CHAPTER 45

INTELLIGENCE SPECIALIST
(IS)

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NAVY ENLISTED OCCUPATIONAL STANDARD

FOR

INTELLIGENCE SPECIALIST (IS)

SCOPE OF RATING

<u>Intelligence Specialists (IS)</u> assist in every phase of the planning, collection, processing, analysis, and dissemination of intelligence in support of all warfare domains, both ashore and afloat; prepare and present intelligence products; provide input to and receive data from organic and non-organic sources; and maintain files, libraries, and databases.

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This Occupational Standard is to be incorporated in Volume I, Part B, of the Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards (NAVPERS 18068F) as Chapter 45.

GENERAL INFORMATION

CAREER PATTERN

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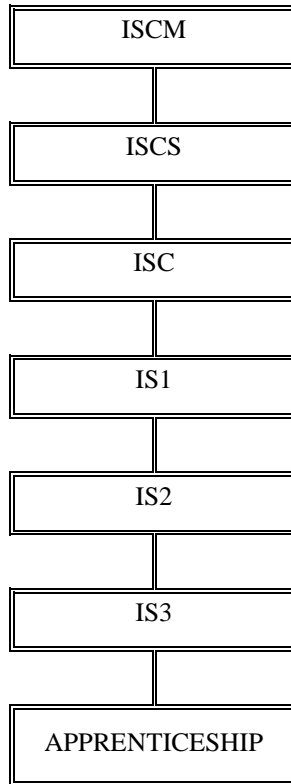
Normal path of advancement to Chief Warrant Officer and Limited Duty Officer categories can be found in OPNAVINST 1420.1.

For rating entry requirements, refer to MILPERSMAN 1306-618.

SAFETY

The observance of Operational Risk Management (ORM) and proper safety precautions in all areas is an integral part of each billet and the responsibility of every Sailor; therefore, it is a universal requirement for all ratings.

Job Title				Job Code
Strike Warfare Intelligence Analyst				**001399**

Job Family	NOC	Short Title (30 Characters)		Short Title (14 Characters)
Architecture and Engineering	TBD	STRIKE WARFARE INTEL ANALYST		STRIKE ANALYST

Pay Plan	Career Field	Other Relationships and Rules		
Enlisted	IS	NEC KXXX series and other NECs as assigned		

Job Description

Strike Warfare Intelligence Analysts perform Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED) of all-source tactical intelligence; perform tactical and operational level research and analysis; assist in the management of Joint/Afloat targeting process; assist in parsing the Air Tasking Order (ATO), Air Combat Operations (ACO), and Carrier Air Wing (CVW); assist in management of flight schedules and Special Instructions (SPINS); conduct analysis of force disposition, capabilities, tactics, and training in support of strike mission planning; provide support of Suppression of Enemy Air Defense (SEAD); identify adversary critical nodes and centers of gravity to maximize force employment; conduct target development, dynamic and deliberate targeting, and precise geopositioning and mensuration; conduct Battle Damage Assessment (BDA), Bomb Hit Assessment (BHA), and Collateral Damage Estimates (CDE); produce precise navigational aids and products for Precision Guided Munitions (PGM); use various tactical databases/systems, tools, and applications to produce textual and graphical representations of the operational area, Target Folders, Kneeboard Products, and tactical intelligence reports and briefings; maintain and update local/unit target deck/list; perform imagery ingest and screening; maintain local image library of National Geospatial-Intelligence Agency (NGA) approved imagery for geopositioning and mensuration use; and assist in Combat Search and Rescue (CSAR) and Close Air Support (CAS) operations.

DoD Relationship   **O*NET Relationship**

Group Title	DoD Code	Occupation Title	SOC Code	Job Family
Image Interpretation	124200	Cartographers and Photogrammetrists	17-1021.00	Architecture and Engineering

Skills	Abilities
Critical Thinking	*Deductive Reasoning*
Complex Problem Solving	*Written Expression*
Judgment and Decision Making	*Oral Expression*
Monitoring	*Written Comprehension*
Operations Analysis	*Fluency of Ideas*
Active Learning	*Inductive Reasoning*
Coordination	*Category Flexibility*
Quality Control Analysis	*Information Ordering*
Equipment Selection	*Problem Sensitivity*
Writing	*Speed of Closure*

ANALYSIS

Paygrade	Task Type	Task Statements
E5	CORE	Analyze adversary capabilities and limitations
E4	CORE	Analyze all-source information
E4	CORE	Analyze all-source intelligence across all warfare domains
E4	CORE	Analyze collection results
E4	CORE	Analyze Indications and Warnings (I&W)
E4	CORE	Analyze strike mission threats
E4	CORE	Apply geographic positioning data from a map, image or geospatial data
E4	CORE	Assess adversary activities across all warfare domains
E4	CORE	Assess physical characteristics of the target environment
E6	CORE	Audit analytical processes, methodologies, and approaches
E4	CORE	Brief adversary capabilities and limitations to stakeholders
E4	CORE	Build Open Source Intelligence (OSINT) products
E4	CORE	Build pattern analysis
E4	CORE	Collate threat reporting

ANALYSIS (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Communicate Computer Network Operations (CNO)
E4	CORE	Communicate Cyber Mission Force (CMF) structure
E4	CORE	Communicate open source architecture to stakeholders
E4	CORE	Communicate Open Source Intelligence (OSINT) to stakeholders
E4	CORE	Communicate Publicly Available Information (PAI) to stakeholders
E4	CORE	Communicate Structured Analytic Techniques (SAT) to stakeholders
E4	CORE	Compile data from multiple intelligence disciplines
E5	CORE	Conduct Target System Analysis (TSA)
E6	CORE	Conduct target vulnerability analysis
E6	CORE	Conduct targeting assessment
E4	CORE	Demonstrate merchant ship's rigging/classification
E4	CORE	Determine intelligence gaps
E5	CORE	Determine warfare threats
E4	CORE	Develop predictive analysis
E5	CORE	Evaluate collection results
E4	CORE	Extract friendly and adversary Order Of Battle (OOB) characteristics
E5	NON-CORE	Identify Critical Target Elements (CTE) to meet mission requirements
E5	CORE	Implement analytic tradecraft
E5	CORE	Implement Structured Analytic Techniques (SAT)
E7	CORE	Manage intelligence analysis
E4	CORE	Perform analytical processes, methodologies, and approaches
E4	CORE	Perform Joint Intelligence Preparation of the Operational Environment (JIPOE)
E4	CORE	Query multi-disciplined intelligence databases and repositories
E4	CORE	Query open source databases
E7	CORE	Supervise analytical processes, methodologies, and approaches
E5	CORE	Supervise intelligence analysis
E7	CORE	Supervise target vulnerability analysis
E7	CORE	Supervise targeting assessment
E4	CORE	Support Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) missions
E4	CORE	Support structured analytic techniques and tools
E6	CORE	Validate intelligence analysis

COLLECTION

Paygrade	Task Type	Task Statements
E4	CORE	Apply Essential Elements of Information (EEI) to collection requirements
E4	CORE	Collect full motion video
E5	NON-CORE	Conduct maritime intelligence collections and reporting (e.g., Ships Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE), debrief, etc.)
E4	CORE	Conduct mission debriefs
E4	CORE	Determine collections management process to meet mission requirements

COLLECTION (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Determine U.S., coalition, and adversary Intelligence Surveillance and Reconnaissance (ISR) capabilities
E5	CORE	Draft Requests For Information (RFI)
E5	CORE	Employ Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	CORE	Implement Intelligence Collection Plans (ICP)
E6	CORE	Manage maritime intelligence collections and reporting (e.g., Ships Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE), debrief, etc.)
E7	CORE	Perform Collection Manager duties
E4	CORE	Perform Operational Tasking (OPTASK) directed intelligence collections

DISSEMINATION

Paygrade	Task Type	Task Statements
E4	CORE	Brief intelligence products
E4	CORE	Disseminate intelligence products
E4	CORE	Provide threat Indications and Warnings (I&W)
E4	CORE	Upload imagery products

