EXECUTIVE DIRECTOR, CAPABILITY MANAGEMENT & INNOVATION

OCCUPATIONAL SERIES: 0340
FIELD/HQ: HQ
PAY BAND: TSES
PILLAR: Enterprise Support

JOB OVERVIEW

Oversees all TSA operational capabilities throughout their lifecycle and establishes innovative security solutions by integrating materiel and non-materiel capabilities into the security architecture and leading innovation efforts with stakeholders.

JOB RESPONSIBILITIES

- Supports operational analyses of TSA capability performance by prioritizing capability needs and advocating for adequate resources for capabilities during the Planning, Programming, Budget, and Execution (PPBE) process.
- Directs the execution of capability analysis, requirements development, and capability sustainment.
- Leads innovation efforts and ensures linkage between innovation effort development, RCA Strategic Planning, and existing and future capability gaps.
- Integrates all capabilities to ensure a cohesive approach to materiel and non-materiel solutions that address capability gaps and/or create efficiencies.
- Supports the development of Research, Development, Test and Evaluation (RDT&E) requirements through effective collaboration with TSA stakeholders, DHS Science & Technology (S&T), and other agencies as appropriate.
- Manages teams of subject matter experts, analysts, operators, and engineers.
- Coordinates complex and multi-faceted security technology efforts among senior level public and private sector stakeholders and partners.
- Directs long-range and highly complex contract programs and project and program analyses that address complex issues for transportation security across various modes.

JOB SKILLS

- Collaborates and communicates with senior leaders, industry, academia, stakeholders, and the international transportation security community to develop technology requirements and capabilities.
- Ensures efficient delivery of a broad array of innovative products and services to customers.
- Evaluates and establishes business and operational requirements.

PROFESSIONAL TECHNICAL QUALIFICATIONS (PTQ)

The application process used to recruit for the position is RESUME-BASED. Each PTQ AND ECQ must be CLEARLY ADDRESSED in your resume.

- Experience leading a security services organization in the efficient delivery of a broad array of new innovative products and services to customers.

- Demonstrated experience in collaborating and communicating with senior leaders, industry, and stakeholders in the development of security technology requirements and capabilities.

- Identifying the organizational impact of matters related to new or modified emerging requirements, and infusing new technology to modernize programs and conducting pilot activities necessary to refine operational requirements and concepts of operations to deliver capabilities to end users.

- Evaluating and articulating business and operational requirements.

EXECUTIVE CORE QUALIFICATIONS(ECQ)

- **ECQ 1: Leading Change**. This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

- **ECQ 2: Leading People.** This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

- **ECQ 3: Results Driven**. This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

- **ECQ 4: Business Acumen**. This core qualification involves the ability to manage human, financial, and information resources strategically.

- **ECQ 5: Building Coalitions.** This core qualification involves the ability to build coalitions internally and with other Federal agencies, state and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.