NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
Defense Intelligence Senior Leader (DISL)

Vacancy Announcement No. 20270066

Opening Date: 29 October 2026 ***Closing Date:*** 27 November 2026

Position Title/Series: Deputy Director, Maritime Safety Office – IP7263

Number of Vacancies: 1 ***Salary Range:*** $151,661 – 209,600 (DISL 01)

Location: National Geospatial-Intelligence Agency (NGA)

Springfield, VA (NGA Washington) & St. Louis, MO (NGA St. Louis)

Appointment Type: Permanent ***Work Schedule*****:** Full-Time

Service: Excepted ***Telework Eligible:*** No

Travel Required: 25% or less ***Area of Consideration*****:** External applicants only

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The National Geospatial-Intelligence Agency (NGA) is the world leader in Geospatial Intelligence. We analyze imagery and data from many sources and incorporate it into visual displays of essential information for use in national defense, homeland security and safety of navigation. The extraordinary talents and skills of our teams of analysts and other professionals are vital to our success as the worldwide provider of GEOINT.
Know the World, Show the Way…from Seabed to Space!

ASSIGNMENT DESCRIPTION

The Deputy Director, Maritime Safety Office (DD/SFH) is accountable for the development, sustainment, accuracy, and currency of a global maritime Safety of Navigation (SoN) product portfolio used to support navigation aboard all DoD surface and subsurface naval vessels. The DD/SFH develops and executes strategy to achieve long-term mission outcomes within the constraints of U.S. Code, international treaties, and applicable standards, and ensures alignment with NGA strategic objectives and mission imperatives. The DD/SFH maintains a deep understanding of the producer–mariner relationship and advances effective user engagement by interfacing with senior military leaders across the Services, FVEY and other international partners, and key multinational organizations including the International Hydrographic Organization (IHO) and NATO. The DD/SFH supports global readiness by assessing user needs; evaluating product availability, production timelines, and distribution pathways; and recommending strategies to optimize dissemination and operational utility.

The DD/SFH works across the DoD, Intelligence Community (IC), and international partnerships to drive modernization of maritime SoN capabilities, with emphasis on implementing the S-100 Universal Hydrographic Framework. The DD/SFH leads and coordinates modernization initiatives that introduce new data sources, technologies, and production processes to improve quality, increase throughput, and strengthen resiliency of SoN production. The DD/SFH engages senior intelligence, defense, national, and international stakeholders on matters of national and international interest to share data, information, and tradecraft; establish collaborative practices; and shape doctrine, operating concepts, and business models impacting the GEOINT enterprise across the IC and DoD. The DD/SFH represents the IC and DoD in national and international forums to advance data sharing, cost/burden sharing, and cooperative production arrangements supporting next-generation Foundation GEOINT services. The DD/SFH oversees the quality, accuracy, and timeliness of geospatial information produced in-house, via contractors, and through national and international co-producers in support of military, civil, and allied partners. The DD/SFH provides leadership and oversight for SFH strategic integration and modernization, and maintains broad knowledge of maritime products and data, including the systems and workflows supporting in-house production, co-production, commodity sourcing, and contract-based data extraction, analysis, and finishing.

As a member of the Source executive leadership team, the DD/SFH contributes to enterprise modernization efforts aligned to agency, component, and group-level Strategic Objectives, including data sharing and integration, collection, workforce development, and dissemination across the Source enterprise, supporting a modern, outcome-driven organization. The DD/SFH translates organizational priorities into executable programs and is accountable for office performance through direct management and oversight of division chiefs and senior staff. The incumbent leads a workforce of approximately 400 personnel (federal civilian, military, and contractor) located across NGA-Washington, NGA-St. Louis, the National Oceanic and Atmospheric Administration (NOAA), and overseas locations. The DD/SFH plans, defends, and executes a multi-million-dollar annual budget through the Planning, Programming, Budgeting, and Execution (PPBE) process; adjusts objectives, work plans, schedules, and resource allocations as needed; and exercises sound judgment in managing Source enterprise-level contracts supporting maritime SoN requirements. The DD/SFH supports the Director, SFH in representing the Director, Source Operations and Management Directorate as the SoN mission manager, and the Director, NGA in the SoN functional management role. The DD/SFH partners closely with the SoN Senior GEOINT Advisor (SGA) and the Maritime SGA to execute and oversee the maritime SoN mission.