GEOSPATIAL INTERPRETATION

Paygrade	Task Type	Task Statements
E5	CORE	Analyze Digital Terrain Elevation Data (DTED)
E4	CORE	Annotate imagery targeting materials
E4	CORE	Assess image interpretability
E4	CORE	Communicate imagery system architecture to stakeholders
E5	NON-CORE	Conduct Collateral Damage Estimate (CDE)
E4	NON-CORE	Conduct geopositioning to meet mission requirements
E4	NON-CORE	Conduct Training, Qualification, Certification, and Proficiency (TQCP) standards for Precision Point Munitions (PPM) analysts
E4	CORE	Employ geospatial data
E6	NON-CORE	Evaluate Collateral Damage Estimate (CDE)
E4	NON-CORE	Exploit full motion video
E4	CORE	Exploit imagery
E4	NON-CORE	Interpret stereo images
E4	CORE	Locate targets of interest on a graphic
E4	NON-CORE	Order images manually
E4	NON-CORE	Troubleshoot imagery systems
E7	NON-CORE	Validate Collateral Damage Estimate (CDE)

INTELLIGENCE PRODUCTION

Paygrade	Task Type	Task Statements
E4	NON-CORE	Build Collateral Damage Estimate (CDE) products
E4	CORE	Build intelligence products (e.g., briefs, messages, point papers, etc.)
E4	CORE	Build strike support graphics (e.g., Joint Desired Point of Impact (JDPI) critical element, kneeboard cards, etc.)

INTELLIGENCE PRODUCTION (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Build target packages
E4	CORE	Compile data into intelligence support systems (e.g., strike and intelligence processing systems, etc.)
E6	CORE	Conduct target nominations
E4	CORE	Create Geospatial Information and Services (GI&S) products
E4	NON-CORE	Develop aircrew briefing materials (e.g. kneeboard cards, recognition guides, etc.)
E4	CORE	Develop intelligence reports
E4	CORE	Develop link analysis diagrams
E5	NON-CORE	Develop node analysis
E7	NON-CORE	Develop target lists
E4	CORE	Employ intelligence products
E7	CORE	Manage intelligence production
E5	CORE	Supervise intelligence production
E7	CORE	Supervise target nominations
E6	CORE	Validate Intelligence production
E5	CORE	Validate intelligence products
E5	NON-CORE	Validate intelligence reports
E5	NON-CORE	Validate strike support graphics (e.g., Joint Desired Point of Impact (JDPI), critical element, etc.)

MAPS AND CHARTS

Paygrade	Task Type	Task Statements
E4	CORE	Annotate maps and charts
E4	NON-CORE	Build Grid Reference Graphic (GRG)
E4	CORE	Interpret maps and charts
E4	CORE	Select various types of maps and charts

MISSION PLANNING AND OPERATIONS

Paygrade	Task Type	Task Statements
E4	CORE	Communicate the Law of Armed Conflict (LOAC) concept in regards to intelligence operations
E4	CORE	Conduct Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E6	CORE	Conduct intelligence support to maritime operations
E4	NON-CORE	Conduct Precision Point Mensurations (PPM)
E6	CORE	Conduct target development
E5	NON-CORE	Conduct Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E6	CORE	Coordinate collection requirements
E7	NON-CORE	Coordinate targeting guidance to meet Commander's intent (e.g. OPLANs, OPTASKs, air tasking cycle, cyber tasking order, etc.)
E6	CORE	Develop intelligence training plans
E5	CORE	Employ all-source intelligence analysis to enable cross-queuing of multiple intelligence sources

Paygrade	Task Type	Task Statements
E4	NON-CORE	Employ communications equipment
E4	CORE	Employ targeting support data
E6	CORE	Evaluate Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E6	CORE	Interpret theater intelligence doctrine (e.g., Operation Plan (OPLAN), Operational Tasking (OPTASK), Concept of Operations (CONOP), etc.)
E4	CORE	Maintain intelligence plots
E6	CORE	Manage intelligence mission areas (e.g., publications library, training, Intelligence Oversight (IO), etc.)
E7	NON-CORE	Manage maritime fires support
E6	NON-CORE	Manage weaponeering (e.g., joint strike operations, cyberspace strike operations, etc.)
E5	NON-CORE	Prepare collection plans
E4	NON-CORE	Provide intelligence support to Military Operations Other Than War (MOOTW)
E5	CORE	Recommend targets based on all source reporting
E5	CORE	Supervise intelligence support to the Commander's decision making process (e.g., doctrine review board, Commanders objectives, etc.)
E7	CORE	Supervise target development
E6	CORE	Supervise Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	CORE	Support operational orders and plans development
E5	NON-CORE	Support strike mission planning (e.g., Precision Guided Munitions (PGM) characteristics, target list, etc.)
E5	NON-CORE	Support targeting guidance to meet Commander's intent (e.g. OPLANs, OPTASKs, air tasking cycle, cyber tasking order, etc.)
E4	CORE	Support Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E5	NON-CORE	Support weaponeering (e.g., joint strike operations, cyberspace strike operations, etc.)
E7	CORE	Validate Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E7	CORE	Validate intelligence training plans
E5	CORE	Validate Joint Intelligence Preparation of the Operational Environment (JIPOE) data
E6	CORE	Validate Training, Qualification, Certification, and Proficiency (TQCP) standard for Precision Point Munitions (PPM) analysts

SECURITY AND ADMINISTRATION

Paygrade	Task Type	Task Statements
E4	CORE	Apply information security policies and procedures
E4	CORE	Apply personnel security policies and procedures
E4	CORE	Apply physical security procedures
E4	CORE	Apply Sensitive Compartmented Information (SCI) security classification markings
E4	CORE	Communicate intelligence systems architecture
E4	CORE	Communicate Sensitive Compartmented Information (SCI) classified material releasability

SECURITY AND ADMINISTRATION (CONT'D)

Paygrade	Task Type	Task Statements
E6	CORE	Coordinate installation of intelligence systems
E5	NON-CORE	Create exercise scenarios
E4	CORE	Destroy Sensitive Compartmented Information (SCI) material
E5	NON-CORE	Draft exercise support products (e.g., injects, scripting, etc.)
E6	NON-CORE	Evaluate intelligence exercise performance
E6	NON-CORE	Manage Intelligence Oversight (IO) programs
E4	CORE	Protect Sensitive Compartmented Information (SCI) holdings
E4	CORE	Report Intelligence Oversight (IO) program violations
E4	CORE	Sanitize Sensitive Compartmented Information (SCI)
E7	NON-CORE	Validate intelligence exercises performance

Job Title

Operational Intelligence Analyst

Job Code

001404

Job Family	**NOC**	**Short Title (30 Characters)**	**Short Title (14 Characters)**
Computer and Mathematical	TBD	OPERATIONAL INTEL ANALYST	OP INTEL ANLST

Pay Plan	**Career Field**	**Other Relationships and Rules**
Enlisted	IS	NEC KXXX series and other NECs as assigned

Job Description

Operational Intelligence Analysts perform Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED) of information to produce relevant and timely intelligence in support of operations; provide Indications and Warnings (I&W); perform Operational Intelligence (OPINTEL) watchstanding; conduct human information collection; conduct threat assessments; generate intelligence reports, briefs, assessments, and summaries; perform Joint Intelligence Preparation of the Operational Environment (JIPOE) and all-source fusion analysis; perform predictive analysis; review data for accuracy and reliability of sources; use and protect Command, Control, Communications, Computers, Collection, Intelligence, Surveillance and Reconnaissance (C5ISR) systems; maintain an all-source intelligence plot; serve as Independent Duty Intelligence Specialists (IDIS); and conduct counterintelligence operations.

