

Industrial Security Specialist, GG-0080-11/12
(Due Diligence Analyst Team Lead)

Location: Stafford, VA

Clearance: Top Secret Security Clearance with Sensitive Compartmented Information Access (TS/SCI)

Pay Range: GG-11/12 (\$85,447 - \$133,142)

Open: July 13, 2026 to July 17, 2026

This job will close when we have received **100 applications** which may be sooner than the closing date.

1 vacancies in the following location: **Stafford, VA**

This is an open call for resumes. We are currently gathering resumes of qualified candidates to create a pipeline for future vacancies.

Position Summary:

Our Entity Vetting team is responsible for triaging companies for business and security-related risk indicators, evaluating and assessing resultant vulnerabilities, and crafting tailored strategies designed to negate or mitigate risks to national security.

DCSA is looking for creative and innovative personnel with a mission-first focus serve as a Due Diligence Analysts Team Lead responsible for conducting research and analysis to produce business and security-related Entity Vulnerability Assessments evaluating a company's risk indicators and assessing the resultant vulnerabilities' impacts on a company's management personnel, business operations, government customers, security posture, and national security.

Specifically, you will be evaluated on the following Competencies:

1. Vulnerabilities Assessment and Management - Conduct assessments on threats and vulnerabilities, determine the level of risk, and develop and recommend appropriate mitigation countermeasures in operational and non-operational situations. Conduct assessments in a counterintelligence context to protect against espionage, other intelligence activities, and sabotage conducted for or on behalf of foreign powers, organizations or persons, or international terrorist activities.
2. Decision Making - Makes sound, well-informed, and objective decisions; perceives the impact and implications of decisions; commits to action, even in uncertain situations, to accomplish organizational goals; causes change.
3. Leadership - Influences, motivates, and challenges others; adapts leadership styles to a variety of situations.
4. Developing Others - Develops the ability of others to perform and contribute to the organization by inspiring and providing a learning environment of ongoing feedback and

opportunities to learn through formal and informal methods, enabling employees to address skill gaps and realize their highest potential. Actively encourages and supports enhancement of a joint perspective.

This position is part of a developmental program leading to GG-13.

Specialized experience for this position includes:

For the GG-11:

- You must have sufficient specialized experience to demonstrate that you have acquired all the competencies necessary to perform at a level equivalent in difficulty, responsibility, and complexity to the next lower grade (GS/GG-09) in the Federal service and are prepared to take on greater responsibility. Generally, this would include one year or more of such specialized experience. Specialized experience for the GG-11 position includes:
- Assisted in the analysis of corporate structures by reviewing governance documents and ownership records to identify basic security and business vulnerabilities.
- Applied foundational knowledge of intelligence and counterintelligence programs to help identify potential threat indicators impacting personnel and companies under supervision.
- Contributed to security assessments by applying principles from United States Government (USG) security disciplines, such as personnel and industrial security, to complete assigned tasks.
- Supported the completion of routine, low-complexity evaluations Entity Vulnerability Assessments (EVAs) by reviewing and editing documentation for accuracy and adherence to established standards.
- Drafted clear and concise written summaries and reports on factual business and security information for review by senior team members.
- Interfaced with internal and external customers to provide status updates and gather required information for ongoing cases under direct supervision.
- Documented and reported business and security vulnerabilities in entities for further review and action by senior personnel.
- Or have Ph.D., or equivalent doctoral degree, or 3 full years of progressively higher-level graduate education leading to such a degree

For the GG-12:

- You must have sufficient specialized experience to demonstrate that you have acquired all the competencies necessary to perform at a level equivalent in difficulty, responsibility, and complexity to the next lower grade (GS/GG-11) in the Federal service and are prepared to take on greater responsibility. Generally, this would include one year or more of such specialized experience. Specialized experience for the GG-12 position includes:
- Applied a comprehensive understanding of multiple USG security disciplines, such as personnel, industrial, physical, and information security, to resolve security-related issues.
- Utilized knowledge of intelligence and counterintelligence programs to identify potential threat indicators impacting personnel and companies in support of case assignments.
- Executed vetting and mitigation actions on companies contracted to the USG using established agency processes, systems, tools, and procedures.

- Evaluated corporate structures, including their governance documentation, ownership, and financial records, to identify and assess vulnerabilities impacting key personnel and foreign affiliations.
- Independently managed and completed recurring evaluations (EVAs) of moderate complexity, informing agency and USG customers of business and security vulnerabilities.
- Gathered complex business and security issues into clear and comprehensible written products and oral briefings for government and industry stakeholders.
- Served as a point of contact for internal and external customers to communicate mission requirements and provide status updates on current actions.
- Authored detailed reports that informed leadership and adjudicative authorities of identified business and security vulnerabilities within entities seeking access to classified or sensitive information.

