

EVALUATION STATEMENT

Proposed Classification: Intelligence Research Specialist, GS-0132-12

Location: Office of Law Enforcement (OLE)

References: OPM Position Classification Flysheet (PCF) for Intelligence Series, GS-0132, TS-28, dated June 1960.

Background: The purpose of this position is to serve as an Intelligence Research Specialist and a subject matter expert in her/his assigned area with responsibilities of initiating research projects and preparing finished intelligence reports and studies pertaining to inter-related geographical or wildlife specific areas. Finished studies/reports depict long range estimates of illicit wildlife smuggling and poaching, major trafficking routes, and patterns of movement. The incumbent advises higher level officials on developments in the assigned area, oversees groups and task forces working on specific programs, and participates in Inter-agency committees and meetings representing OLE and the Service. The individual must have a comprehensive knowledge of the operation of the entire intelligence program of the Service and its relation to national intelligence activity; an understanding of the functions and operations of other intelligence organizations (even though unrelated to his/her own special fields); familiarity with related non-intelligence activities; broad knowledge of the influence of his/her specialized field upon foreign areas and peoples in order to adduce probable courses of development and action; and the ability to present and argue for a position effectively.

Series and Title Determination: Duties of the proposed PD require the screening, evaluations, and consolidation of a large quantity of intelligence reports and data from various sources including U.S. and foreign law enforcement and intelligence agencies. Incumbent recommends solutions to problems needing immediate action. Incumbent prepares requirements for and the methodologies needed to collect additional intelligence to fill information gaps; prepares inter-related analyses of the methods for producing and moving illicit wildlife with special emphasis on the more complex and extensive investigations of international trafficking of endangered, threatened, and protected species of fish and wildlife; relates current developments and statistical data to the capabilities and vulnerabilities of traffickers and their methods of operations; projects and revises long range estimates and trends and advises supervisor on all aspects of intelligence in the assigned area; undertakes extensive exploratory studies both for publication and for presentation to policy makers; develops appropriate graphic methods to insure that studies have desired impact on the audience in the shortest period of time; provides research and recommendations on new and advanced uses of computer programming and assists in the development of data bases for intelligence development and unique methods of data manipulation; maintains familiarity with data systems of other agencies; develops and supervises projects within the assigned area; gives professional guidance and technical assistance to lower level analysts and agents, and reviews and evaluates the results; and testifies in court proceedings on the charts, graphs and reports produced for indictment and prosecutorial purposes. Work often requires traveling to other areas in the U.S. or overseas, to implement projects or solve problems that are specialized or significant in nature.

Positions covered under the Intelligence Series, GS-0132 involve intelligence research and analysis which includes the evaluation of collected information, drawing of pertinent inferences from its analysis, and interpretation of such inferences in keeping with the

requirements of officials responsible for planning or for making policy decisions. Much of this work is performed within one or another of the natural sciences, social sciences, military science, and engineering fields. These positions require that the research worker have a broad background in a professional discipline and knowledge of the techniques and principles of intelligence research, but not a comprehensive knowledge of the current state of the art in the particular discipline, are classified in the Intelligence Series, GS-0132. Positions in the GS-0132 series have are of two general types: Intelligence Research or Intelligence Operations.

Positions covered under Intelligence Research are those which the incumbent would apply the principles of intelligence research, assembling, collating, and analyzing separate bits of information from a variety of known and unknown sources, gathered under known and unknown conditions. The incumbent assesses their validity and reliability and, on the basis of all of the information known to him/her, estimates what the characteristics of a specific situation may be and predicts its effects upon future events. His/her judgment is often based upon less than full and sometimes barely adequate information because that is all the data there are, or because the time at his/her disposal is limited. Decision makers and policy planners must act, and the researcher may not refuse to offer a judgment; the imposed deadline must be met. The amount of time devoted to a piece of research is governed by when the results are needed rather than by the nature of the riddle to be solved. There is another characteristic of intelligence research which has a significant effect upon recruitment. This is the anonymity associated with the work. All of these characteristics require recruitment of research competence with a very different orientation from that characteristic of "traditional" research. The work requires persons who will offer conclusions based upon the best available information, who can work in a team situation, and who will accept the restrictions of anonymity. The approved title for positions in the intelligence research field is Intelligence Research Specialist.

Intelligence Operations Specialist cover positions which are concerned with the development of collection plans, the organization of activities for the collection of raw intelligence data in a variety of subject-matter areas and the dissemination of finished intelligence reports. They apply knowledge of the organization and operations of the entire intelligence function to a variety of different kinds of tasks and functions designed to collect and disseminate information.

The duties of the proposed PD fit within the description of the Intelligence Series and more specifically, they are more in line to that of the Intelligence Research Specialist. Title and series assigned are: Intelligence Research Specialist, GS-0132.