DoD Relationship   **O*NET Relationship**

Group Title	*DoD Code*	*Occupation Title*	*SOC Code*	*Job Family*
Operational Intelligence	124300	Operations Research Analysts	15-2031.00	Computer and Mathematical

Skills	**Abilities**
Critical Thinking	*Deductive Reasoning*
Complex Problem Solving	*Written Expression*
Active Learning	*Oral Expression*
Judgment and Decision Making	*Written Comprehension*
Operations Analysis	*Inductive Reasoning*
Monitoring	*Fluency of Ideas*
Quality Control Analysis	*Information Ordering*
Equipment Selection	*Category Flexibility*
Writing	*Oral Comprehension*
Coordination	*Problem Sensitivity*

ANALYSIS

Paygrade	**Task Type**	**Task Statements**
E5	CORE	Analyze adversary capabilities and limitations
E4	CORE	Analyze all-source information
E4	CORE	Analyze all-source intelligence across all warfare domains
E4	CORE	Analyze collection results
E4	CORE	Analyze Indications and Warnings (I&W)
E4	CORE	Analyze Maritime Security Operations (MSO) intelligence
E4	CORE	Analyze strike mission threats
E4	CORE	Apply geographic positioning data from a map, image or geospatial data
E4	CORE	Assess adversary activities across all warfare domains
E4	CORE	Assess physical characteristics of the target environment
E6	CORE	Audit analytical processes, methodologies, and approaches
E4	CORE	Brief adversary capabilities and limitations to stakeholders
E4	CORE	Build Open Source Intelligence (OSINT) products
E4	CORE	Build pattern analysis
E4	CORE	Collate threat reporting
E4	CORE	Communicate Computer Network Operations (CNO)
E4	CORE	Communicate counterintelligence activities to stakeholders

ANALYSIS (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Communicate Counterintelligence/Human Intelligence (CI/Tactical Counter-Intelligence and Human Intelligence Specialist) architecture to stakeholders
E4	CORE	Communicate Cyber Mission Force (CMF) structure
E4	CORE	Communicate Military Source Operations (MSO)
E4	CORE	Communicate open source architecture to stakeholders
E4	CORE	Communicate Open Source Intelligence (OSINT) to stakeholders
E4	CORE	Communicate Publicly Available Information (PAI) to stakeholders
E4	CORE	Communicate Structured Analytic Techniques (SAT) to stakeholders
E4	CORE	Compile data from multiple intelligence disciplines
E5	CORE	Conduct analysis and support to Counterintelligence (CI) activities
E5	CORE	Conduct Target System Analysis (TSA)
E6	CORE	Conduct target vulnerability analysis
E6	CORE	Conduct targeting assessment
E4	CORE	Demonstrate merchant ship's rigging/classification
E4	CORE	Determine intelligence gaps
E5	CORE	Determine warfare threats
E4	CORE	Develop predictive analysis
E5	CORE	Evaluate collection results
E4	CORE	Explain interrogation
E4	CORE	Extract friendly and adversary Order Of Battle (OOB) characteristics
E5	CORE	Implement analytic tradecraft
E5	CORE	Implement Structured Analytic Techniques (SAT)
E7	CORE	Manage intelligence analysis
E4	CORE	Perform analytical processes, methodologies, and approaches
E6	CORE	Perform independent analysis and operational intelligence
E4	CORE	Perform Joint Intelligence Preparation of the Operational Environment (JIPOE)
E4	CORE	Query multi-disciplined intelligence databases and repositories
E4	CORE	Query open source databases
E7	CORE	Supervise analytical processes, methodologies, and approaches
E5	CORE	Supervise intelligence analysis
E7	CORE	Supervise target vulnerability analysis
E7	CORE	Supervise targeting assessment
E4	CORE	Support Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) missions
E4	CORE	Support structured analytic techniques and tools
E6	CORE	Validate intelligence analysis

COLLECTION

Paygrade	Task Type	Task Statements
E4	CORE	Apply Essential Elements of Information (EEI) to collection requirements
E4	NON-CORE	Collect biographical data

Paygrade	Task Type	Task Statements
E4	CORE	Collect full motion video
E4	NON-CORE	Conduct Foreign Military Intelligence Collection Activities (FORMICA)
E5	NON-CORE	Conduct maritime intelligence collections and reporting (e.g., Ships Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE), debrief, etc.)
E4	CORE	Conduct mission debriefs
E4	NON-CORE	Coordinate Document and Media Exploitation (DOMEX)
E4	CORE	Determine collections management process to meet mission requirements
E4	CORE	Determine U.S., coalition, and adversary Intelligence Surveillance and Reconnaissance (ISR) capabilities
E5	CORE	Draft Requests For Information (RFI)
E5	CORE	Employ Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	CORE	Implement Intelligence Collection Plans (ICP)
E6	CORE	Manage maritime intelligence collections and reporting (e.g., Ships Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE), debrief, etc.)
E7	CORE	Perform Collection Manager duties
E4	CORE	Perform Operational Tasking (OPTASK) directed intelligence collections

DISSEMINATION

Paygrade	Task Type	Task Statements
E4	CORE	Brief intelligence product
E4	CORE	Disseminate intelligence products
E4	CORE	Provide threat Indications and Warnings (I&W)

GEOSPATIAL INTERPRETATION

Paygrade	Task Type	Task Statements
E5	CORE	Analyze Digital Terrain Elevation Data (DTED)
E4	CORE	Employ geospatial data
E4	NON-CORE	Exploit full motion video
E4	CORE	Exploit imagery
E4	CORE	Formulate intelligence using Moving Target Indicator (MTI) data
E4	CORE	Locate targets of interest on a graphic

INTELLIGENCE PRODUCTION

Paygrade	Task Type	Task Statements
E4	NON-CORE	Build Collateral Damage Estimate (CDE) products
E4	CORE	Build intelligence products (e.g., briefs, messages, point papers, etc.)
E6	CORE	Build mission specific intelligence support products (e.g., Visit Board Search and Seizure (VBSS), Force Protection (FP), etc.)
E4	CORE	Build target packages
E4	CORE	Compile data into intelligence support systems (e.g., strike and intelligence processing systems, etc.)
E6	CORE	Conduct target nominations
E4	CORE	Create Geospatial Information and Services (GI&S) products
E4	CORE	Develop intelligence reports

INTELLIGENCE PRODUCTION (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Develop link analysis diagrams
E5	NON-CORE	Develop node analysis
E7	NON-CORE	Develop target lists
E4	CORE	Employ intelligence products
E7	CORE	Manage intelligence production
E5	NON-CORE	Prepare Notice of Intelligence Potential (NIP)
E5	CORE	Supervise intelligence production
E7	CORE	Supervise target nominations
E6	CORE	Validate Intelligence production
E5	CORE	Validate intelligence products
E5	NON-CORE	Validate intelligence reports

MAPS AND CHARTS

Paygrade	Task Type	Task Statements
E4	CORE	Annotate maps and charts
E4	NON-CORE	Build Grid Reference Graphic (GRG)
E4	CORE	Interpret maps and charts
E4	CORE	Select various types of maps and charts

MISSION PLANNING AND OPERATIONS

Paygrade	Task Type	Task Statements
E4	CORE	Communicate the Law of Armed Conflict (LOAC) concept in regards to intelligence operations
E6	CORE	Conduct intelligence support to maritime operations
E6	CORE	Conduct target development
E5	NON-CORE	Conduct Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E6	CORE	Coordinate collection requirements
E6	CORE	Coordinate organic maritime Electronic Warfare (EW) assets (i.e., shipboard sensors)
E6	CORE	Coordinate support of Counterintelligence (CI) activities and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E7	NON-CORE	Coordinate targeting guidance to meet Commander's intent (e.g. OPLANs, OPTASKs, air tasking cycle, cyber tasking order, etc.)
E6	CORE	Develop intelligence training plans
E5	CORE	Employ all-source intelligence analysis to enable cross-queuing of multiple intelligence sources
E4	NON-CORE	Employ communications equipment
E4	CORE	Employ targeting support data
E6	CORE	Interpret theater intelligence doctrine (e.g., Operation Plan (OPLAN), Operational Tasking (OPTASK), Concept of Operations (CONOP), etc.)
E4	CORE	Maintain intelligence plots
E6	CORE	Manage intelligence mission areas (e.g., publications library, training, Intelligence Oversight (IO), etc.)

