Deputy Director, Research Directorate - Experienced Level - Defense Intelligence Senior Executive Service - Fort Meade, MD

Submitted by Anonymous on Tue, 07/30/2019 - 11:03am

Link: https://apply.intelligencerecareers.gov/job-description/1132678


Responsibilities
This key leadership position provides an exceptional opportunity for a high-performing Senior Executive leader who combines exceptional 'people' leadership skills with strong technical credibility, and has strong collaborative skills. The successful candidate will become one of the most senior leaders within NSA, with an impact that spans not just NSA but crosses the Intelligence Community, other government agencies, academia, industry, and internationally as well. If you want to use and expand your skills to ensure that our talented Research workforce and technological discoveries provide the greatest possible benefit to NSA and the nation, this position may be for you! Duties and Responsibilities: As the largest in-house organization in the Intelligence Community, the Research Directorate (RES) workforce provides mission oriented research ' research that positively advances the full NSA/CSS mission. Additionally, RES houses the Innovation Office, leads several NSA-wide strategic initiatives, and has strong collaborative relationships within the DoD, IC, and U.S. Government. RES conducts world-class scientific research with the objective of developing new and innovative techniques and technologies. Transition to practice is a critical aspect of RES and will be an important part of the RES Deputy's job. RES success depends heavily on having a positive, collaborative, and innovative culture ' a successful candidate must value the welfare and development of the RES workforce while maintaining the excellence of the RES technologies, and ensuring that both internal and external collaboration ultimately result in mission impact. RES operates across a wide range of Agencies and buildings to include three Federally Funded Research and Development Centers and three Laboratories, two on the University of Maryland campus and one on the Raleigh/Durham campus of North Carolina State University, as well as maintains ongoing strategic partnerships with numerous other academic, governmental and industry research entities. Research headquarters is located at Emerson III, the first IC facility to provide cutting-edge unclassified and classified wireless services. RES also supports a Research Liaison program, with a small footprint at each of the Cryptologic Centers.

Skills
Leading People:
- Inspire, motivate, and guide a multi-campus, highly technical leadership team and workforce toward achievement of Directorate mission objectives and goals.
- Engage senior leaders to create processes, assign personnel, and resolve issues.
- Establish clear performance metrics and job objectives for senior leaders.
- Empower people to lead change and take responsibility.
- Actively coach, mentor, and guide senior leaders to create processes, assign personnel, and resolve issues.
- Develop and pursue organizational goals and lead in a way consistent with changing organizational imperatives.
- Lead people to implement projects supporting transformation of people and operations.

Leading Change:
- Lead and motivate senior managers and workforce to creatively achieve objectives and goals.
- Translate transformation goals into performance objectives.
- Create a working environment that encourages novel thinking, innovation, and launching of new initiatives.
- Adapt behavior and work methods in response to new information, changing conditions, or unexpected obstacles.
- Deal effectively with stress and fast-paced environment.
- Experience with crafting, addressing, and coordinating new, innovative policies, procedures, and processes to meet changing conditions.
- Ability to articulate NSA's objectives, goals and strategies; and identify gains and shortfalls.
- Evidence of personal contributions to envisioning, planning, executing, and/or resolving issues.

Building Coalitions:
- Communicate and negotiate effectively with diverse sets of people and develop alliances/partnerships.
- Establish and maintain strong mutual working relationships and trust with customers, partners, and stakeholders.
- Build diverse networks of support and establish strong mutual working relationships among internal and external organizations, other agencies, and military counterparts.
- Adept at use of excellent oral and written communications skills to present, defend, and negotiate sensitive issues.
- Function comfortably and effectively across several communities to achieve results through influence and negotiation skills, resolve conflicts, and develop strong alliances founded on trust.

Results Driven:
- Focus on 'value added' customer service and quality.
- Keen at identifying areas for improvement within and outside the organization
and recommending how to achieve improvements.
- Link creative solutions to mission objectives and to effectively seek policy support as required.
- Understand and appropriately apply procedures, requirements, regulations, and policies to performance of mission goals.
- Hold people accountable for meeting objectives.
- Ability to establish and approve relevant annual and long term goals and plans to achieve these goals.
- Establish and use metrics to measure and drive success.
- Develop and document approaches and method to address new and emerging development opportunities.

