

Industrial Security Specialist, GG-0080-11/12
(RISK MANAGEMENT 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.

2 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 to serve as a Risk Management Team Lead (RMTL), as part of the Office of Entity Vetting leadership team, and is responsible for guiding the review and synthesis of vulnerability and threat assessments, and subsequent production and implementation of Risk Management Strategies (RMS) which detail the risk treatment strategy necessary to address national security risks for a company under review.

Specifically, you will be evaluated on the following Competencies:

1. Accountability - Holds self and others accountable for measurable high-quality, timely, and cost effective results. Determines objectives, sets priorities, and delegates work. Accepts responsibility for mistakes. Complies with established control systems and rules.
2. Problem Solving - Identifies problems; determines accuracy and relevance of information; uses sound judgment to generate and evaluate alternatives, and to make recommendations.
3. Technical Competence - Uses knowledge that is acquired through formal training or extensive on-the-job experience to perform one's job; works with, understands, and evaluates technical information related to the job; advises others on technical issues.
4. 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.

5. Leadership - Influences, motivates, and challenges others; adapts leadership styles to a variety of situations.

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:

- Reviews, edits, approves, and prepares low-complexity Risk Mitigation Strategies (RMSs), ensuring each product meets prescribed quality standards and internal style guides prior to dissemination.
- Provides technical direction and feedback to government and contractor staff on business and security risks, specific mitigation measures, and related processes and procedures.
- Manages team workload by assigning tasks, setting appropriate suspense dates based on case prioritization, monitoring completion status, and coordinating the reassignment of complex tasks with senior team leads.
- Monitors contractor compliance with contract stipulations and tracks team and individual metrics against Key Performance Indicators (KPIs), providing regular performance input to supervisors and the Contracting Officer's Representative (COR).
- Identifies and recommends areas for operational improvement, including workflow enhancements, product format revisions, additional training needs, and updates to internal guidance.
- Responds to requests for information from internal and external customers and participates in meetings on matters related to the risk management mission under the guidance of senior staff.

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:

- Reviews, edits, approves, and prepares moderate-complexity Risk Mitigation Strategies (RMSs), ensuring each product meets prescribed quality standards and adheres to IC analytic standards before dissemination.
- Independently prepares routine, moderately complex RMSs, ensuring all products adhere to applicable unit quality standards and IC analytic tradecraft.

- Provides technical direction, coaching, training, and mentoring to contractor staff and less experienced team leads to enhance research processes, analytical skills, and product quality.
- Independently manages team workload by prioritizing cases, assigning suspense dates, monitoring completion status, and realigning work to meet customer requirements and complexity thresholds.
- Identifies and proposes courses of action for leadership's consideration regarding process improvements, including workflow enhancements, product revisions, and updates to internal guidance.
- Monitors contractor compliance with contract stipulations and tracks team and individual metrics against Key Performance Indicators (KPIs), providing performance data and reports to the Contracting Officer's Representative (COR) and supervisors.
- Respond to requests for information and represent the mission by participating in and briefing at conferences and meetings with internal customers under the guidance of senior staff.

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:

- **GG-11 level**, you must possess a Ph.D. or equivalent doctoral degree; OR 3 full years of progressively higher-level graduate education leading to such a degree OR LL.M., if related.
- **For the GG-12:** Substitution of education may not be used in lieu of specialized experience for this grade level.

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 documentation). 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 (RISK MANAGEMENT TEAM LEAD), GG-0080-11
or
- Industrial Security Specialist (RISK MANAGEMENT TEAM LEAD), GG-0080-12