MISSION PLANNING AND OPERATIONS (CONT'D)

Paygrade	Task Type	Task Statements
E5	NON-CORE	Prepare collection plans
E4	NON-CORE	Provide intelligence support to Military Operations Other Than War (MOOTW)
E5	CORE	Recommend targets based on all source reporting
E5	CORE	Supervise intelligence support to the Commander's decision making process (e.g., doctrine review board, Commanders objectives, etc.)
E7	CORE	Supervise target development
E6	CORE	Supervise Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E4	NON-CORE	Support Maritime Security Operations (MSO)
E6	NON-CORE	Support Offensive Counterintelligence Operations (OFCO)
E6	CORE	Support operational orders and plans development
E5	NON-CORE	Support targeting guidance to meet Commander's intent (e.g. OPLANs, OPTASKs, air tasking cycle, cyber tasking order, etc.)
E4	CORE	Support Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E7	CORE	Validate intelligence training plans
E5	CORE	Validate Joint Intelligence Preparation of the Operational Environment (JIPOE) data
E4	NON-CORE	Verify authorities for Information Operations (IO) planning

SECURITY AND ADMINISTRATION

Paygrade	Task Type	Task Statements
E4	CORE	Apply information security policies and procedures
E4	CORE	Apply personnel security policies and procedures
E4	CORE	Apply physical security procedures
E4	CORE	Apply Sensitive Compartmented Information (SCI) security classification markings
E4	CORE	Communicate intelligence systems architecture
E4	CORE	Communicate Sensitive Compartmented Information (SCI) classified material releasability
E6	CORE	Coordinate installation of intelligence systems
E5	NON-CORE	Create exercise scenarios
E4	CORE	Destroy Sensitive Compartmented Information (SCI) material
E5	NON-CORE	Draft exercise support products (e.g., injects, scripting, etc.)
E6	NON-CORE	Evaluate intelligence exercise performance
E6	NON-CORE	Manage Intelligence Oversight (IO) programs
E4	CORE	Protect Sensitive Compartmented Information (SCI) holdings
E4	CORE	Report Intelligence Oversight (IO) program violations
E4	CORE	Sanitize Sensitive Compartmented Information (SCI)
E7	NON-CORE	Validate intelligence exercises performance

Job Title			Job Code
Geospatial Intelligence Analyst			**001409**

Job Family	**NOC**	**Short Title (30 Characters)**	**Short Title (14 Characters)**
Architecture and Engineering	TBD	GEOSPAT INTEL ANALYST	GEOS INTEL ANL

Pay Plan	**Career Field**	**Other Relationships and Rules**
Enlisted	IS	NEC KXXX series and other NECs as assigned

Job Description

Geospatial intelligence Analysts perform Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED) of imagery and geospatial information to describe, assess and identify physical features and geographically referenced activities on the earth; detect and report on observed image activities that are of military, civilian, industrial, infrastructure, and environmental importance; use imagery interpretation and manipulation skills to identify adversary disposition and location; observe adversary Order of Battle (OOB) to include Tactics, Techniques, and Procedures (TTP); identify employment of Camouflage, Concealment, and Deception (CC&D) and identification of emerging capabilities, and research and development; exploitation of Lines of Communications (LOC), strategic industries, military and civilian infrastructure, Helicopter Landing Zones (HLZ), beach studies, and terrain classification in support of Joint Intelligence Preparation of the Operational Environment (JIPOE); contribute to the Common Operational Picture (COP) by precisely locating activities and objects, assessing and discerning the significance of activities and events observed on imagery, and by providing a context for warfighters and decision makers through the production and dissemination of imagery products; utilize all aspects of Geospatial Intelligence (GEOINT), literal or non-literal, to provide tailored GEOINT products; play an important part in Battle Damage Assessment (BDA) or Bomb Hit Assessment (BHA), Humanitarian Assistance and Disaster Relief (HADR), and Non-combatant Evacuation Operations (NEO).

DoD Relationship   **O*NET Relationship**

Group Title	*DoD Code*	*Occupation Title*	*SOC Code*	*Job Family*
Image Interpretation	124200	Cartographers and Photogrammetrists	17-1021.00	Architecture and Engineering

Skills	**Abilities**
Critical Thinking	*Deductive Reasoning*
Complex Problem Solving	*Written Expression*
Judgment and Decision Making	*Written Comprehension*
Operations Analysis	*Oral Expression*
Monitoring	*Inductive Reasoning*
Quality Control Analysis	*Fluency of Ideas*
Active Learning	*Information Ordering*
Writing	*Category Flexibility*
Equipment Selection	*Problem Sensitivity*
Coordination	*Speed of Closure*

ANALYSIS

Paygrade	**Task Type**	**Task Statements**
E5	CORE	Analyze adversary capabilities and limitations
E4	CORE	Analyze all-source information
E4	CORE	Analyze all-source intelligence across all warfare domains
E4	CORE	Analyze collection results
E4	CORE	Analyze Indications and Warnings (I&W)
E4	CORE	Analyze Maritime Security Operations (MSO) intelligence
E4	CORE	Analyze strike mission threats
E4	CORE	Apply geographic positioning data from a map, image or geospatial data
E4	CORE	Assess adversary activities across all warfare domains
E4	CORE	Assess physical characteristics of the target environment
E6	CORE	Audit analytical processes, methodologies, and approaches
E4	CORE	Brief adversary capabilities and limitations to stakeholders
E4	CORE	Build Open Source Intelligence (OSINT) products
E4	CORE	Build pattern analysis

ANALYSIS (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Communicate Computer Network Operations (CNO)
E4	CORE	Communicate Cyber Mission Force (CMF) structure
E4	CORE	Communicate open source architecture to stakeholders
E4	CORE	Communicate Open Source Intelligence (OSINT) to stakeholders
E4	CORE	Communicate Publicly Available Information (PAI) to stakeholders
E4	CORE	Communicate Structured Analytic Techniques (SAT) to stakeholders
E4	CORE	Compile data from multiple intelligence disciplines
E5	CORE	Conduct Target System Analysis (TSA)
E6	CORE	Conduct target vulnerability analysis
E6	CORE	Conduct targeting assessment
E4	CORE	Demonstrate merchant ship's rigging/classification
E4	CORE	Determine intelligence gaps
E5	CORE	Determine warfare threats
E4	CORE	Develop predictive analysis
E5	CORE	Evaluate collection results
E4	CORE	Extract friendly and adversary Order Of Battle (OOB) characteristics
E5	NON-CORE	Identify Critical Target Elements (CTE) to meet mission requirements
E5	CORE	Implement analytic tradecraft
E5	CORE	Implement Structured Analytic Techniques (SAT)
E7	CORE	Manage intelligence analysis
E4	CORE	Perform analytical processes, methodologies, and approaches
E4	CORE	Perform Joint Intelligence Preparation of the Operational Environment (JIPOE)
E4	CORE	Query multi-disciplined intelligence databases and repositories
E4	CORE	Query open source databases
E7	CORE	Supervise analytical processes, methodologies, and approaches
E5	CORE	Supervise intelligence analysis
E7	CORE	Supervise target vulnerability analysis
E7	CORE	Supervise targeting assessment
E4	CORE	Support Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) missions
E4	CORE	Support structured analytic techniques and tools
E6	CORE	Validate intelligence analysis

COLLECTION

Paygrade	Task Type	Task Statements
E4	CORE	Apply Essential Elements of Information (EEI) to collection requirements
E4	CORE	Collect full motion video
E5	CORE	Conduct Military Source Operations (MSO)
E4	CORE	Conduct mission debriefs
E4	CORE	Determine collections management process to meet mission requirements

COLLECTION (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Determine U.S., coalition, and adversary Intelligence Surveillance and Reconnaissance (ISR) capabilities
E5	CORE	Draft Requests For Information (RFI)
E5	CORE	Employ Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	CORE	Implement Intelligence Collection Plans (ICP)
E7	CORE	Perform Collection Manager duties
E4	CORE	Perform Operational Tasking (OPTASK) directed intelligence collections

