



## Insider Threat Psychologist

Springfield, VA

---

**Overall Assignment Description:** Clinical Psychologists (e.g., National Security Psychologists, Security Psychologists, Operational Psychologists, and Forensic Psychologists) serve as behavioral science subject matter experts with the agency as their primary client. They provide psychological consultation; develop and deliver T&E briefs, presentations, and workshops; conduct R&D activities, and participate in liaison engagements at the request of Chief, SIIB. They respond to Agency-wide requirements for behavioral science subject matter expertise.

### **Duties include, but are not limited to:**

- **Consultation** – *Integrate* established and emerging psychological principles and best practices into current and future efforts to deter, detect and mitigate potential threats to the agency by providing expert national security psychology consultation to relevant internal and external stakeholders and mission partners. Examples include, but are not limited to:
  - **Case Consultation:** Provide case consultation for a variety of stakeholders and mission partners [e.g., Office of Counterintelligence (SIC), Personnel Security Division (SISP), SIII, SIIA, and Threat Management Unit (TMU)]. Case consultation offers the application of national security psychology expertise to case-specific consultation questions, often identifying intelligence gaps and effective strategies for gathering essential information (e.g., interview techniques). When appropriate, utilize direct assessment or indirect assessment methods in support of case consultation.
    - *Direct Assessments.* Conducts direct psychological assessments on behalf of the agency, in support of agency initiatives, and IAW the SII mission. Direct assessments often are a component of consultation to SISP adjudication, but may conduct direct assessments for other purposes (e.g., psychological assessment and selection). The agency is the primary client of SIIB assessments.
    - *Indirect Assessments.* Conduct indirect assessments on behalf of the agency, in support of agency initiatives, and IAW the SII mission. The agency is SIIB's primary client of the assessment, and the focus

typically involves managing risk to agency personnel and mission.

- Organizational and Management Consultation: Provide consultation to leaders and teams regarding management, leadership, personnel, and systemic organizational matters. Examples include, but are not limited to identification of and response to concerning behaviors, problem solving, team dynamics, motivation, performance enhancement, operational resiliency, workforce trends and post-incident reviews.
- Individual Consultation: Provide individual behavioral science consultation to advance the SII and NGA missions. Individual consultation does not establish a doctor-patient relationship and is not healthcare.
- **Training & Education (T&E)** – *Educate* relevant stakeholders in the theoretical and empirical bases of behavioral science and national security psychology related to the deterrence, detection and mitigation of potential threats by providing expert training briefs, presentations and educational courses. Examples include, but are not limited to:
  - Elicitation awareness and defensive strategies
  - Incorporating behavioral science into counter insider threat programs
  - Capabilities briefings
  - Operational resiliency and retention in high-stress, high-OPTEMPO assignments.
- **Research & Development (R&D)** – *Innovate* and advance the science of counter insider threat and national security psychology by improving existing methods and developing new methods to deter, detect and mitigate potential threats through behavioral science R&D and the application of scientific rigor to current methods and process improvements. Common R&D activities and work products include, but are not limited to:
  - Policy review
  - Survey research
  - White papers
  - Validation studies
  - Executive summaries
  - Project briefings
  - Literature reviews
  - Academic inquiries
- **Liaison** – *Communicate* innovations, findings, lessons learned and best practices throughout the DoD, IC, and broader community, as appropriate, to aid others in the deterrence, detection and mitigation of potential threats.
  - Build and maintain strong collaborative relationships with other national security psychologists and associated professionals within the counter insider threat, military, forensic, law enforcement, security and counterintelligence communities

- Collaborate on innovative solutions to real-time national security problems.

**Routine Administrative Functions** – Perform routine administrative functions that meet program and performance objectives within the thresholds identified in this SOW. Routine administrative functions are sub-tasks required to ensure mission success while performing the required tasks. Examples of routine administrative functions (the list is not all-inclusive) are below:

- Providing input to a case management system or database, develop metrics, and program evaluation activities are routine administrative tasks.
- Timely completion of documentation in a manner consistent with professional standards
- **Maintain Licensure** – Maintain a full, current and unrestricted license to practice clinical psychology in the United States (including United States Territories)

## Skills and Experience

### Required

- Possess a minimum of ten (10) years' experience as an operational psychologist, national security psychologist, forensic psychologist, personnel psychologist, police psychologist, military psychologist, or corrections psychologist
- Doctoral Degree in Clinical or Counseling Psychology through an American Psychological Association Accredited (APA) Program (work experience may not be substituted for the required degree)
- Possess a full, current and unrestricted license to practice clinical psychology in the United States (including United States Territories)
- Competencies:
  - Ability to conduct psychological assessment, direct and indirect; administration and interpretation of a wide-range of psychological tests (to include cognitive and personality measures)
  - Expert knowledge of research methodology, psychometrics and statistical analysis of complex behavior using varied data sources and formats
  - Effective interviewing skills
  - Ability to conduct violence/self-harm risk assessment skills
  - High quality psychological report writing skills
  - Superior customer service skills, including the ability to effectively communicate with internal and external mission partners while remaining sensitive to organizational structure, policies and culture
  - Ability to travel to remote sites to provide services

### Desired

- At least one (1) year of experience with counter insider threat detection methodologies and collaboration with modelers / data scientists
- At least one (1) year of experience in conducting or reviewing forensic psychological

assessments

- At least one (1) year of experience providing psychological consultation within an intelligence community setting with a focus on psychological support to:
  - Personnel security adjudications, investigations and continuous evaluation; insider threat / threat management case referral and disposition
  - Counterintelligence inquiries, investigations and operations
  - Experience in assessment and selection for specialized personnel or high-risk assignments (e.g., working in a high-stress / high OPTEMPO environment, police, privileged user)