NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
Defense Intelligence Senior Executive Service (DISES)

Vacancy Announcement No. 20270067

Opening Date: 03 November 2026 **C*losing Date:*** 03 December 2026

Position Title/Series: Director, Human Directorate – IE6610

Number of Vacancies: 1 ***Salary Range:*** $151,661 – 228,000 (DISES 03)

Location: National Geospatial-Intelligence Agency (NGA) Springfield, VA (NGA Washington)

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 incumbent serves as the National Geospatial-Intelligence Agency (NGA) Director, Human Development Directorate (HD) and NGA's Chief Human Capital Officer (CHCO). The incumbent is responsible for developing and managing an extremely complex and comprehensive human resource and workforce development program that is aligned to, and supportive of the National Defense Strategy and the Intelligence Community's mission. The incumbent works in a collaborative and cooperative way to address DoW and IC-wide human capital management issues associated with managing and developing an integrated workforce. This includes strategic planning; workforce skills development/competencies identification; succession planning and management; recruitment and onboarding; administration of pay; the conduct of labor-management relations and employee relations; the performance appraisal system; the awards, leave, and time attendance programs; benefits and retirement; and personnel accountability systems. The incumbent also serves as a GO/FO/SES-level integrator across the National and Allied Systems for GEOINT, enhancing interoperability of US and partner workforce-related capabilities. The incumbent will execute these duties within existing

legal and DoW/IC policy guidelines and strictly adhere to nondiscriminatory practices as it relates to programs and activities under his/her purview.

Additional duties include:

• Advise NGA senior leadership on the development, implementation, and management of human resource programs.
• Expertly lead a complex and geographically dispersed Directorate of over 600 while ensuring alignment to NGA's strategic director.
• Directly manage day-to-day operations of the Directorate and set goals/objectives aligned to NGA's Strategic Objectives.
• Empower, mentor, and develop subordinates to ensure short and long-term goals are achieved on schedule.
• Identify and oversee the development and implementation of tools and technology needed to achieve HD objectives.
• Develop strategic and tactical plans, as needed, to support HD programs and initiatives.
• Build strong relationships with key partners, internal and external, to address current and emerging needs.

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.

Mandatory Qualifications

1. Extensive knowledge of, and background in, Human Resource policies and programs within the Department of War and/or Intelligence Community.

2. Proven successful experience in leading a human capital workforce and programs at the Senior Executive Level within the DoW and/or the IC.

3. Demonstrated ability to direct programs in a rapidly changing human resource environment.

4. Demonstrated ability to corporately prioritize and defend resources during the DoW and/or IC planning, programming, budgeting, and execution process.

5. Demonstrated experience representing organizational interests during OMB, Congressional, DoW, IC, and other external fora.

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

1. Experience at the DISES Tier 2 level or equivalent (examples of equivalent position designations: SIS-2, SNIS-2, SES-II, military experience at the General or Flag Officer level.)

2. Knowledge of a federal agency's human resource systems, capabilities, and programs.

3. Demonstrated ability to develop and implement human resource programs that are aligned to a federal agency's strategy and strategic objectives.

4. Certification in the Human Capital/Resource field.

5. Advanced degree in a Human Capital/Human Resources/Workforce Develop/Learning discipline.

6. Demonstrated success leading and implementing enterprise-level change management initiatives and training in change management concepts.

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:

Strategic Thinking – Formulates objectives and priorities and implements plans consistent with the long-term interests of the organization by evaluation conditions, resources, capabilities, constraints, and organizational goals and values.

Developing Others – Recognizes and rewards outstanding achievement in others. Develops the ability of others to perform and contribute to the organization by providing opportunities to learn through formal and informal methods. Cultivates a dynamic environment in which employees are not afraid to make mistakes.

Agility and Resilience – Anticipates and adapts to change, new ideas, new information, and new conditions. Is committed to continuous improvement. Deals effectively with pressure and remains optimistic and persistent, even under adversity.

Technical Competencies:

1. Technical Skill – Possesses the requisite technical knowledge and subject matter expertise to consistently produce timely, high-quality work. Is considered a strong contributor in his or her domain.

2. Human Resources – Demonstrated effectiveness leading HR functions such as benefits, policy, compensation, recruitment, training, and/or workforce planning.

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. DISES positions direct the work of an organizational unit and assess policy and program feasibility, design organizational structure, determine program goals, and exercise policy-making or policy determining functions. DISES positions serve as supervisory positions responsible for the accomplishments of work through technical and administrative direction (at least 25% of the time).

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 Duty qualifying experience.