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

Vacancy Announcement No. 20270076

Opening Date: 17 November 2026 ***Closing Date:*** 8 December 2026

Position Title/Series: Program Director, Collection Services (IPC) & Data Services (IPD) Program Management Office – IP8030

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

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

(U) As Program Director for the combined Needs and Collection Management and Data Services Program Management Office (PMO), the incumbent partners with PEO Ground GEOINT to assure GEOINT superiority through development, acquisition, integration, sustainment, and modernization of mission-critical IT applications and services. Working with the D/SX, Source TX, CDO, and Mission Owners, the Director delivers prioritized capabilities, leads an agile organization enabling GEOINT access, collaboration, collection, exploitation, and consumption, and aligns programs to NGA technology strategy. Responsibilities include NSG/ASG architectural integration for DoW expeditionary operations, alignment with community architecture, and delivery of Enterprise Management Services from NGA and IC/DoW partners. The Director advances agile development and acquisition, innovative contracting, customer-driven delivery, AI-enabled development, AI-ready data architecture, and CI/CD to shorten timelines, prepare for agentic workflows, foster innovation, and improve mission effectiveness. The incumbent leads government and contractor personnel; manages

cost, schedule, risk, performance, and a substantial budget; and is accountable to the ADC, D/Source, and PEO GG for program and workforce outcomes.

This is a Critical Acquisition Position (CAP) which carries significant responsibility and is defined by public law. A 3-year tenure agreement is required for the position. The selectee must meet the Defense Acquisition Workforce Improvement Act (DAWIA) requirement within 24 months, unless a waiver is granted by NGA's Component Acquisition Executive (CAE), and become a member of the Defense Acquisition Corps.

New Acquisition Workforce members or members transferring to a different or higher skill level will have, upon position entry, thirty-six months, forty-eight months, or seventy-two months, depending on the DAWIA Tier required, to achieve their certification.
Current Acquisition Workforce members must maintain their current certification by achieving 80 Continuous Learning hours every twenty-four months (40 hours every 12 months).

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, Mandatory 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.

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. Demonstrated ability to assure GEOINT superiority through development, acquisition, integration, sustainment, and evolution of mission-critical GEOINT IT applications/services within cost, schedule, and performance baselines; build AI-ready data and enable agentic workflows to improve mission effectiveness.

2. Demonstrated ability to establish partnerships and deliver GEOINT capabilities using NGA Enterprise Common Services and services from IC/DoW counterparts; integrate interoperable data, software, and AI services to accelerate delivery and mission outcomes.

3. Demonstrated ability to work with senior agency/IC leaders and acquisition oversight to define, modernize, deliver, and sustain critical IT capabilities across Mission Owner priorities; translate needs into AI-ready data, software, and agentic capabilities.

4. Demonstrated ability to lead agile IT organizations enabling access, collaboration, exploitation, and consumption of GEOINT by NGA and partners; develop the workforce, align acquisitions/services to technology strategy, manage software PMOs, build AI-ready architectures, and prepare organizations for agentic workflows.

5. Demonstrated ability to apply agile software development/acquisition to accelerate delivery, foster innovation, improve customer satisfaction, and shorten mission timelines through AI-enabled development, CI/CD, modern engineering, and agentic workflows.

DESIRABLE QUALIFICATION CRITERIA: In addition to the mandatory qualifications, experience in the following is desired:

1. Demonstrated ability to lead and supervise skilled government, military, and contractor personnel; execute substantial budgets; manage complex software PMOs; develop talent for AI-enabled development and agentic workflows; and improve mission effectiveness.

2. Demonstrated experience leading IT development and implementation in an unclassified industry environment, including AI-ready data architectures, AI-enabled software, and agentic workflows that reduce timelines and improve outcomes.

3. Demonstrated experience in a DoW joint service environment delivering enhanced warfighting IT services and applications; modernizing data/software foundations, integrating AI and agentic capabilities, and enabling faster, more effective mission execution.

4. Demonstrated experience delivering improved IT capabilities across IC/DoD agencies, military services, and Allied partners; integrating enterprise data/software services, preparing organizations for agentic workflows, and improving interoperability and mission effectiveness.

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 accommodation 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 to grant 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:

•Executive Judgement – Makes well-reasoned, timely, and effective decisions and considers short- and long-term implications. Communicates effectively with stakeholders across all organizational levels, sharing and guarding information where appropriate.

•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.

Technical Competencies:

• Demonstrated experience anticipating emerging IT risks and established enterprise risk management frameworks. Led agile IT organizations, software PMOs, AI-ready architectures, CI/CD, and agentic workflows supporting GEOINT and intelligence missions.

• Proven ability to modernize operating models, shortened mission timelines, and improved outcomes. Led technical teams and PMOs, drove integration, and advanced agentic AI adoption and innovation.

• Demonstrated experience managing substantial budgets, aligned resources to mission priorities, and directed acquisitions, program execution, and transitions across data-driven enterprises.

Special Requirements:

Both applicants for employment and current employees of NGA are entitled to request religious accommodation 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). Incumbents 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 require 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.