



CI/HUMINT Targeting Officer (HTO)

Location: DC Metro Area, Surrounding Command Centers and OCONUS Locations

Clearance: TS/SCI

Job Description:

- Shall serve as a team member with DoD and other Interagency analysts to provide targeting and analysis in support of HUMINT operations against high priority issues and countries.
- Shall conduct all source, multi-disciplined research and analysis to develop comprehensive human intelligence (HUMINT) targeting packages and reports on assigned targets based on national and HUMINT intelligence requirements for tasking through unit referents to field collectors. In conjunction with appropriate issue managers, analysts, and collectors, develops detailed targeting guidance, defines specific, quantifiable and obtainable collection.
- Shall prepare and coordinate strategic and tactical HUMINT targeting plans for assigned transnational and/or regional issues and provides coordination on developing HUMINT targeting strategies and initiatives.
- Shall monitor HUMINT operational traffic relating to functional or regional targets.
- Shall provide substantive feedback to collectors in the form of targeting information and direction.
- Shall maintain awareness of critical issues, ongoing HUMINT operations and reporting, policy developments, relevant HUMINT collection requirements, and production and information priorities established by national and Intelligence Community customers.
- Shall maintain targeting database and performs link analysis, network analysis, and pattern of life analysis to pinpoint optimum targets.
- Shall maintain liaison with a wide variety of intelligence and non-intelligence operational and substantive personnel within the Intelligence Community to ensure operational success.
- Shall coordinate with IC agencies as needed to support HUMINT operations.
- Shall serve as primary point of contact and targeting team lead, and as such, leads the team in identifying, distributing and balancing workload and tasks, articulating and communicating assignments and projects among employees and contractors and making adjustments to ensure timely accomplishment of tasks. Provide research and analysis to support intelligence organizations. Supports development and analysis of intelligence products.
- Presents analysis or products to customers.
- Frequently interacts with customers and/or functional peer group managers and senior management.
- Provide research and analysis to support intelligence organizations. Supports development and analysis of intelligence products.

Required Skills: Knowledge of a full-range of concepts, principles and practices in all-source analysis, raw data fusion and skills applying this knowledge to difficult work assignments. Assignments require professional knowledge of a wide-range of human intelligence targeting principles, concepts and techniques to accomplish difficult and complex work assignments. Knowledge of applying HUMINT collection capabilities and targeting development strategies and processes against prioritized regional and transnational target sets. Ability to apply all-source intelligence analysis (i.e. IMINT, SIGINT, HUMINT, MASINT, or all-source) to HUMINT targeting.



Experience in leveraging solid written and verbal communications skills to prepare and confidently deliver briefings and papers for senior officials. Experience providing analytic support to HUMINT, Law Enforcement, or other DoD field operations.

Desired Skills: Innovation and creativity, plus a “self-starter” attitude, are important. Proficient in the use of computer tools common to the intelligence community such as HOTR, WISE-ISM, CRMS, Pathfinder, M3, Analyst Notebook, Palantir, and others. Experience performing all-source analysis and fusion to provide actionable intelligence to war fighters.

Education/Level of Experience:

Junior Level: Bachelor or Master's degree or, Specialized training and 2-3 years intelligence analysis experience, or 3-4 years of military intelligence experience, or Equivalent intelligence/academic experience.

Mid-Level: Bachelor or Master's degree with 4-6 years of intelligence analysis experience, or Specialized training and 4-8 years intelligence analysis experience, or Equivalent intelligence/academic experience.

Senior Level: Bachelor or Master's degree with 8+ years of intelligence analysis experience, or Specialized training and 10+ years intelligence experience, or Equivalent intelligence/academic experience. Credentialed subject matter expert or recognized specialist in relevant field.