

(U) DIA Rank-in-Person



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Components of RIP

- Career Fields & Specialties
- Talent Development
- Promotion Process
- Promotion Criteria
- Assignment Process
- Staffing
 - Internal
 - External

Basics

- **What is Rank-in-Person?** A system that:
 - Promotes personnel based on: attainment of prescribed experience, skills or competencies; and competitive selection to a new grade, **independent of a specific position**, to meet organizational requirements.
 - Emphasizes the development of employees over time, especially within the organization. (Note: CIA, NGA, NSA, ODNI, the US Foreign Service, & the US military all operate RIP systems)
- **Why?** DIA is implementing a Rank-in-Person system to:
 - Produce a more ***mobile, highly skilled workforce***.
 - Reward top talent with ***promotion*** opportunities based on available allocations, mission needs and demonstrated ability to perform at the next grade level.
 - Make it easier to ***shift employees internally to meet new mission requirements*** based on common competencies, experience, and training.
 - Build the next generation of ***highly qualified, corporate professionals and leaders*** from entry level through Senior Executive Service.
- **IOC** = 1 October 2015

*We are not implementing a “pure” Rank-in-Person system.
We are adopting key features of Rank-in-Person.*

Basics (cont.)

- There are 10 Career Fields and 50 Specialties. Promotions, assignments and career development will be oriented around these fields and specialties.
- Promotions occur once a year
 - September 2016: Promotion panels for promotion to GG-15 and DISES/DISL
 - Jan-Feb 2017: Panels for promotion to GG-14 and GG-13 (& below)
 - Jan-Mar 2018: Promotion panels will occur annually January thru March, by grade level
- Employees can opt-out of promotion consideration
- All employees, regardless of grade, will be rated against five promotion factors; employees being considered for promotion to GG-14 & 15 will be rated against an additional four factors
- The # of available promotions is based on the # of current and expected vacancies within the career field over the next 12 months
- Employees selected for promotion, who cannot advance in their current billet, must accept and report to an assignment at the appropriate grade-level to receive their promotion. *They are not required to accept the promotion if they do not find and accept a job they like at the higher grade level.*
- All employees have four ways to find a new assignment
- Each employee gets career advice at least once each year.
- Each employee will understand the expectations of a full-performance officer and any required certifications related to their career field.

Career Fields

- Analysis
- Counterintelligence
- Finance and Acquisition
- Human Intelligence
- Human Services
- Information Technology
- Mission Management
- Office Management and Infrastructure
- Science and Technology
- Security

- *10 Career Fields (CF) and 50 Career Specialties (CS)*
- *All billets and employees align to a CF and a CS*
- *Career Field Managers (CFMs) and Career Development Officers (CDOs) will create standards to develop officers within the field, as well as for hiring and promotion*

Concerns/issues to date

- Organizations reluctant to hire entry level
- Misperception that DIA will no longer hire ex-military
- Organizations need to commit to training new hires and growing talent, rather than hire those already trained (military and contractors)
- Perception that transition to RiP is “lots of pain for little return”
- Employees do not want to movethey want to be promoted and stay in place.
- Strong feelings (usually negative) about appraisals, assignment process, perception of “forced moves”
- Perceptions that DIA will not grow specialists under RiP
- Perceptions that RiP is really an attempt to force people to leave
- Employees (and supervisors) are just “waiting this out” so they can go back to the old system. “This is DCIPS paybanding all over again.”
- Perceptions that no one will get promoted

Lessons Learned

- Consistent, simple communication is critical
- Variety of comms methods is best
- Listen to employees concerns don't judge or dismiss
- Acknowledge that some aspects/processes are still under development don't "blow smoke" or try to pacify with half-truths
- Be prepared to adjust course as necessary

Questions?