selected, a waiver would be required prior to final appointment or provide proof of Joint Duty qualifying experience.

### **Selection Requirements**

1. Applicant selected for this position is subject to the completion of a one-year DSL trial period. (Applicants selected from outside the Department of Defense Intelligence Community may be required to complete a two-year DCIPS trial period if they have not already done so.)
2. This position is covered under the Ethics in Government Act of 1978 (P.L. 95-521). Incumbent will be required to file an Executive Personnel Financial Disclosure Report (SF-278) with the NGA Office of General Counsel.
3. Employment is subject to requirements of the NGA Drug Testing Program.
4. Successful completion of a polygraph examination is required for employment by NGA.

### **Other Information:**

1. Permanent Change of Station (PCS). Travel/Transportation expenses are authorized.
2. Copies of this announcement and other general information may be obtained through NGAs Website, OPM's USAJobs, or by calling or 571-557-0330.
3. Veteran's Preference: This position is a Defense Civilian Intelligence Personnel System (DCIPS) position in the Excepted Service under 10 U.S.C. 1601. DoD Components with DCIPS positions apply Veterans' Preference to eligible candidates as defined by Section 2108 of Title 5 USC, in accordance with the procedures provided in DoD Instruction 1400.25, Volume 2005, DCIPS Employment and Placement. If you are a veteran claiming veterans' preference, as defined by Section 2108 of Title 5 U.S.C., you may be asked to submit documents verifying your eligibility.
4. You may be required to relocate in the future based on NGA requirements.

The National Geospatial-Intelligence Agency is an Equal Opportunity Employer. All qualified applicants will receive consideration for appointment without regard to race, age, religion, color, national origin, sex, marital status, sexual orientation, handicap, lawful political affiliation, or any other non-merit factor. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.