DISSEMINATION

Paygrade	Task Type	Task Statements
E4	CORE	Brief intelligence products
E4	CORE	Disseminate intelligence products
E4	CORE	Provide threat Indications and Warnings (I&W)
E4	CORE	Upload imagery products

GEOSPATIAL INTERPRETATION

Paygrade	Task Type	Task Statements
E5	CORE	Analyze Digital Terrain Elevation Data (DTED)
E4	CORE	Annotate imagery targeting materials
E4	CORE	Assess image interpretability
E4	CORE	Communicate imagery system architecture to stakeholders
E5	NON-CORE	Conduct Collateral Damage Estimate (CDE)
E4	NON-CORE	Conduct geopositioning to meet mission requirements
E4	CORE	Employ geospatial data
E6	NON-CORE	Evaluate Collateral Damage Estimate (CDE)
E4	NON-CORE	Exploit full motion video
E4	CORE	Exploit imagery
E4	CORE	Formulate intelligence using Moving Target Indicator (MTI) data
E4	CORE	Locate targets of interest on a graphic
E4	NON-CORE	Order images manually
E4	NON-CORE	Troubleshoot imagery systems
E7	NON-CORE	Validate Collateral Damage Estimate (CDE)

INTELLIGENCE PRODUCTION

Paygrade	Task Type	Task Statements
E4	NON-CORE	Build Collateral Damage Estimate (CDE) products
E4	CORE	Build intelligence products (e.g., briefs, messages, point papers, etc.)
E4	CORE	Build strike support graphics (e.g., Joint Desired Point of Impact (JDPI) critical element, kneeboard cards, etc.)
E4	CORE	Build target packages
E4	CORE	Compile data into intelligence support systems (e.g., strike and intelligence processing systems, etc.)
E6	CORE	Conduct target nominations

INTELLIGENCE PRODUCTION (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Create Geospatial Information and Services (GI&S) products
E4	CORE	Develop intelligence reports
E4	CORE	Develop link analysis diagrams
E5	NON-CORE	Develop node analysis
E4	CORE	Employ intelligence products
E7	CORE	Manage intelligence production
E4	NON-CORE	Prepare a Supplemental Intelligence Report (SUPIR)
E4	NON-CORE	Prepare an Initial Phase Interpretation Report (IPIR)
E5	CORE	Supervise intelligence production
E7	CORE	Supervise target nominations
E6	CORE	Validate Intelligence production
E5	CORE	Validate intelligence products
E5	NON-CORE	Validate intelligence reports
E5	NON-CORE	Validate strike support graphics (e.g., Joint Desired Point of Impact (JDPI), critical element, etc.)

MAPS AND CHARTS

Paygrade	Task Type	Task Statements
E4	CORE	Annotate maps and charts
E4	NON-CORE	Build Grid Reference Graphic (GRG)
E4	CORE	Interpret maps and charts
E4	CORE	Select various types of maps and charts

MISSION PLANNING AND OPERATIONS

Paygrade	Task Type	Task Statements
E4	CORE	Communicate the Law of Armed Conflict (LOAC) concept in regards to intelligence operations
E4	CORE	Conduct Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E6	CORE	Conduct intelligence support to maritime operations
E6	CORE	Conduct target development
E5	NON-CORE	Conduct Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E6	CORE	Coordinate collection requirements
E6	CORE	Develop intelligence training plans
E5	CORE	Employ all-source intelligence analysis to enable cross-queuing of multiple intelligence sources
E4	NON-CORE	Employ communications equipment
E4	CORE	Employ targeting support data
E6	CORE	Interpret theater intelligence doctrine (e.g., Operation Plan (OPLAN), Operational Tasking (OPTASK), Concept of Operations (CONOP), etc.)
E4	CORE	Maintain intelligence plots
E6	CORE	Manage intelligence mission areas (e.g., publications library, training, Intelligence Oversight (IO), etc.)

MISSION PLANNING AND OPERATIONS (CONT'D)

Paygrade	Task Type	Task Statements
E6	NON-CORE	Manage weaponeering (e.g., joint strike operations, cyberspace strike operations, etc.)
E5	NON-CORE	Prepare collection plans
E4	NON-CORE	Provide intelligence support to Military Operations Other Than War (MOOTW)
E5	CORE	Recommend targets based on all source reporting
E5	CORE	Supervise intelligence support to the Commander's decision making process (e.g., doctrine review board, Commanders objectives, etc.)
E7	CORE	Supervise target development
E6	CORE	Supervise Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E4	NON-CORE	Support Maritime Security Operations (MSO)
E6	CORE	Support operational orders and plans development
E5	NON-CORE	Support strike mission planning (e.g., Precision Guided Munitions (PGM) characteristics, target list, etc.)
E4	CORE	Support Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E7	CORE	Validate intelligence training plans
E5	CORE	Validate Joint Intelligence Preparation of the Operational Environment (JIPOE) data

SECURITY AND ADMINISTRATION

Paygrade	Task Type	Task Statements
E4	CORE	Apply information security policies and procedures
E4	CORE	Apply personnel security policies and procedures
E4	CORE	Apply physical security procedures
E4	CORE	Apply Sensitive Compartmented Information (SCI) security classification markings
E4	CORE	Communicate intelligence systems architecture
E4	CORE	Communicate Sensitive Compartmented Information (SCI) classified material releasability
E6	CORE	Coordinate installation of intelligence systems
E5	NON-CORE	Create exercise scenarios
E4	CORE	Destroy Sensitive Compartmented Information (SCI) material
E5	NON-CORE	Draft exercise support products (e.g., injects, scripting, etc.)
E6	NON-CORE	Evaluate intelligence exercise performance
E6	NON-CORE	Manage Intelligence Oversight (IO) programs
E4	CORE	Protect Sensitive Compartmented Information (SCI) holdings
E4	CORE	Report Intelligence Oversight (IO) program violations
E4	CORE	Sanitize Sensitive Compartmented Information (SCI)
E7	NON-CORE	Validate intelligence exercises performance

Job Title			Job Code
Cyber Threat Intelligence Analyst (CTIA)			**002805**

Job Family	**NOC**	**Short Title (30 Characters)**	**Short Title (14 Characters)**
Protective Services	TBD	CYBER THREAT INTEL ANALYST	CYB INT ANLYST

Pay Plan	**Career Field**	**Other Relationships and Rules**
Enlisted	IS	NEC KXXX series and other NECs as assigned

Job Description

Cyber Threat Intelligence Analysts (CTIA) perform analysis of multi-disciplined cyber threat information across the U.S. Government and Intelligence Community (IC) to support Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO); provide Indications and Warnings (I&W) for cyberspace threats; synthesize and place intelligence information in context; draw insights about possible implications; conduct all-source Joint Intelligence Preparation of the Operational Environment at the Combatant Command level and Intelligence Preparation of the Battlespace at the tactical and Fleet level commands; respond to Requests for Information (RFI) and submit intelligence collection and production requirements to the National assets in support of planning and operations, and joint targeting; conduct joint target development in accordance with the joint targeting cycle to enable offensive cyberspace effects operations; provide intelligence support to mission package development; provide intelligence support to assess networks for potential threats and Critical Vulnerability Exploits; assess Malicious Cyber Actors/Advanced Persistent Threat Courses of Action in support of OCO/DCO; produce timely, fused, all-source cyberspace operations intelligence products (e.g., threat assessments, briefings, intelligence studies, country studies, etc.); identify state and non-state cyber actors, and Tactics, Techniques and Procedures (TTP), providing intelligence analysis and support to command designated exercises, planning activities and Time Sensitive Target (TST) operations; conduct Nodal analysis of cyber actors and systems; collaborate with IC Analysts involved in cyberspace operations intelligence or related areas; draft and maintain Commanders Critical Information Requirements (CCIR), Priority Intelligence Requirements (PIR), and Essential Elements of Information (EEI); produce and submit RFI based on CCIR, PIR, and EEI requirements.

