

## DEFENSE INTELLIGENCE AGENCY

<https://diajobs.dia.mil/>

### Job Title: DIA'S ANALYSIS MARCH 2023 ENTRY-LEVEL VIRTUAL HIRING EVENT – STEM

Job ID - 122002

Location – Huntsville, AL; Charlottesville, VA; Reston, VA; Washington, DC; and Frederick, MD.

Full/Part Time - Full-Time

Close Date – 12/16/2022

Pay Plan/Series/Grade - GG/0132/07-10

#### ANALYSIS (ACF) MARCH 2023 ENTRY-LEVEL VIRTUAL HIRING EVENT - STEM - 122002

**Close Date:** 12/16/2022 | **Pay Plan/Series/Grade:** GG/0132/07-10 | **Location:** Multiple | **Job Posting ID:** ANALYSIS-122002-01-ADH

PLEASE READ THE ENTIRE CONTENT OF THIS ANNOUNCEMENT.

#### CONTACT INFORMATION

This announcement will close at 11:59 PM (EST) on Friday, December 16, 2022. All applicants must apply online for this event in order to receive consideration. If you need technical assistance with your application, please contact our support center at (202) 231-8000.

#### WHO CAN APPLY

To ensure compliance with an applicable preliminary nationwide injunction, which may be supplemented, modified, or vacated, depending on the course of ongoing litigation, the Federal Government will take no action to implement or enforce the COVID-19 vaccination requirement pursuant to Executive Order 14043 on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. Therefore, to the extent a Federal job announcement includes the requirement that applicants must be fully vaccinated against COVID-19 pursuant to E.O. 14043, that requirement does not currently apply. Federal agencies may request information regarding the vaccination status of selected applicants for the purposes of implementing other workplace safety protocols, such as protocols related to masking, physical distancing, testing, travel, and quarantine.

This announcement is for external applicants (non DIA employees) only. DIA employees on a temporary/term appointment, military, and contractor personnel are eligible to apply if qualified for the positions (please be sure to ONLY utilize an UNCLASSIFIED email address within your application). Current DIA student interns need not apply. This is a DIA External Hiring Event that will take place in March 2023 via a virtual platform. Applicants selected to move forward with the employment process will be contacted via email in January 2023 to submit a writing sample and in late February 2023 to schedule an interview. Specific details with regards to the dates of the event will be provided within the email invite.

All applicants must be U.S. citizens at the time of application. Applicants must meet the agency's conditions of employment, to include, but not limited to, satisfactory completion of an initial special background investigation and periodic reinvestigation, completion of any required medical examination

and physical requirements, completion of any required personal interviews, favorable completion of any required initial or aperiodic polygraph examinations, completion of any required drug test, satisfactory completion of a two-year Defense Civilian Intelligence Personnel System trial period, and completion of a civilian mobility agreement.

DIA does not guarantee any applicant the extension of an official offer of employment; however, DIA will be screening all employment applicants against its current and future manpower requirements. Selected applicants will be considered for the Agency's Hiring Pool. DIA is an Agency with worldwide positions. Selected candidates must be willing to relocate in support of mission requirements.

#### CURRENT FEDERAL EMPLOYEES

This position is a Defense Civilian Intelligence Personnel System (DCIPS) position in the Excepted Service under 10 U.S.C. 1601. Selectee(s) who are current Federal employees will be appointed to the new position at the grade in which they qualify for. Those at a higher grade than the advertised position, will be asked to accept a voluntary change to the lower grade if selected.

All current and prior Federal employees must also submit a copy of their SF-50, Notification of Personnel Action that documents their appointment to or promotion to the highest grade held. Consideration for future advancement opportunities will be through DIA's established promotion processes, according to established timeframes, advancement criteria and compensation parameters.

#### POSITION SUMMARY

##### ANALYSIS CAREER FIELD

Officers in the Analysis Career Field serve at the heart of DIA's global mission. Analysis Officers provide cutting-edge analysis from locations around the world on foreign military capabilities and defense issues in support of our nation's warfighters, policy makers, and defense planners. Through written products, in-person briefings, or multimedia presentations, their work informs tactical decisions of policy, defense strategy, weapons development and acquisition, and military planning.

