



27 JAN 1984
ADDL CHRONO
30 JAN 84

MEMORANDUM FOR: Associate Deputy Director for Intelligence
(aka Recruitment Czar)

FROM: Douglas J. MacEachin, Director
Office of Current Production and Analytic
Support

SUBJECT: Recruitment

REFERENCES: A. 4 Jan. 84 CPAS memo on recruitment
B. 30 Sept. 83 CPAS memo: Recruiting
Cartographers

1. We expect to be able to fill all of our 1984 position allotments, and in fact have a good chance of recruiting more cartographers and designers than we have positions for them. In view of the expected recruiting shortfall in the Directorate as a whole, I propose that we be authorized to trade the six new cartography and design positions in our 1985 budget for six positions in the 1984 DI budget.

2. We need the cartographers and designers as soon as possible. Applicants who enter processing in the next two months probably will not come aboard until near the end of the fiscal year, and about one year of training usually is required before new personnel really reach acceptable efficiency. If we wait until FY-85 to recruit against the 1985 positions, most of the new people probably will not EOD until summer of 1985 (or later) and will not have a significant impact on production much before early 1986.

3. Reference A reported our estimated position or vacancies versus recruitment, and our progress along the recruitment plan outlined in Reference B.* We have since updated our estimate, as summarized below.

*The combination of the Kampiles Rule (Ops Center) and experience requirements (PDB, NID, etc.) means that most of our recruitment for positions other than cartographers and designers and some clerical and technical positions must be from internal sources.

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