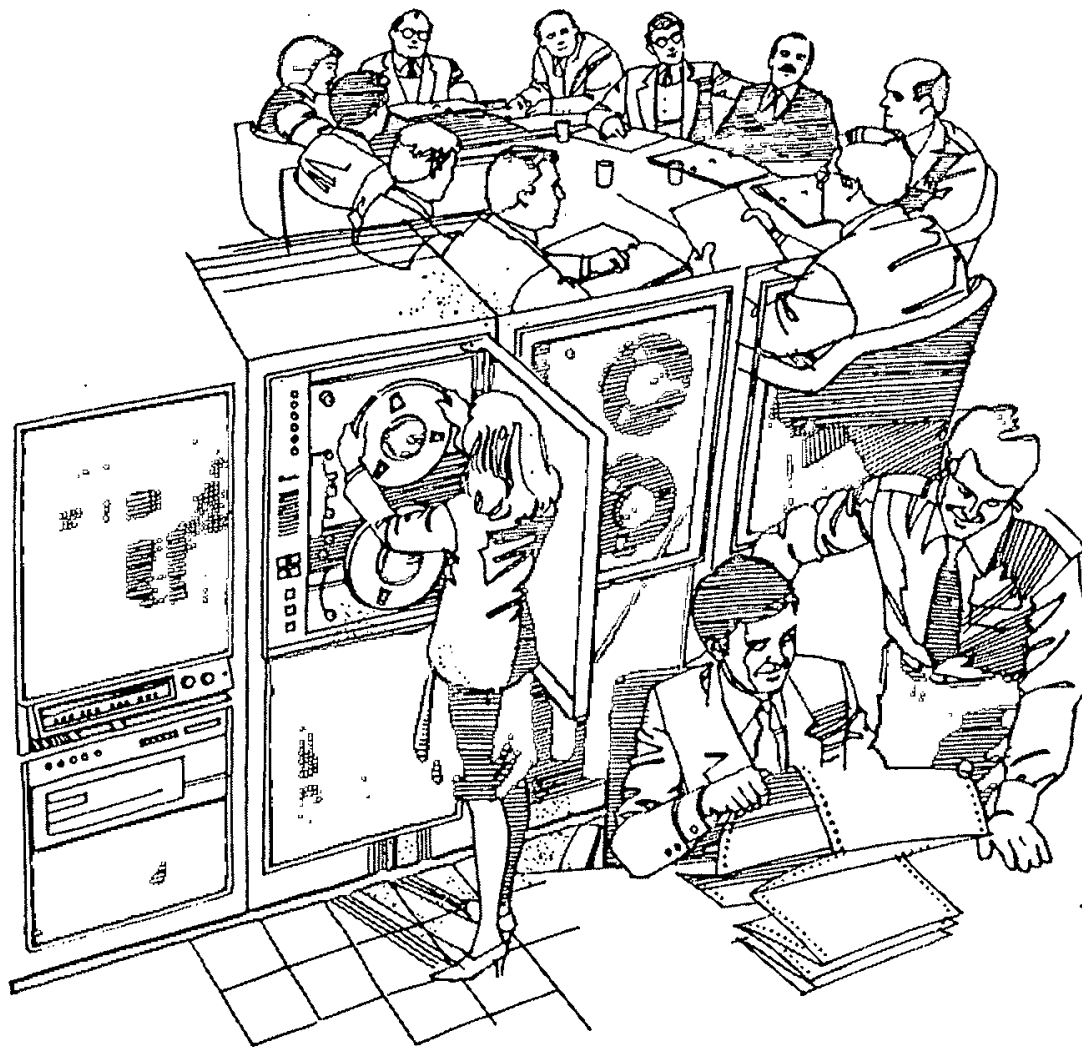


for the 1990's



DIA's Commitment to the Future

The Personnel System

An effective and efficient personnel management system is vital to the accomplishment of an Agency's mission. Therefore, it is essential that policies and programs are identified and established that challenge employees to strive in their work, benefit them, and meet DIA's mission.

Civilian Career Development

In the early 1980's, DIA realized that a strong civilian career development program was needed. The increasing real time intelligence environment and emerging new technologies were placing different demands on DIA's personnel system to meet the mission of the Agency. DIA's senior management, with RHR, proceeded with two courses of action to enhance the career development program: Career Ladders and Performance Appraisal systems.

Career Ladders

A reflection of DIA's commitment to develop an enhanced personnel management and professional development program for all personnel, the career ladders are a road map for employees to follow as they pursue their career goals.

