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NPIC/D 130-70

7 MAY 1970

MEMORANDUM FOR: NPIC Personnel**SUBJECT : Career Development and the Photographic Interpretation Career Service**

1. The Executive Director and the NPIC Career Service Board have reviewed the organization, responsibilities and functions of the Photographic Interpretation Career Service Board, the two Competitive Evaluation Panels and the Training Selection Panel. The Executive Director has recommended and I have approved certain changes which are described below. These changes are incorporated in NPIC Instruction No. 20-4 of 4 May 1970.

2. The important changes which have been made are:

a. Establishment of Career Panels in IEG, PP&BS, PSG, and TSSG chaired by the Group or Staff Chief and including as members the Division or Deputy Division Chiefs of that organization. The Career Panels will review all career development and personnel actions--promotions, training, reassignments, etc.--concerning the CIA personnel of the respective Components. The Group or Staff Chief, with the advice of his Career Panel, is authorized to complete or review competitive Evaluation Ratings, select applicants, and approve promotions to grades GS-12 and below, and to review and recommend approval to the Head of the Career Service of other personnel actions. The Career Panels will report to the NPIC Career Service Board on all approved actions.

b. NPIC Competitive Evaluation Panels A and B have been eliminated and responsibility placed on respective supervisors to competitively evaluate their personnel in grades GS-09 through GS-14. The appropriate Career Panels will review and approve all ratings. Separate areas of competition have been established because of the different occupational groups and functional lines of work.

c. The NPIC Career Service Board, chaired by the Executive Director, will continue to be responsible for policies and programs relevant to career development and other personnel matters throughout the Center. Promotions and other recommended actions concerning CIA personnel in the grades of GS-12, GS-13, and GS-14 will be referred by the Career Panels to the NPIC Career Service Board for final review and recommendation to the Head of the Career Service.

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3. These changes are intended to focus the responsibility and the authority for management of career development closer to the points in the Center's organization where specific career development actions--promotions, training, awards, reassignments, etc.--can most knowledgeably be accomplished or initiated. In other words, career development is a function of effective management, and effective management is created through the actions of the Center's line supervisors--branch, division, and group chiefs.

4. The Career Service Board--chaired by the Executive Director and including the Group and Staff Chiefs as members--will provide the direction to ensure that compatible, equitable and productive career development procedures are used throughout the Center.

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ARTHUR C. LUNDAHL
Director

National Photographic Interpretation Center

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