Grade Determination: PCF for Intelligence Series, GS-0132, provides grading information for non-supervisory positions covered by the standard. This standard has five factors: 1) Nature and Scope of the assignment; 2) Independence of operation and judgment; 3) Personal work contacts; 4) Nature and scope of commitments; and 5) Skills and Knowledge required. Each factor level is assigned by comparison against defined benchmarks. A discussion according to each factor is described in the following chart.

Evaluation Factors	Grade-level Benchmark Met	Comments

<p>1. Nature and Scope of Assignments</p>	<p>GS-12</p>	<p>Responsible for establishing methodology for problems which do not appear to be susceptible to treatment by generally accepted methods; undertakes long-range planning in his/her assigned work area, considering actual and potential problems, and presents findings and recommendations to superiors and policy-makers. Prepares finished intelligence reports, collection plans and manuals, and guides for field collectors. Reviews and evaluates incoming intelligence reports and information, collection plans, and programs. Intelligence data typically contains significant gaps in or difficulty in validation. Develops and projects data, draws conclusions, and estimates probabilities based upon his/her knowledge of current and past intelligence situations, along with an understanding of the significance of conditions and trends in their areas of specialization. Briefs superiors, planners, and policy-makers on all aspects of their work assignments.</p>
<p>2. Independence of Operation and Judgment Used</p>	<p>GS-12</p>	<p>Work assignments are defined from the perspective of optimal intelligence support and a broad description of specific intelligence analysis projects, without specific instructions and/or direction to follow. Supervision is through conferences and discussions with higher-level official. The incumbent functions as an expert Intelligence Research Analyst in planning for the execution of investigative research and analysis studies in support of law enforcement investigations. Carrying out his/her responsibilities involves a high degree of complexity and requires skill in managing numerous intelligence and administrative projects simultaneously. The incumbent exercises independent judgment, initiative and ingenuity in setting goals and priorities; developing methodology and strategies to accomplish specific situational and mission driven training and operational goals; determining the most appropriate, effective and efficient manner of presentation of results; following up leads requiring consultation with agency and non-agency personnel; and accomplishing objectives to support the mission. Since much of the incumbent's work is of a sensitive or time critical nature, completion of assignments is oftentimes done under demanding, stressful conditions.</p>
<p>3. Personal Work Contacts</p>	<p>GS-12</p>	<p>Carries out personal coordination and liaison with counterparts and colleagues throughout the intelligence community and using agencies, represent the Service in working groups and committees, travel to other areas or countries to explain the needs of their organization or to give expert assistance in their field of competence, give professional guidance and technical assistance to juniors in their own and other intelligence organizations, and serve as coordinators of projects jointly undertaken with other organizational units.</p>
<p>4. Nature and Scope of Commitments</p>	<p>GS-12</p>	<p>Incumbent's work supports the law enforcement mission of the Service by providing incisive intelligence analysis of major criminal trafficking in endangered, threatened, and protected species of fish and wildlife. Supports and furthers on-going law enforcement investigations and provides insight into sensitive policy decisions made by OLE and the Service. Products and recommendations presented have a direct effect on the Service's law enforcement program through improvements in the efficiency and effectiveness of agency operations. May be called upon to testify as an OLE/Service</p>

		expert witness in court proceedings on the charts, graphs and reports he/she produced for indictment and prosecutorial purposes.
5. Skills and Knowledge Required	GS-12	Expert knowledge of legal and illegal domestic and foreign trade in wildlife and plants, including live, parts, products, and derivatives. Expert knowledge of intelligence analysis techniques necessary to the design and implementation of major intelligence studies and to the performance of intelligence analysis support services, such as the application of deductive and inductive logic to complex problem solutions, e.g., long-range forecasting based on intelligence analysis of current data on criminal activity. Proficiency in statistical methods of evaluating illicit fish and wildlife trafficking and traffickers, particularly sampling theory and its application to complex systems. Knowledge of federal, state, and local law enforcement responsibilities and functions and of the role of intelligence analysis in supporting law enforcement investigations. An understanding of the role and function of the intelligence community and the products it can provide.

Conclusion: Intelligence Research Specialist, GS-0132-12

See PDs 5000325 - GS-11
5000336 - GS-12

Position Designation of National Security and Public Trust Positions

Position Designation Record

Agency Department of the Interior/U.S. Fish and Wildlife Service

Position Title Intelligence Research Specialist

Series and Grade/Pay Band GS-0132-12

Position Description Number S000336

Nature of the Position	
<p>Critical-Sensitive- Positions with the potential to cause exceptionally grave damage to the national security, including:</p> <ul style="list-style-type: none"> Investigative duties, the nature of which have the potential to cause exceptional or grave damage to the national security, such as counterintelligence investigations 	

Designation Level	National Security	
	Investigation Required	Form Required
Tier 3	SSBI	SF 86

Signature: Joyce M. Hayes Date: 4/23/2009

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