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. Successful applicants will be distinguished from other applicants by a review of the Executive Competencies, Technical Competencies, Technical Qualifications, Executive Core Qualifications, Intelligence Community Senior Officer Core Qualifications, and Education Requirements, if required. An applicant’s resume must show that their experience, education and accomplishments reflect the competence and professional standing required to provide expertise needed for this position.

EXECUTIVE CORE QUALIFICATIONS (ECQs)

ECQ 1: Commitment to the Rule of Law and the Principles of the American Founding - This core qualification requires a demonstrated knowledge of the American system of government, commitment to uphold the Constitution and the rule of law, and commitment to serve the American people.

ECQ 2: Driving Efficiency - This core qualification involves the demonstrated ability to strategically and efficiently manage resources, budget effectively, cut wasteful spending, and pursue efficiency through process and technological upgrades.

ECQ 3: Merit and Competence - This core qualification involves demonstrated knowledge, ability and technical competence to effectively and reliably produce work that is of exceptional quality.

ECQ 4: Leading People - This core qualification involves the demonstrated ability to lead and inspire a group toward meeting the organization's vision, mission, and goals, and to drive a high-performance, high-accountability culture. This includes, when necessary, the ability to lead people through change and to hold individuals accountable.

ECQ 5: Achieving Results **-** This core qualification involves the demonstrated ability to achieve both individual and organizational results, and to align results to stated goals from superiors.

INTELLIGENCE COMMUNITY SENIOR OFFICER CORE QUALIFICATIONS (ICSOCQ)
Leading the Intelligence Enterprise. This core qualification involves the ability to integrate resources, information, interests, and activities effectively in support of the Intelligence Community’s (IC) mission and to lead and leverage cross-organizational collaborative networks to achieve significant mission results. Inherent to this senior officer qualification is a deep understanding of the Intelligence enterprise and a shared commitment to the IC’s core values.

TECHNICAL QUALIFICATIONS (TQs)

TQ 1. Executive/expert level experience leading a large, complex operations or production unit., including programming, budgeting and resourcing.

TQ 2. Demonstrated change management skills focused on introducing new technology to achieve greater mission outcomes.

TQ 3. Broad understanding of international (e.g., International Hydrographic Organization), Inter-Agency, Inter-Governmental Organizations (IGO), Non-Governmental Organizations (NGO), multi-lateral and bi-lateral arrangements directly related or similar to those impacting maritime safety of navigation (SoN) processes.

TQ 4. Broad understanding of the DoD and civil (e.g. National Oceanic and Atmospheric Administration) maritime community and its associated organizations, policies and programs.

TQ 5. Demonstrated knowledge of the technical requirements, capabilities and challenges related to mapping, charting and digital navigation.

In addition to the above Technical Qualifications, the below qualifications are also desired:

1. Experience in a maritime related field (cartography, bathymetry, maritime analysis, maritime navigation)

2. Knowledge of current and future DoD maritime navigation requirements.

3. Expert level knowledge regarding production of maritime related products and data.

EDUCATION REQUIREMENT

Bachelor's degree from an accredited college or university.

Additional Information

Candidates should be committed to improving the efficiency of the Federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution.

How you will be evaluated

You will be evaluated for this job based on how well you meet the qualifications above.

APPLICANT EVALUATION PROCESS:

NGA will review your applicant package consisting of: two page resume, and accomplishment record to verify you meet the position requirements.

What You Need to Demonstrate
Your application must provide clear, specific examples of your claimed experience. Applications without sufficient detail will not move forward. Your experience should show you can perform the job duties immediately and successfully.

Experience Requirements
Qualifying experience can come from public or private sector roles but must clearly demonstrate the competencies needed for this position. The most competitive candidates will have experience directly related to the advertised role.