DIA's Analysis Career Field is seeking candidates with STEM degrees and related experience to specialize in advancing all-source analytic methods and producing scientific and technical intelligence.

##### ADVANCED ALL-SOURCE METHODS

Advanced All-Source Methods (AAM) analysis officers deconstruct key questions to suggest appropriate methods and identify and exploit relevant data sources. Officers utilize a wide range of existing methods and models (such as game, theoretical, statistical, probabilistic, or agent-based models) to identify appropriate analytic applications and present recommendations for future programs, practices and/or procedures and make necessary changes to meet the needs of changing systems/programs. AAM officers collaborate with mission partners throughout relevant research and development partner organizations, including within the Department of Defense, Intelligence Community, Federally Funded Research and Development Corporations, and University Affiliated Research Centers, to align innovation efforts wherever necessary or appropriate and conduct analytic outreach (e.g. to academia) as appropriate in accordance with Agency policy and procedures.

## SCIENTIFIC AND TECHNICAL INTELLIGENCE

Be a part of our Nation's vanguard against scientific and technical threats by providing the systematic study and analysis of foreign capabilities in basic and applied research and engineering. Scientific and Technical Intelligence (S&TI) all-source analysts warn decision makers of foreign technical developments and capabilities including military weapons systems, emerging and disruptive technologies, the proliferation of nuclear, biological and chemical weapons; along with physical vulnerability assessments and detailing global health response capabilities and threats posed by infectious disease.

DIA is currently recruiting entry-level STEM candidates with expertise in a variety of mission areas in the Analysis (ACF) Career Field at multiple locations.

Defense-related topics (such as but not limited to military capabilities and strategy; terrorism; weapons systems and proliferation; illicit trafficking; energy; telecommunications and logistics infrastructure; underground facilities; defense economics/industry; emerging and disruptive technologies; and supply chain risk management).

- Combatant command functional areas of responsibility (e.g., space, special operations, strategic, transportation, cyberspace).
- Geographic or regional knowledge (e.g., military, social, political, or cultural expertise).
- Structured methodological approaches to organize data and model probabilities, natural language processing techniques, or statistics tools.
- STEM fields such as physics, mathematics, applied statistics, computer science, data science, chemistry, biology, toxicology, and engineering disciplines including electrical, mechanical, nuclear, aerospace, chemical, computer, general, or modeling and simulation.

NOTE: For this event, the ACF is especially interested in candidates with the following skills and/or backgrounds; China, Russia, cybersecurity, space/counterspace, data science, computer science, nuclear, electrical, and aerospace engineering backgrounds. Such candidates are highly encouraged to apply.

## POSITIONS INCLUDE

- Aerospace Engineer (0861)\*
- Biological Scientist/Molecular Biologist (0401)\*
- Chemical Engineer (0893)\*
- Chemist (1320)\*
- Computer Engineer (854)\*
- Computer Scientist (1550)\*
- Data Scientist (1560)\*
- Electronics Engineer (0855)\*
- General Engineer (0801)\*
- Mechanical Engineer (0830)\*
- Nuclear Engineer (0840)\*
- Physical Scientist (1301)\*
- Physicist (1310)\*

- Analysis officers come from diverse backgrounds and can look forward to careers of rewarding training, advanced education opportunities, and challenging assignments with DIA and the Intelligence Community.

The below qualities are critical for success as an analyst at DIA:

- Professional Humility: The willingness to change assumptions and conclusions in the face of new evidence, to respect and account for differing perspectives and ideas, and to welcome candid feedback.
- Steadfast Integrity: The commitment to professionalism and honesty, accuracy and transparency, and excellence and mission.
- Intellectual Curiosity: The drive to seek out new experiences, knowledge, insights, and expertise.
- Critical Consideration: The determination to consult, weigh, and synthesize all available information and sources in developing insights, judgments, and assessments and identifying information gaps.
- Constructive Collaboration: The ability to contribute to a dynamic team environment and work through disagreements to reach new insights.
- Clear Communication: The ability to articulate complicated concepts and ideas both concisely and comprehensively.

