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7 January 1955

MEMORANDUM FOR: Colonel White

SUBJECT : Proposed Revision of Notice [REDACTED]
Career Development of Junior Personnel

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1. The subject Proposed Revised Notice has been submitted to you for authentication; principally, it contains those changes in the eligibility criteria for the JCD Program which were approved by the CIA Career Council on 30 September 1954.

2. However, in reading it over, Doug and I noticed what appears to us to be a procedural error in Section 4.c.(3), the last in the text. Herein is the statement:

"At the conclusion of the period of specialized development, the next assignment of the individual will be considered by the Committee for Career Development of Junior Personnel..."

Doug and I feel that in this form (which is the way it was originally written in May of 1954) it leaves the impression that the Committee, composed of Harry Reynolds, Matt Baird and the Head of the Career Service having cognizance over the trainee, will itself dictate the next assignment. As I understand it, this is strictly a function reserved to the Head of the Career Service affected, acting on his own or on the advice of his Board. Of course, in this case the Career Board Chairman would be sitting as a member of the Committee for Career Development of Junior Personnel, but I do not feel that he should be bound by the findings of this group, especially should there be a difference of opinion regarding the individual's future assignment.

3. Therefore, I would suggest your consideration of an alternative wording (Tab "A") which I think would cast the Committee in an advisory role. I took this up with Plans & Analysis Staff, Office of Personnel (Mr. [REDACTED]) and while he admitted the correctness of my contention, he said that his charter to revise this Notice extended only to those changes approved by the Career Council; that he preferred to leave this change to a Regulation (now working) which would cover the entire field of Career Development, both Senior and Junior. I think that this is a very narrow view, holding that even though a mistake has been detected, no change can be made since "the charter isn't broad enough."

4. Despite the fact that Mr. [REDACTED] said he did not think the change should be made without "full coordination," I would recommend that the change be made here as suggested in Tab "A".

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NOTICE

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- (2) The Assistant Director for Personnel and the Head of the Career Service concerned will be kept informed at all times, by the Director of Training, of the individual's development, progress, and planned assignments.
- (3) At the conclusion of the period of specialized development, the next assignment of the individual will be recommended by the Committee for Career Development of Junior Personnel to the Head of the Career Service whose Service Designation the individual holds. Participation in the program will represent no assurance to the individual of eventual advancement, or assignment to any particular position.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

L. K. WHITE
Deputy Director
(Administration)

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