Selection Process
1. A panel of senior representatives with relevant functional expertise will evaluate against the Qualification Requirements
2. Candidates whose responses best demonstrate the required qualifications, experience, education, and accomplishments will be selected for interviews.

Military retiree applicants, if selected, may be impacted by the 180-day appointment restrictions of DODI 1402.01. HD personnel will provide additional information if applicable.

Applicants are encouraged to provide any education or degree information referenced in the announcement that is relevant. If education is listed as a mandatory requirement, only degrees obtained from an institution accredited by an accrediting organization recognized by the Secretary, US Department of Education will be accepted.

All candidates will be considered without regard to race, color, religion, sex, national origin, age, marital status, disability, or sexual orientation.

NGA provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify us at recruitment@nga.mil. The decision on granting reasonable accommodation will be on a case-by-case basis.

Applicants may not be contacted unless they are selected for further consideration.

HOW TO APPLY

Application submissions should be emailed directly to ngasemo@nga.mil

All announcements close at 11:59PM EDT on the closing date listed. Be sure to complete and submit your application by that time in order to be considered.

Candidates should be committed to improving the efficiency of the Federal government, passionate about the ideals of our American republic, and committed to upholding the rule of law and the United States Constitution.

To receive FULL consideration, you must submit the following materials via our email at: ngasemo@nga.mil

RESUME: Applicants are required to submit a resume no more than two-pages in length using the Times New Roman font in sizes 10-12 and 1-inch margin. If more than two pages are submitted, you will be deemed ineligible for further consideration due to not meeting the resume page number requirement. Your resume should include examples of the experience, education, and accomplishments related to the qualifications.

ACCOMPLISHMENT RECORD: Applicants are required to submit an Accomplishment Record that addresses the following Executive Competencies and Technical Competencies. The record must not exceed five (5) pages total, must use the Times New Roman font in sizes 10-12 and 1-inch margin, with a maximum of one (1) page per competency.

Executive Competencies:

Innovation – Applies creativity to improving products and processes, challenges convention, takes measured risks, and considers ways to simplify and remove unnecessary requirements.

Managing Resources – Manages resources efficiently and effectively based on current and projected organizational goals, skills, budget considerations, and staffing needs.

Technical Competencies:

1. Maritime GEOINT - Applies understanding of the maritime environment to management of geospatial requirements, capabilities and challenges related to mapping, charting and digital navigation.

2. Navigation System Modernization - Applies operational understanding of maritime navigation systems and requirements, leads modernization and innovation of systems and processes.

3. International and Inter-agency Governance - Applies understanding of international and inter-agency governance bodies and policies to inform and shape Agency capabilities, supports partnerships and agreements.

Both applicants for employment and current employees of NGA are entitled to request religious accommodations from generally applicable employment-related rules and requirements, so long as the accommodation requested would not result in an undue hardship to the conduct of NGA's business.

Requirements

Conditions of employment

- US Citizenship is required.
- Designated or Random Drug Testing required.
- Security Investigation

Selection Requirements

1. Applicant selected for this position is subject to the completion of a one-year DISL trial period. (Applicants selected from outside NGA may be required to complete a two-year DCIPS trial period if they have not already done so.)

2. This position requires access to classified Defense Department and Intelligence Community information. The individual selected must already possess, or be immediately eligible for, TOP SECRET security clearance and access to Sensitive Compartmented Information. U.S. citizenship is required for the granting of a security clearance. Successful completion of a polygraph examination is required for employment by NGA.

3. 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.

4. Employment is subject to requirements of the NGA Drug Testing Program.

ADDITIONAL INFORMATION

1. DISL positions are established to provide the highest levels of functional and technical expertise by individuals who are recognized leaders and authorities in a specialized field or functional area. The difficulty, complexity, and novelty of DISL work requires creativity, mastery of subject-matter field, and recognition of the professional community. DISL positions have minimal supervisory responsibilities (generally, no more than 25% of work time) and do not have organization or program management responsibilities as DISES positions.

2. Joint Duty Credit: All NGA executive level positions require Joint Duty credit. Employees will receive joint duty credit in 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 Dut qualifying experience.