The ACF has officers at all of the locations listed in the "Location" section of this vacancy announcement; however, STEM positions are located in Huntsville, AL; Charlottesville, VA; Reston, VA; Washington, DC; and Frederick, MD.

NOTE: While the ACF is hiring for positions at all listed locations, we are especially interested in candidates who are willing to work at locations outside of the immediate National Capital Region.

NOTE: Please fill out the two "DESIRED LOCATION" fields in this application. If you are willing to relocate to any of the locations listed in the "Location" section of this vacancy announcement, please select "All Other Locations" for one of your choices. There is also space to leave a brief comment in support of your desired locations. If you do not see a location listed in the "Location" section of this vacancy announcement -- even if a location is listed as option to select as a desired location - we do not have positions located there. Please do not select it.

#### POSITION REQUIREMENTS

The positions listed above with an asterisk must meet a positive education requirement as identified by the Office of Personnel Management. General information can be found on the Office of Personnel Management's website at [www.OPM.gov](http://www.OPM.gov).

## APPLICATIONS RECEIVED

UNCLASSIFIED applications must be received by MIDNIGHT (Eastern Standard Time) on the closing date of the announcement. DO NOT SUBMIT CLASSIFIED INFORMATION WITHIN YOUR ONLINE APPLICATION. All qualification requirements must be met by the closing date of the announcement.

## EVALUATION

DIA will evaluate your online application to ensure it demonstrates the knowledge, skills, abilities, work experience, and any mandatory education, certification, and/or license requirements, to successfully perform the duties of the advertised position. Failure to provide clear examples of claimed experience may preclude further consideration of your application.

APPLICANTS, ALL APPLICABLE WORK EXPERIENCE MUST BE ENTERED INTO THE WORK EXPERIENCE SECTION OF THE ONLINE APPLICATION FOR FURTHER CONSIDERATION.

As part of the application process for the Analysis Career Field, applicants selected to interview will also be required to complete a timed writing assessment prior to the interview. Specific details on this portion of the process will be provided via email by the Analysis Career Field in late October 2022. Because of this requirement, applicants must provide a personal email address. Applicants who do not provide a personal email address will be disqualified.

NOTE: DO NOT USE AN EMAIL ADDRESS FOR A GOVERNMENT AND/OR CLASSIFIED SYSTEM ON YOUR APPLICATION. If you do, we will not be able to issue a writing assessment request, and you will be disqualified.

Applicants must have direct 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 at the advertised grade. Such experience is typically in or directly related to the work of the position to be filled.

## VETERAN'S PREFERENCE

DIA applies Veterans' Preference to preference 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 must submit documents verifying your eligibility with your on line application package.

## FOREIGN AREA TOURS OF DUTY ELIGIBILITY

Applicants applying to a foreign area opportunity and who are currently assigned to a foreign area are ineligible for consideration if selection will cause them to exceed the time limitation for foreign area service (5 consecutive years) or, conversely the employee will not satisfactorily complete their period of obligated service within 6 months of the closing date of this announcement. More than one permanent

change of station move within a 12-month period is not considered to be in the interest of the government for the purposes of relocation at Government expense.

#### DUTY AT OTHER LOCATIONS

May be required to perform duty at other operating locations.

#### DEPLOYMENT/MOBILITY STATEMENT

All DIA employees are subject to world-wide deployment to crisis situations and are subject to geographic relocation in accordance with agency guidelines.

#### SHIFT WORK

Availability for shift work, extended hours, and travel may be required.

#### RELOCATION COST

Relocation expenses in connection with a permanent change of station may be authorized in accordance with the Joint Travel Regulations and at agency discretion.

