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OCA 86-3410  
1 October 1986

MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Personnel Review Committee Team Member Meeting  
with [redacted] Director of African and  
Latin American Analysis [redacted]

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1. On 1 October 1986 Ms. Natalie Bocock, Senate Select Committee on Intelligence (SSCI) staffer on the SSCI personnel review team, was briefed by [redacted] Director of African and Latin American Analysis, from 1045 until 1130 in 3F45. Also attending the meeting were [redacted] Deputy Director for Personnel for Policy, Analysis and Evaluation; [redacted] Chief, DI Management, Planning and Services Staff, and [redacted] OCA/Senate Affairs. [redacted]

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2. [redacted] said that he looks at manpower in a two-tier track. Qualified people are needed to handle the general needs of an office dealing with the Third World which includes analysts to handle general basic requirements and analysts with specific talents in major areas that are considered to be hot spots for the upcoming years, such as South Africa, Panama and Chile. [redacted]

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3. [redacted] stated that a good basic intelligence officer can come from any track. He noted that an increasing number of intelligence officers are being processed through the career trainee program. Other groups consist of those who have academically studied the area, in addition to economists, etc.; and those who have lived in the area. [redacted]

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4. Spanish and Portuguese are the basic languages needed for South America. Portuguese, French and English are used in Africa. However, officers are encouraged to develop the minor languages. [redacted]

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5. DI/ALA has an annual career review and other "rump" career board sessions which look at training vis-a-vis the individual. The board looks at courses that treat everyone's needs; IA, secretarial; general analysis--military, economic; and supervisory. This includes basic management training; general analysis (military, economic courses); nuts and bolts courses (how to interview, write PARs); broadening courses

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(Mid Career) and ADP courses. In the last two years [redacted] [redacted] have been trained, which averages to more than two courses per person per year. [redacted]

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6. [redacted] explained the policy community rotations (roughly at the GS-13 level) to the DO, overseas, NIO, State Department, NSC, and colleges. [redacted]

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Rotations to the DO are for one year with an option for a second year. Some analysts are not on rotation but are spending part of their time on DO task forces [redacted]

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[redacted]. [redacted] said that task force manpower needs are taken into consideration during planning. He noted that he is willing to go overstrength on the [redacted] issue because he knows that analysts will have to go to the DO or the field. [redacted]

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7. Officers on rotation maintain the category ranking they had before they left ALA. ALA tries to ensure that an officer is not disadvantaged if doing a good job on a rotational assignment. It was noted that some do wish to return to their rotational jobs. [redacted]

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8. ALA has lost some analysts to academia when better paying jobs have been offered. ALA has a young workforce--a year ago 65 per cent of the analysts were still in their probationary period. Probably 80 per cent of the analysts were recruited just out of school. [redacted]

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9. Ms. Bocock mentioned the recent Helms amendment to the Intelligence Authorization bill regarding the time analysts spend in other activities. [redacted] said that current intelligence must be done, but the long-term work has the most emphasis and careers are affected by the quality of their in-depth work. Certainly time is spent in interagency meetings but this is good time because it builds a bond and helps ensure a high quality paper. Ms. Bocock read the provision regarding a paper on Mexico and [redacted] commented that Mr. Helms had been briefed on everything we know. We will have to find other information to fulfill his request. [redacted]

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