DoD Relationship		**O*NET Relationship**		
Group Title	*DoD Code*	*Occupation Title*	*SOC Code*	*Job Family*
Image Interpretation	124200	Intelligence Analysts	33-3021.06	Protective Services

Skills	**Abilities**
Critical Thinking	*Deductive Reasoning*
Judgment and Decision Making	*Written Expression*
Complex Problem Solving	*Oral Expression*
Active Learning	*Written Comprehension*
Monitoring	*Fluency of Ideas*
Coordination	*Inductive Reasoning*
Quality Control Analysis	*Information Ordering*
Operations Analysis	*Time Sharing*
Writing	*Category Flexibility*
Equipment Selection	*Oral Comprehension*

ANALYSIS

Paygrade	**Task Type**	**Task Statements**
E5	CORE	Analyze adversary capabilities and limitations
E4	CORE	Analyze all-source information
E4	CORE	Analyze all-source intelligence across all warfare domains
E4	CORE	Analyze collection results
E4	CORE	Analyze Indications and Warnings (I&W)
E5	CORE	Analyze logical layer of the target environment
E5	CORE	Analyze network maps and diagrams
E4	CORE	Analyze strike mission threats
E4	CORE	Apply geographic positioning data from a map, image or geospatial data
E4	CORE	Assess adversary activities across all warfare domains
E4	CORE	Assess physical characteristics of the target environment
E6	CORE	Audit analytical processes, methodologies, and approaches
E4	CORE	Brief adversary capabilities and limitations to stakeholders

Paygrade	Task Type	Task Statements
E4	CORE	Build Open Source Intelligence (OSINT) products
E4	CORE	Build pattern analysis
E4	CORE	Collate threat reporting
E4	CORE	Communicate Computer Network Operations (CNO)
E4	CORE	Communicate Cyber Mission Force (CMF) structure
E4	CORE	Communicate open source architecture to stakeholders
E4	CORE	Communicate Open Source Intelligence (OSINT) to stakeholders
E4	CORE	Communicate Publicly Available Information (PAI) to stakeholders
E5	CORE	Communicate state and non-state Malicious Cyber Actor (MCA) capabilities to stakeholders
E4	CORE	Communicate Structured Analytic Techniques (SAT) to stakeholders
E5	CORE	Communicate the role of Counterintelligence (CI) and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) in the cyberspace domain
E5	NON-CORE	Communicate with Offensive Cyberspace Operations (OCO)/Defensive Cyberspace Operations (DCO) partners and stakeholders
E4	CORE	Compile data from multiple intelligence disciplines
E5	CORE	Conduct Target System Analysis (TSA)
E6	CORE	Conduct target vulnerability analysis
E6	CORE	Conduct targeting assessment
E5	CORE	Coordinate cyberspace operations with Intelligence Community (IC) stakeholders
E4	CORE	Correlate cyberspace-related Tactics, Techniques, and Procedures (TTP)
E4	CORE	Determine intelligence gaps
E5	CORE	Determine warfare threats
E4	NON-CORE	Develop cyber persona profiles
E4	CORE	Develop predictive analysis
E5	CORE	Evaluate collection results
E4	CORE	Extract friendly and adversary Order Of Battle (OOB) characteristics
E5	NON-CORE	Identify Critical Target Elements (CTE) to meet mission requirements
E5	CORE	Implement analytic tradecraft
E5	CORE	Implement Structured Analytic Techniques (SAT)
E7	CORE	Manage intelligence analysis
E4	CORE	Perform analytical processes, methodologies, and approaches
E6	CORE	Perform independent analysis and operational intelligence
E4	CORE	Perform Joint Intelligence Preparation of the Operational Environment (JIPOE)
E4	CORE	Query multi-disciplined intelligence databases and repositories
E4	CORE	Query open source databases
E5	CORE	Report cyberspace effects
E7	CORE	Supervise analytical processes, methodologies, and approaches
E5	CORE	Supervise intelligence analysis
E7	CORE	Supervise target vulnerability analysis

ANALYSIS (CONT'D)

Paygrade	Task Type	Task Statements
E7	CORE	Supervise targeting assessment
E4	CORE	Support Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) missions
E4	CORE	Support structured analytic techniques and tools
E6	CORE	Validate intelligence analysis
E4	NON-CORE	Verify authorities and Standing Rules of Engagement (SROE) for cyberspace operations planning

COLLECTION

Paygrade	Task Type	Task Statements
E4	CORE	Apply Essential Elements of Information (EEI) to collection requirements
E5	CORE	Conduct Military Source Operations (MSO)
E4	CORE	Conduct mission debriefs
E4	NON-CORE	Coordinate Document and Media Exploitation (DOMEX)
E4	CORE	Determine collections management process to meet mission requirements
E4	CORE	Determine U.S., coalition, and adversary Intelligence Surveillance and Reconnaissance (ISR) capabilities
E5	CORE	Draft Requests For Information (RFI)
E5	CORE	Employ Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	CORE	Implement Intelligence Collection Plans (ICP)
E7	CORE	Perform Collection Manager duties
E4	CORE	Perform Operational Tasking (OPTASK) directed intelligence collections

DISSEMINATION

Paygrade	Task Type	Task Statements
E4	CORE	Brief intelligence products
E4	CORE	Disseminate intelligence products
E4	CORE	Provide threat Indications and Warnings (I&W)

GEOSPATIAL INTERPRETATION

Paygrade	Task Type	Task Statements
E4	CORE	Employ geospatial data
E4	CORE	Locate targets of interest on a graphic

INTELLIGENCE PRODUCTION

Paygrade	Task Type	Task Statements
E4	CORE	Build cyberspace intelligence products (e.g., briefs, threat assessments, messages, point papers, etc.)
E4	CORE	Build intelligence products (e.g., briefs, messages, point papers, etc.)
E4	CORE	Build target packages
E4	CORE	Compile data into intelligence support systems (e.g., strike and intelligence processing systems, etc.)
E6	CORE	Conduct target nominations
E4	CORE	Develop intelligence reports
E4	CORE	Develop link analysis diagrams

INTELLIGENCE PRODUCTION (CONT'D)

Paygrade	Task Type	Task Statements
E5	NON-CORE	Develop node analysis
E7	NON-CORE	Develop target lists
E4	CORE	Employ intelligence products
E7	CORE	Manage intelligence production
E7	CORE	Supervise cyberspace intelligence products and target packages (e.g., briefs, threat assessments, messages, point papers, etc.)
E5	CORE	Supervise intelligence production
E7	CORE	Supervise target nominations
E6	CORE	Validate cyberspace intelligence products and target packages (e.g., briefs, threat assessments, messages, point papers, etc.)
E6	CORE	Validate Intelligence production
E5	CORE	Validate intelligence products
E5	NON-CORE	Validate intelligence reports

MAPS AND CHARTS

Paygrade	Task Type	Task Statements
E4	CORE	Annotate maps and charts
E4	CORE	Interpret maps and charts
E4	CORE	Select various types of maps and charts

MISSION PLANNING AND OPERATIONS

Paygrade	Task Type	Task Statements
E4	CORE	Communicate cyberspace Operational Preparation of Environment (OPE)
E5	CORE	Communicate internal defense cyberspace capabilities to mission planners
E4	CORE	Communicate the Law of Armed Conflict (LOAC) concept in regards to intelligence operations
E5	CORE	Conduct Collateral Effects Estimates (CEE)
E4	CORE	Conduct Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E5	CORE	Conduct cyberspace Operational Preparation of Environment (OPE)
E6	CORE	Conduct intelligence support to maritime operations
E6	CORE	Conduct target development
E5	NON-CORE	Conduct Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E5	NON-CORE	Construct Cyber Readiness Training Team (CRTT) drills
E6	CORE	Coordinate collection requirements
E6	CORE	Coordinate organic maritime Electronic Warfare (EW) assets (i.e., shipboard sensors)
E6	CORE	Coordinate support of Counterintelligence (CI) activities and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E7	NON-CORE	Coordinate targeting guidance to meet Commander's intent (e.g. OPLANs, OPTASKs, air tasking cycle, cyber tasking order, etc.)
E7	NON-CORE	Develop cyberspace-related plans (e.g., Operation Plan (OPLAN), Concept of Operations Plan (CONPLAN), Concept of Operations (CONOP), etc.)