#### DIA IS AN EQUAL OPPORTUNITY EMPLOYER

DIA employees and applicants for employment are protected by federal laws, from discrimination on the bases of race, religion, color, sex (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors. Employees and applicants are also protected against retaliation. Consistent with federal laws, acts of retaliation against an employee who engages in a protected activity, whistle blowing, or the exercise of any appeal or grievance right provided by law, will not be tolerated.

#### REASONABLE ACCOMMODATION

The United States Government forbids discrimination regarding any aspect of employment, including hiring, firing, pay, job assignment, promotions, training, fringe benefits, layoff, and any other term or condition of 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, retaliation, parental status, military status, or other non-merit factors. DIA provides reasonable accommodation to applicants with disabilities, as appropriate. Please contact our Human Resources Operations Center (HROC) at 202-231-4762 or DSN 428-4762 if you need a reasonable accommodation for any part of the application and hiring process.

#### TELEWORK

Some positions in DIA may be eligible for unclassified telework and/or secure telework. The telework option allows an employee to perform the duties of his or her position from an approved worksite other than the "official" worksite.

## DIRECT DEPOSIT

All DIA employees must participate in the DoD Direct Deposit/Electronic Fund Transfer of Pay (DD/EFT) Program, with net pay deposited directly into the employee's account of choice at his/her designated financial institution.

## NATIONAL SECURITY EDUCATION PROGRAM SERVICE REQUIREMENTS (NSEP)

Positions within the agency generally satisfy NSEP service requirements for David L. Boren scholars and fellows. Contact the National Security Board for further details on service requirements ([HTTP://www.nsepnet.org](http://www.nsepnet.org)).

## ADDITIONAL INFORMATION

In compliance with the REAL ID Act of 2005, driver's licenses and identification cards issued by the following jurisdictions cannot be used as valid identification if selected for an interview and/or actual position: Alaska, Am. Samoa, Arizona, Kentucky, Louisiana, Maine, N. Marianas, Massachusetts, Minnesota, Montana, New Jersey, New York, Oklahoma, and Washington.

Driver's licenses and photographic identification cards from jurisdictions not listed above will be accepted. Other acceptable forms of identification include: U.S. & Foreign Passports, U.S. Military IDs, Military and DoD Common Access Cards (CAC), Personal Identity Verification (PIV) Cards, U.S. Federal Government IDs & Credentials, and U.S. Congressional IDs.

All employees are required to sign an agreement not to disclose, in any fashion, classified information to unauthorized persons. An agreement is also required to authorize agency pre-publication review of certain material prior to disclosure during and after employment with DIA.

## OTHER INFORMATION

This announcement may be used to fill additional vacancies during the next six months.

DoDI 1402.01, "Employment of Retired Members of the Armed Forces," dated September 9, 2007 restricts the appointment of retired military service members within 180 days of their retirement. All applicant/s selected from this announcement must be ready to report for duty within 30 days of receiving DIA's final employment offer or the Agency may rescind its offer.

## EXCEPTIONAL FAMILY MEMBER PROGRAM

Applicants with family members who have special needs, as defined by DoD Instruction 1315.19, "The Exceptional Family Member Program (EFMP)", are encouraged to review Sections 5.2 and 5.3 for information on the requirements of this instruction related applicants for employment with DIA. The availability of medical care and specialized educational requirements for family members with special needs will be determined during the Permanent Change of Station (PCS) medical screening process.

## CAREER FIELD DEFINITION

Officers in this Career Field apply scientific methods and technical tradecraft across the full range of intelligence requirements. They support and conduct technical collection including collection planning, execution, exploitation, research and development, processing, reporting, and the development of tradecraft, tactics, techniques, and procedures. Officers conduct technical exploitation including exploitation of organically and externally collected materials, as well as exploitation of existing data for novel or innovative uses and undiscovered signatures. Officers are expected to have a broad understanding of the totality of the career field and a deep expertise in their specialty. They are expected to collaborate across the intelligence community on tradecraft and within the Science and Technology (S&T) community of National Labs, Industry, and Academia on technical collection and exploitation systems and methods.