

28 March 1985

MEMORANDUM FOR: Chief, Career Development Staff/DDS&T
FROM:
Career Counseling & Training Staff/OTS
SUBJECT: DS&T Recruitment Brochure Questionnaire
REFERENCE: Memo DDS&T-242-85 to D/OTS fm DDS&T dtd
19 Mar 85, Subj: DS&T Recruitment Brochure

Attached is a list of reponses which is keyed to the
attachment of the above referenced memo.



cc: Director of Technical Service

STAT

1. The OTS mission is to provide technical support to the collection of human intelligence and information collection in the field and participate in collection programs involving use of highly specialized equipment. This involves development and engineering both in OTS facilities and through outside contractors, intensive and extensive quality control and suitability testing and deployment to the field to monitor its use.

2. Engineering: Electronic, electrical, nuclear, mechanical engineering technology

Sciences: Chemistry, physics, psychology, forensics, photographic science, computer, packaging

Crafts, Trades: Plastics, leather, wood and machine shop, model making, ceramics, bookbinding, printing, engraving, industrial and commercial art, electronic technology, industrial technology, video and still photography

Liberal Arts, Others: Languages, document analyses, specialized military skills in ordnance and demolitions, international relations

3. All technology as it applies to support of the human collector: electronics, mechanics, photographic science, contract management, test procedures.

4. Applied technologies; practical, innovative solutions to problems; ability to devise relatively long term, complex D&E programs as well as respond in the quick reaction mode to ad hoc needs demanding short term solutions, i.e., make one of a kind, modify existing equipment to do something other than what designed for, etc.

5. Engineers, technicians, photographers, all craft and shop type jobs, printers, engravers, artists, psychologists; telephone, antenna, radio specialists; ordnance specialists; depending upon experience, outside competition, degree level, skill rarity, etc., grades are from entry level GS-7 through GS-13 and -14.

6. All new employees are in OJT status (open ended), are required to take entry level OTS and OT&E courses; as career progresses may take appropriate OT&E and other government training courses for career development; professional or technical courses, seminars or workshops are given as needed; further personal education is encouraged as job requirements permit; tuition support for job related courses is given.

7. All prospective OTS employees must accept the probability of travel as intrinsic to the job. Both domestic and foreign TDYs and foreign PCSs are highly probable in the course of a career. In some positions, the travel is frequent and many times ad hoc.

8. Careers are essentially technical with provisions for certain skill recognitions, i.e., GSE and GSP scales and GAD Wage Grade rates that are based on industry scales. Certain individuals at GS-13 or -14 journeyman level may progress further on technical rather than managerial tracks through the SSEP.

9. Yes. OTS's prime mission is support for the DDO; one group has extensive working relationships with DDI and other parts of the community; as directed, OTS maintains other working relationships in areas of common intelligence interests with DOD, DA, FBI, Secret Service, etc.

10. OTS is unique. Its people have to be flexible, inventive, inquisitive, be problem solvers, have a tinkerer's skill and interest, function not only as technical specialists but also have the talents and skills of case officers, able to work in hostile environments, be street smart and think on their feet. We offer positions that pique interest; the work is not boring.

12. Restrictions involve working in covert status for a career; occasional need for overtime and weekend work especially on TDY, some travel needs that may evoke hardship due to family separations; work in denied or hazardous areas on occasion.

13. Better: more variety from the very start -- one is not confined to the job one is hired for; encouragement to learn other skills and disciplines, travel to places no one else visits, job satisfaction, a lot of personal interaction; over the long haul, in spite of retirement changes, probably better job security.