**Business Acumen:**
- Recruit, select, and retain well-qualified employees to fill critical mission needs.
- Understand budget processes and be able to adapt quickly and decisively in response to resource adjustments; play an active part in the budget build process, and work it in consonance with NSA organizational governance.
- Recognize new trends and prioritize resources to meet the new challenges.
- Make sound business and programmatic decisions over administrative, personnel, and budgetary matters.
- Evaluate cost/technical risk performance information to analyze, discuss, recommend, and allocate resources to achieve optimal solutions.
- Recognize trends and adapt resources to meet the new challenges and cease non-productive activities.

**Leading the Intelligence Enterprise:**
- Achieve results by creating an environment that promotes employee engagement, collaboration, integration, and information and knowledge sharing.
- Demonstrate deep understanding of how the mission, structures, leaders, and cultures of the various IC components interact and connect.
- Integrate joint/multi-agency activities effectively exercising collaborative plans that realize mutual IC, joint, or multi-organizational goals.
- Encourage and support Joint Duty assignments and development experiences that develop and reinforce an enterprise focus.
- Ability to advance and reinforce IC core values.
- Demonstrated commitment to diversity of people, points of view, ideas, and insights.

**Pay, Benefits, & Work Schedule**

This is a full-time position, Monday through Friday.

Salary Range: $126,148 to $174,500

Periodic extended hours may be necessary.

International and domestic travel may be required.
Position Summary

Leaders at the National Security Agency motivate, support, and cultivate employees at all levels. Leaders at the NSA, where people are a priority, are responsible for leveraging the diversity of their workforce to create innovative solutions that support the Agency’s mission.

Qualifications

The ideal candidate for this position is an energetic, results-oriented proven leader with outstanding people skills and a desire to work cohesively with the Director to enable and reinforce success of a strong RD leadership team. A strong mission background is required as well as knowledge regarding the agency culture and corporate processes. Extensive experience with organizational leadership and personnel supervision is crucial. Financial and budgetary management experience is also strongly desired. The successful candidate should possess the ability to deal forthrightly with a range of sensitive issues, to exercise great discretion and demonstrate solid judgment. Selectee must possess the ability to quickly resolve complex situations in a rapid-pace environment. Excellent visioning, strategic thinking, communication (written/oral), negotiation, and collaboration skills are essential as the selectee will be expected to represent and stand in for the Research Director in significant and high-level activities and boards.

How To Apply - External

To apply for this position, please click the 'Apply' button located at the top right of this posting. After completing the application for the first time, or reviewing previously entered information, and clicking the 'Submit' button, you will receive a confirmation email. Please ensure your spam filters are configured to accept emails from noreply@intelligencecareers.gov.

***PLEASE NOTE: U.S. Citizenship is required for all applicants. Reasonable accommodations provided to applicants with disabilities during the application and hiring process where appropriate. NSA is an equal opportunity employer and abides by applicable employment laws and regulations. All applicants and employees are subject to random drug testing in accordance with Executive Order 12564. Employment is contingent upon successful completion of a security background investigation and polygraph.

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.

Please note that you may be asked a series of questions depending on the position you apply for. Your responses will be used as part of the screening process of your application and will assist in determining your eligibility for the position. Be sure to elaborate on experiences in your resume. Failure to provide the required information or providing inaccurate information will result in your application not being considered for this position. Only those applicants who meet the qualifications for the position will be contacted to begin employment processing.

Please Note: Job Posting could close earlier than the closing date due to sufficient number of applicants or position no longer available. We encourage you to apply as soon as possible.

**DCIPS Disclaimer**

The National Security Agency (NSA) is part of the DoD Intelligence Community Defense Civilian Intelligence Personnel System (DCIPS). All positions in the NSA are in the Excepted Services under 10 United States Codes (USC) 1601 appointment authority.