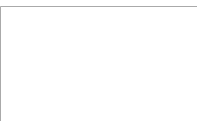
Each ladder includes the progressive knowledges and skills needed for advancement in a particular occupation, appropriate training, and developmental activities. Promotions will be based upon meeting knowledges in the career ladder as determined by management.

Each career ladder has a Subject Matter Expert (SME) who is responsible for technical advice to supervisors on the assessment of knowledges and skills. The SME is also the technical expert on what is required for advancement in a given career ladder.

The career ladders and Subject Matter Expert for each include:

Intelligence:

- VP-1 Estimates
- VP-2 Scientific/Technical
- VP-3 Logistics
- VP-4 Resources:
- VP-4A Military/Geography
- VP-4B Energy
- VP-4C Material/Trade
- VP-4D Economics

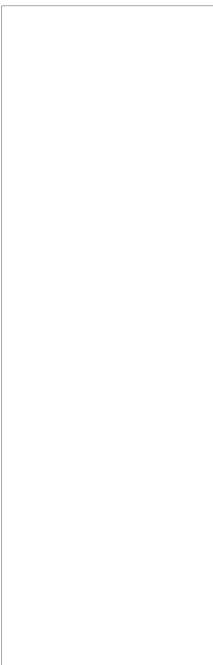


Intelligence: (Continued)

- VP-5 Imagery
- VP-6 Political/Military (includes biographies)
- VP-7 Military Capabilities:
- VP-7A Ground
- VP-7B Aerospace
- VP-7C Naval
- VP-7D Third World
- VP-8 Counterterrorism
- JS-1 Indications and Warning
- JS-2 Current:
- JS-2A Regional
- JS-2B Functional
- DI Intelligence Advisor
- DG GDIP Functional
- OS Counterintelligence
- VO-1 Intelligence Planner
- VO-2 Collection

Intelligence Support:

- Human Resources Manager
- Intelligence Processing/Dissemination Technician
- Computer Operator
- Computer Programmer
- Computer and Office Systems Analyst
- Computer Specialist
- Photographic Technician
- Imagery Services Specialist
- Contract Specialist
- Supply Specialist
- Data Base Manager
- Financial Resource Manager
- DoDIIS Manager
- Information Services Specialist
- Document Service Specialist
- Visual Information Specialist (Presentations)
- Administrative/Staff Officer
- Visual Information Specialist (Printed Materials)
- General Lithographer
- Photographic Technologist



Performance Appraisal

To complement the career ladders system (which deals with future potential and development) and to better evaluate current job performance, a new appraisal system based on performance areas and competencies has been derived by input from a cross section of the DIA

workforce. This will be the vehicle to reward employees for performance and, also, sometime next year, the performance appraisal will become the justification for award or denial of an employee's Within Grade Increase (WGI).

The performance appraisals, in order of their development are:

1. Professional Intelligence Personnel (Implemented)
2. Clerical/Administrative Personnel (Implemented)
3. Intelligence Support Professionals (Implemented)
4. Managers/Supervisors (to be implemented October 1986)
5. Technicians/Wage System Personnel (to be implemented January 1987)

Personnel Legislation

In addition to these programs, legislation was proposed to Congress that would provide DIA comparable classification authority to that of CIA and NSA.

Congress recognizing DIA's need passed legislation in 1984 that provides DIA much greater flexibility on personnel matters and compensation, and enhances the management of civilian personnel. In January 1986, the Director was delegated authority by the Deputy Secretary of Defense to proceed with DIA's personnel legislation implementation plan. Some of the planned changes are:

- simplified position descriptions;
- advanced hiring rates for certain types of positions;
- broader management control over promotions in career ladders up to expert level with RHR oversight;
- establish new DIA titles for similar kinds of work in conjunction with the career ladders;
- increased opportunity for promotion based on what a person brings to the job (rank-in-person);
- one grade progression for all professionals hired beginning in FY 87;
- performance appraisals will be used as the basis for with in grade increases.
- DIA has the authority to terminate employees for national security purposes when no other laws can be used.

Complementing these authorities are the new career ladder and performance appraisal systems.

Civilian Table of Organization (CTO) — approved by the Senior Review Board, is an average grade position management control system. The CTO reflects an approach similar to that used by CIA and NSA but designed to accommodate DIA's unique military/civilian workforce mix and smaller size. Essentially, the CTO will reflect an employee's present grade and target grade, which represents the expert level in their respective career ladder and full performance level in other positions. It will replace the current system of position-by-position, grade-by-grade classification in RHR.

Advanced Hiring Rate — This program will enable DIA to attract and retain critically skilled people in key occupations. The program establishes more flexible criteria for setting a new DIA employee's pay.