MISSION PLANNING AND OPERATIONS (CONT'D)

Paygrade	Task Type	Task Statements
E6	CORE	Develop intelligence training plans
E5	CORE	Employ all-source intelligence analysis to enable cross-queuing of multiple intelligence sources
E4	NON-CORE	Employ communications equipment
E4	CORE	Employ targeting support data
E6	CORE	Evaluate Collateral Effects Estimates (CEE)
E6	CORE	Evaluate Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E6	CORE	Interpret theater intelligence doctrine (e.g., Operation Plan (OPLAN), Operational Tasking (OPTASK), Concept of Operations (CONOP), etc.)
E4	CORE	Maintain intelligence plots
E6	CORE	Manage cyberspace mission focus areas
E6	CORE	Manage intelligence mission areas (e.g., publications library, training, Intelligence Oversight (IO), etc.)
E6	NON-CORE	Manage weaponeering (e.g., joint strike operations, cyberspace strike operations, etc.)
E5	NON-CORE	Prepare collection plans
E4	NON-CORE	Provide intelligence support to Military Operations Other Than War (MOOTW)
E5	CORE	Recommend targets based on all source reporting
E7	CORE	Supervise Cyber Readiness Training Team (CRTT) program
E7	CORE	Supervise cyberspace mission focus areas
E5	CORE	Supervise intelligence support to the Commander's decision making process (e.g., doctrine review board, Commanders objectives, etc.)
E7	CORE	Supervise target development
E6	CORE	Supervise Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	NON-CORE	Support Offensive Counterintelligence Operations (OFCO)
E6	CORE	Support operational orders and plans development
E5	NON-CORE	Support strike mission planning (e.g., Precision Guided Munitions (PGM) characteristics, target list, etc.)
E5	NON-CORE	Support targeting guidance to meet Commander's intent (e.g. OPLANs, OPTASKs, air tasking cycle, cyber tasking order, etc.)
E4	CORE	Support Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E5	NON-CORE	Support weaponeering (e.g., joint strike operations, cyberspace strike operations, etc.)
E7	CORE	Validate Collateral Effects Estimates (CEE)
E7	CORE	Validate Combat Assessments (CA) (e.g., Munitions Effectiveness Assessment (MEA), restrike recommendations, etc.)
E7	CORE	Validate intelligence training plans
E5	CORE	Validate Joint Intelligence Preparation of the Operational Environment (JIPOE) data
E4	NON-CORE	Verify authorities for Information Operations (IO) planning

SECURITY AND ADMINISTRATION

Paygrade	Task Type	Task Statements
E4	CORE	Apply information security policies and procedures
E4	CORE	Apply personnel security policies and procedures
E4	CORE	Apply physical security procedures
E4	CORE	Apply Sensitive Compartmented Information (SCI) security classification markings
E4	CORE	Communicate intelligence systems architecture
E4	CORE	Communicate Sensitive Compartmented Information (SCI) classified material releasability
E7	NON-CORE	Coordinate cyberspace operations with Special Access Program (SAP)/Review and Approval Process for Cyber Operations (RAPCO)
E6	CORE	Coordinate installation of intelligence systems
E5	NON-CORE	Create exercise scenarios
E4	CORE	Destroy Sensitive Compartmented Information (SCI) material
E5	NON-CORE	Draft exercise support products (e.g., injects, scripting, etc.)
E6	NON-CORE	Evaluate intelligence exercise performance
E6	NON-CORE	Manage Intelligence Oversight (IO) programs
E4	CORE	Protect Sensitive Compartmented Information (SCI) holdings
E4	CORE	Report Intelligence Oversight (IO) program violations
E4	CORE	Sanitize Sensitive Compartmented Information (SCI)
E7	NON-CORE	Validate intelligence exercises performance

Job Title   **Job Code**

Tactical Counter-Intelligence and Human Intelligence Specialist   **002835**

Job Family	**NOC**	**Short Title (30 Characters)**	**Short Title (14 Characters)**
Computer and Mathematical	TBD	TACTICAL CI HUMINT SPEC	CI HUMT SPEC

Pay Plan	**Career Field**	**Other Relationships and Rules**
Enlisted	IS	NEC KXXX series and other NECs as assigned

Job Description

Tactical Counter-Intelligence and Human Intelligence (CI/HUMINT) Specialists provide counter-intelligence (CI) functional services and acquire intelligence information from human sources in response to valid Navy and National requirements by supervising and conducting full-spectrum human intelligence (HUMINT) collection operations; supervise and conduct full-spectrum CI and HUMINT collection operations including, but not limited to debriefings, interrogations, and elicitations for intelligence and force protection information; facilitate in-theater Military Source Operations (MSO), screening of CI and/or HUMINT sources and documents in order to establish priorities for exploitation; coordinate exploitation capture of enemy documents, foreign language and open-source publications; prepare and edit appropriate intelligence and administrative reports; utilize CI/HUMINT reporting and communications equipment; use interpreters and manage interpreter/translator operations; conduct liaison and coordination in foreign language with host nation agencies; conduct analysis and perform briefings and debriefings as required.

DoD Relationship   **O*NET Relationship**

Group Title	*DoD Code*	*Occupation Title*	*SOC Code*	*Job Family*
Operational Intelligence	124300	Operations Research Analysts	15-2031.00	Computer and Mathematical

Skills	**Abilities**
Critical Thinking	*Deductive Reasoning*
Complex Problem Solving	*Written Expression*
Judgment and Decision Making	*Oral Expression*
Active Learning	*Written Comprehension*
Writing	*Inductive Reasoning*
Monitoring	*Problem Sensitivity*
Operations Analysis	*Oral Comprehension*
Quality Control Analysis	*Category Flexibility*
Equipment Selection	*Information Ordering*
Reading Comprehension	*Fluency of Ideas*

ANALYSIS

Paygrade	**Task Type**	**Task Statements**
E5	CORE	Analyze adversary capabilities and limitations
E4	CORE	Analyze all-source information
E4	CORE	Analyze all-source intelligence across all warfare domains
E4	CORE	Analyze collection results
E4	CORE	Analyze Indications and Warnings (I&W)
E4	CORE	Analyze Maritime Security Operations (MSO) intelligence
E4	CORE	Apply geographic positioning data from a map, image or geospatial data
E4	CORE	Assess adversary activities across all warfare domains
E4	CORE	Assess physical characteristics of the target environment
E6	CORE	Audit analytical processes, methodologies, and approaches
E4	CORE	Brief adversary capabilities and limitations to stakeholders
E4	CORE	Build Open Source Intelligence (OSINT) products
E4	CORE	Build pattern analysis
E4	CORE	Collate threat reporting
E4	CORE	Communicate Computer Network Operations (CNO)
E4	CORE	Communicate counterintelligence activities to stakeholders

ANALYSIS (CONT'D)

Paygrade	Task Type	Task Statements
E4	CORE	Communicate Counterintelligence/Human Intelligence (CI/Tactical Counter-Intelligence and Human Intelligence Specialist) architecture to stakeholders
E4	CORE	Communicate Cyber Mission Force (CMF) structure
E4	CORE	Communicate Military Source Operations (MSO)
E4	CORE	Communicate open source architecture to stakeholders
E4	CORE	Communicate Open Source Intelligence (OSINT) to stakeholders
E4	CORE	Communicate Publicly Available Information (PAI) to stakeholders
E4	CORE	Communicate Structured Analytic Techniques (SAT) to stakeholders
E5	CORE	Communicate the role of Counterintelligence (CI) and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) in the cyberspace domain
E4	CORE	Compile data from multiple intelligence disciplines
E5	CORE	Conduct analysis and support to Counterintelligence (CI) activities
E4	CORE	Determine intelligence gaps
E5	CORE	Determine warfare threats
E4	CORE	Develop predictive analysis
E5	CORE	Evaluate collection results
E4	CORE	Explain interrogation
E4	CORE	Extract friendly and adversary Order Of Battle (OOB) characteristics
E5	CORE	Implement analytic tradecraft
E5	CORE	Implement Structured Analytic Techniques (SAT)
E7	CORE	Manage intelligence analysis
E4	CORE	Perform analytical processes, methodologies, and approaches
E4	CORE	Perform Joint Intelligence Preparation of the Operational Environment (JIPOE)
E4	CORE	Query multi-disciplined intelligence databases and repositories
E4	CORE	Query open source databases
E7	CORE	Supervise analytical processes, methodologies, and approaches
E4	CORE	Support Offensive Cyberspace Operations (OCO) and Defensive Cyberspace Operations (DCO) missions
E4	CORE	Support structured analytic techniques and tools

