

**HUMINT Collection Management Technician Intelligence Analyst**  
**Location: Fort Meade, MD**

**Security Clearance:** Current DOD Top Secret / SCI and CI Poly

The U.S. Army Intelligence and Security Command (INSCOM) has awarded an Indefinite Delivery, Indefinite Quantity (IDIQ) to provide service and support to the command and their subordinate elements worldwide. PABULUM Consulting, LLC is seeking highly qualified **HUMINT Collection Management Technician Intelligence Analyst** for the United States Army Intelligence and Security Command (INSCOM) Global Intelligence (GI), Army Operations Group (AOG) Mission effort.

**Responsibilities:**

Provide services to assist the U.S. Army Intelligence and Security Command (INSCOM)'s mission to conduct human intelligence (HUMINT) operations and provide expertise in support of ground component priority intelligence requirements using a full spectrum of human intelligence collection methods.

You will coordinate, produce, edit and publish IIRs, Notices of Intelligence Potential (NIP) Reports, and other HUMINT reports in HOT- to ensure compliance with reporting doctrine, Standard Operating Procedures (SOP), and industry standards prior to the reports' release to the intelligence community. You will utilize the AOG HOT- architecture to review reports for grammar and format, recommend reports for release, provide reporting metrics, etc. You will produce HUMINT PRs and HUMINT CMRs for current and future operations; produce P s of past collection operations citing completed reports, FINTEL and HUMINT requirements; assisting in providing HUMINT expertise in targeting reports, and area assessments. You are expected to provide succinct feedback to field collectors, identify intelligence gaps, develop and implement a comprehensive and detailed collection plan, and identify how HUMINT collection resources can be employed to satisfy intelligence gaps cited in the Commander's Critical Intelligence Requirements (CCIRs). You are expected to develop, implement and assess HUMINT collection requirements and overall HUMINT collection strategies that support current Operation Plan (OPLANS). The collector must have prior experience developing HUMINT collection requirements for analysts, Targeting Officers, DOD HUMINT collectors, and inter-agency HUMINT collectors. They must also possess a working knowledge of other intelligence disciplines (example SIGINT) and how the disciplines complement each other in order to be able to implement an effective HUMINT collection plan that contributes to the intelligence production cycle and answers the customer's priority intelligence requirements.

**Education:** BA or BS degree in any discipline

**Specialized Experience:**

10 years knowledge and experience with intelligence operations and in assisting with drafting expert assessments across operations priorities on behalf of the stakeholder, with specialized experience in:

- Prior collection management experience in any discipline; or

- Knowledge of HUMINT operations; or
- Experience writing analytic products following IC directives and guidance
- Five years of experience with working in the intelligence community
- Five years of experience with data analysis in the DoD or IC
- Expert knowledge of Army structure and defense level intelligence operations: intelligence collection, fusion, analysis, production, and dissemination for intelligence databases and products
- Expert knowledge and experience with intelligence automated systems, especially imagery analysis, signals intelligence and exploitation tools and libraries
- Detailed knowledge of DIA, NSA, CIA, DEA, FBI, and Departments of Treasury and State programs and products
- Knowledge of intelligence oversight and security guidelines
- Excellent written and oral communication skills
- Expert capabilities to research, create, develop, and deliver professional briefings, multimedia presentations, and written reports
- Ability to produce reports incorporating text and graphics to convey complex concepts to senior policy makers
- Experience with assessments, enterprise data integration, governance, and metrics, including the application of metadata management techniques and data modeling and design
- Experience with the application of quantitative and qualitative analytic methods, including the design, development, and management of statistical models and enterprise-wide surveys
- Working knowledge to apply state-of-the-art intelligence analysis tools
- Expert ability to manage research and coordination for projects
- Expert ability to instruct and interact with small groups on data and information requirements and coordination tasks
- Specialized training from any intelligence collection and analysis school or certification
- Two years of experience in HUMINT targeting methodology and operations
- Knowledge of Social, Culture and Tribal network analysis; specifically critical personalities and their roles within the networks
- Knowledge of IC targeting-centric databases (Palantir, TAC, Analyst Notebook, HOT-R, DCGS-A, and other SIGINT databases) in support of HUMINT Operations

#### **Additional Required Experience**

- Three years of experience in HUMINT collection operations management
- Two years of experience in HUMINT collection requirements management
- Working knowledge of IC policies, regulations, procedures, and processes pertinent to Collection Management

PABULUM Consulting, LLC offers competitive salaries, medical benefits, and a 401k plan.

#### **To Apply for this Position:**

You must have the listed skills and experience in your resume to be selected for an interview. Send your resume to [employment@pabulumconsulting.com](mailto:employment@pabulumconsulting.com)