Education Requirement:

Education is not required. However, if you have a degree, you **MUST** submit your transcripts for your education to be considered. If substituting or combining education for experience, transcripts **MUST** be provided. If no transcripts are provided, you will be rated solely on experience. Superior Academic Achievement does not apply to DCIPS positions. If substituting education for experience:

If related. If substituting education for experience at the GG-11 level, you must possess a Ph.D. or equivalent doctoral degree or 3 full years of progressively higher graduate education leading to such a degree, OR LL.M., if related.

If substituting or combining education for experience, transcripts MUST be provided. Failure to provide transcripts will result in you being rated ineligible for this position. Superior Academic Achievement does not apply to DCIPS positions.

Foreign Education: For further information, click on the following link:
<https://sites.ed.gov/international/recognition-of-foreign-qualifications/>

Conditions of Employment:

- Must be a US citizen
- Selective Service Requirement: Males born after 12-31-59 must be registered for Selective Service. For more information <http://www.sss.gov>
- Resume and supporting documents received by 11:59PM EST will be considered
- This is a Drug Testing designated position
- Position is a (DCIPS) position in the Excepted Service under U.S.C. 1601
- Work Schedule: Full Time
- Overtime: Occasionally
- Tour of Duty: Flexible
- PCS (Permanent Change of Station): Not Authorized

- Fair Labor Standards Act (FLSA): Non-Exempt
- Financial Disclosure: Required
- Telework Eligibility: Supervisors may approve situational telework on a case-by-case, temporary basis for limited situations.
- If selected, the incumbent must obtain and maintain appropriate security clearance as indicated in job announcement.
- GG-11: Incumbent is required to obtain and maintain the Security Fundamentals and Professional Certification within 12 months of appointment.
- GG-11: Incumbent is required to attend Office of the Director of National Intelligence's Analysis 101 training course within 12 months of appointment.
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The following documents are REQUIRED:

1. Your resume:

- All applicants are required to submit a resume limited to two (2) pages showing all relevant experience. Your resume must address your qualifications for the position, and it may not exceed two (2) pages. Your 2-page (or less) resume must be in PDF format, with no smaller than a 0.5" margin and no smaller than a 10-point font. If you submit a resume that exceeds the two-page limit and/or does not meet the margin or font limitations stated herein, you will immediately be deemed ineligible for this position and will be removed from further consideration. Must include the work schedule, hours worked per week, dates of employment, and duties performed.
- If your resume includes a photograph or other inappropriate material or content, it will not be used to make eligibility and qualification determinations and you will not be considered for this vacancy.
- Resumes should **NOT** include classified information/Social Security Number/Photo of yourself/personal information (gender, religion, affiliation etc., Encrypted digitally signed docs). Resumes with this prohibited information will be automatically ineligible for consideration.
- If your resume does not clearly outline details for each position as noted, you may not be referred for this position.
- Additional guidance on writing a federal resume can be found at: USAJOBS Help Center - How do I write a resume for a federal job? The resume builder can help you create a resume using these recommendations and uses the information in your USAJOBS profile to help you get started.

2. Transcripts:

College transcript(s) - required if qualifying based on education. We accept unofficial transcripts, if they contain your name, the name of the school, the date and degree that was awarded, and the list of classes and credits earned.

3. SF-50

All current and former civilian Federal employees must submit a copy of your MOST RECENT SF-50 (Notification of Personnel Action) showing your tenure, grade and step, salary, and type of position occupied (i.e., Excepted or Competitive) or similar Notification of Personnel Action documentation, i.e., Transcript of Service, Form 1150, etc. Failure to provide latest SF-50 may result in you being rated ineligible for this position.

4. Veteran's Documents:

If applying using veteran's preference or under a Veteran's hiring authority you must submit the following documents: DD214 showing character of service, SF-15 Form and VA letter showing final percentage, or certification of expected discharge or release from active duty.

NOTE: Active-duty military members are not eligible for appointments unless currently on terminal leave. PLEASE REVIEW THE BELOW LINK FOR OTHER SUPPORTING DOCUMENTS needed for proof of eligibility:

<https://www.dla.mil/Portals/104/Documents/Careers/downloads/DODCustomersRequiredSupportingDocumentation.pdf>

How to Apply:

Please submit your resume to dcsa.quantico.dcsa.mbx.recruitment-office-4@mail.mil no later than July 17, 2026, at 11:59 p.m. EST to be considered for this position. All current and former Federal employees must submit a copy of latest SF-50 (Notification of Personnel Action). If you are qualifying with education, you must also include your transcripts when applying. (Please note that this mailbox is specifically designated for this open call for resumes. Do not forward any additional information or submit inquiries to this mailbox after July 17, 2026, at 11:59 p.m. EST.)

Please include the following information in your Subject Line of your email to help our team quickly recognize the position(s) you are applying for:

- Industrial Security Specialist (Due Diligence Analyst Team Lead), GG-0080-11
or
- Industrial Security Specialist (Due Diligence Analyst Team Lead), GG-0080-12