COLLECTION

Paygrade	Task Type	Task Statements
E4	CORE	Apply Essential Elements of Information (EEI) to collection requirements
E4	NON-CORE	Collect biographical data
E5	CORE	Conduct Counterintelligence (CI) interviews
E5	CORE	Conduct counterintelligence activities
E5	CORE	Conduct Counterintelligence Collection Activities (CCA)
E5	CORE	Conduct Counterintelligence Functional Services (CIFS) (e.g., installation threat vulnerability assessments, surveillance, surveillance detection, etc.)
E5	CORE	Conduct debriefs in support of Counterintelligence (CI) activities and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations

COLLECTION (CONT'D)

Paygrade	Task Type	Task Statements
E5	CORE	Conduct elicitations (i.e., Counterintelligence (CI) activities, Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations)
E4	NON-CORE	Conduct Foreign Military Intelligence Collection Activities (FORMICA)
E5	CORE	Conduct interrogations
E5	NON-CORE	Conduct maritime intelligence collections and reporting (e.g., Ships Nautical or Otherwise Photographic Interpretation and Examination (SNOOPIE), debrief, etc.)
E5	CORE	Conduct Military Source Operations (MSO)
E4	CORE	Conduct mission debriefs
E4	NON-CORE	Coordinate Document and Media Exploitation (DOMEX)
E4	CORE	Determine collections management process to meet mission requirements
E4	CORE	Determine U.S., coalition, and adversary Intelligence Surveillance and Reconnaissance (ISR) capabilities
E5	CORE	Draft Requests For Information (RFI)
E5	CORE	Employ Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E6	CORE	Implement Intelligence Collection Plans (ICP)
E4	CORE	Perform Operational Tasking (OPTASK) directed intelligence collections

DISSEMINATION

Paygrade	Task Type	Task Statements
E4	CORE	Brief intelligence products
E4	CORE	Disseminate intelligence products
E4	CORE	Provide threat Indications and Warnings (I&W)

GEOSPATIAL INTERPRETATION

Paygrade	Task Type	Task Statements
E4	CORE	Employ geospatial data
E4	CORE	Locate targets of interest on a graphic

INTELLIGENCE PRODUCTION

Paygrade	Task Type	Task Statements
E4	CORE	Build intelligence products (e.g., briefs, messages, point papers, etc.)
E4	CORE	Compile data into intelligence support systems (e.g., strike and intelligence processing systems, etc.)
E4	CORE	Develop intelligence reports
E4	CORE	Develop link analysis diagrams
E5	NON-CORE	Develop node analysis
E4	CORE	Employ intelligence products
E7	CORE	Manage intelligence production
E5	NON-CORE	Prepare Notice of Intelligence Potential (NIP)
E6	CORE	Produce Counterintelligence (CI) and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) Operational Proposals (OP)
E5	CORE	Supervise intelligence production
E6	CORE	Validate Intelligence production
E5	NON-CORE	Validate intelligence reports

MAPS AND CHARTS

Paygrade	Task Type	Task Statements
E4	CORE	Annotate maps and charts
E4	CORE	Interpret maps and charts
E4	CORE	Select various types of maps and charts

MISSION PLANNING AND OPERATIONS

Paygrade	Task Type	Task Statements
E4	CORE	Communicate the Law of Armed Conflict (LOAC) concept in regards to intelligence operations
E5	CORE	Conduct asset assessment in support of Counterintelligence (CI) activities and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E6	CORE	Conduct intelligence support to maritime operations
E5	CORE	Conduct surveillance in support of Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E6	CORE	Conduct target development
E5	NON-CORE	Conduct Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E6	CORE	Coordinate collection requirements
E6	CORE	Coordinate support of Counterintelligence (CI) activities and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E5	CORE	Detect surveillance in support of Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E6	CORE	Develop intelligence training plans
E5	CORE	Employ all-source intelligence analysis to enable cross-queuing of multiple intelligence sources
E4	NON-CORE	Employ communications equipment
E4	CORE	Employ targeting support data
E6	CORE	Interpret theater intelligence doctrine (e.g., Operation Plan (OPLAN), Operational Tasking (OPTASK), Concept of Operations (CONOP), etc.)
E7	CORE	Manage Counterintelligence Functional Services (CIFS) (e.g., installation threat vulnerability assessments, surveillance, surveillance detection, etc.)
E6	CORE	Manage intelligence mission areas (e.g., publications library, training, Intelligence Oversight (IO), etc.)
E7	NON-CORE	Manage technical operations in support of Counterintelligence (CI) activities and Human Intelligence (Tactical Counter-Intelligence and Human Intelligence Specialist) operations
E5	NON-CORE	Prepare collection plans
E4	NON-CORE	Provide intelligence support to Military Operations Other Than War (MOOTW)
E5	CORE	Recommend targets based on all source reporting
E6	NON-CORE	Supervise counterintelligence activities
E6	CORE	Supervise Counterintelligence Functional Services (CIFS) (e.g., installation threat vulnerability assessments, surveillance, surveillance detection, etc.)
E6	CORE	Supervise interrogations
E6	CORE	Supervise Military Source Operations (MSO)
E7	CORE	Supervise target development

MISSION PLANNING AND OPERATIONS (CONT'D)

Paygrade	Task Type	Task Statements
E6	CORE	Supervise Tasking, Collection, Processing, Exploitation, and Dissemination (TCPED)
E4	NON-CORE	Support Maritime Security Operations (MSO)
E6	NON-CORE	Support Offensive Counterintelligence Operations (OFCO)
E6	CORE	Support operational orders and plans development
E4	CORE	Support Time-Sensitive Targeting (TST) and Time-Critical Targeting (TCT)
E7	CORE	Validate intelligence training plans
E5	CORE	Validate Joint Intelligence Preparation of the Operational Environment (JIPOE) data

SECURITY AND ADMINISTRATION

Paygrade	Task Type	Task Statements
E4	CORE	Apply information security policies and procedures
E4	CORE	Apply personnel security policies and procedures
E4	CORE	Apply physical security procedures
E4	CORE	Apply Sensitive Compartmented Information (SCI) security classification markings
E4	CORE	Communicate intelligence systems architecture
E4	CORE	Communicate Sensitive Compartmented Information (SCI) classified material releasability
E6	CORE	Coordinate installation of intelligence systems
E5	NON-CORE	Create exercise scenarios
E4	CORE	Destroy Sensitive Compartmented Information (SCI) material
E5	NON-CORE	Draft exercise support products (e.g., injects, scripting, etc.)
E6	NON-CORE	Evaluate intelligence exercise performance
E7	CORE	Manage Counter Intelligence Coordinating Authority (CICA) functions
E7	CORE	Manage counterintelligence activities
E6	NON-CORE	Manage Intelligence Oversight (IO) programs
E7	CORE	Manage interrogation operations
E7	CORE	Manage Military Source Operations (MSO)
E7	CORE	Manage N2X Functions
E4	CORE	Protect Sensitive Compartmented Information (SCI) holdings
E4	CORE	Report Intelligence Oversight (IO) program violations
E4	CORE	Sanitize Sensitive Compartmented Information (SCI)
E7	NON-CORE	Validate intelligence exercises performance