Simplified Position Descriptions — Position descriptions will be shortened and rewritten to reflect the knowledges and skills identified in the respective career ladders. Everyone at the same level (e.g. expert, mid level, etc.) in a career ladder will have the same description. Also, the new position descriptions can be supplemented with specific duties as needed by an organization. New titling of positions will provide greater operational security and be more reflective of titles elsewhere in the intelligence community.

Rank-in-Person — Standards will be developed that will determine if the qualifications that an individual brings to a position and their performance can warrant a promotion above the full performance level (e.g. expert). This is in addition to the present system of promoting an employee when their performance has a significant impact on the scope and complexity of the duties of their position (i.e. impact of person-on-the-job). The evaluation of the criteria in the standards will be done by a review committee of key managers. All employees will be potentially capable of being promoted beyond the expert level on this basis.

Key Players

Supervisors — The major responsibility for implementing these authorities rests with the first-level supervisors and higher managers. Working as partners with RHR, they will identify, select, and develop employees commensurate with their abilities, qualifications, and

CIA-RDP90-00530R000701730002-7 ive approach will enable DIA to develop responsive and progressive management and a motivated workforce. Other responsibilities include conveying new programs to employees, having their employees on the correct position descriptions, advancing employees along career paths, and rating performance.

Employees — Employees should know their respective SME and career ladder, their performance appraisal requirements and then personally evaluate where they are in their career and what type of goals they wish to set. The new career ladder and performance appraisal systems were created by and for DIA employees and reflect DIA's commitment to enhance the professional development of all personnel. This will enable DIA employees to broaden their horizons, pursue their goals, keep them abreast of new technologies and issues, and ensure that their careers are on track. Also, DIA employees can gain familiarity with programs by reading key directives, DIA Bulletin articles and informational materials, and attending scheduled briefings.

A Personnel System for the 1990's

In the dynamic and unstable world in which we live, DIA is developing a career development program that will achieve greater flexibility in the assignment of human resources, selection of the most qualified and experienced person for each key position, and will be a model for other parts of DoD and the Federal Establishment. In short, DIA will have a personnel program that will enhance workforce development, permit more management control and flexibility to meet the dynamic requirements of the intelligence mission of the future.

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DRS-2600-926-87



Defense Intelligence Agency

Organization, Mission, and Key Personnel

NOVEMBER 1987

I-2

PREFACE

The DIA Organization, Mission and Key Personnel booklet is published to familiarize Agency personnel, intelligence users, and personnel of other intelligence and DoD activities with the Defense Intelligence Agency.

The booklet provides a handy, unclassified reference to the DIA organizational structure and assignment of key personnel. It also provides a summary of the mission and functions or products/services of the Agency's organizational components.

The mission, functions, services, and products are dynamic; therefore, changes are incorporated into the booklet at approximately 6-month intervals. Any comments, changes, or suggested improvements should be directed to DIA/RHR-1, 373-2652.

LEONARD H. PERROOTS
Lieutenant General, USAF
Director

**Prepared by
The Directorate for Human Resources**

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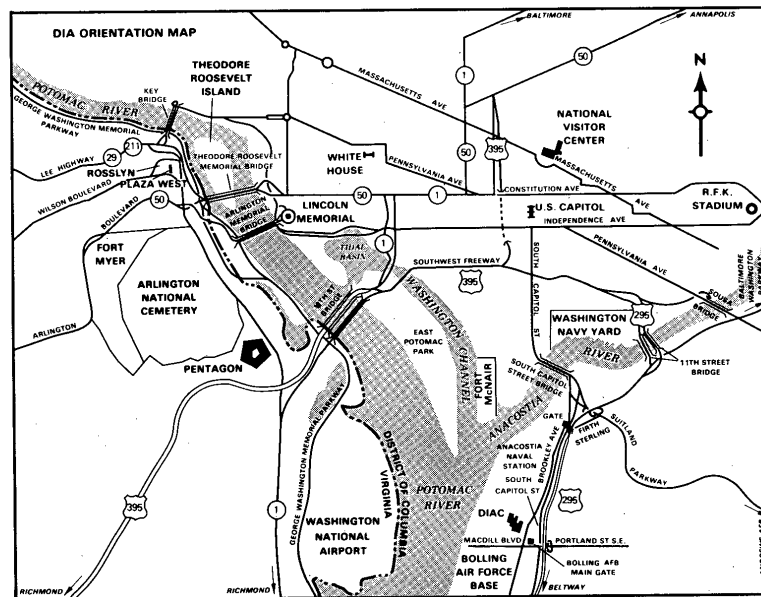
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BUILDING ABBREVIATIONS

- 3E258 — An office located in the Pentagon
- MB920
- DIAC — Defense Intelligence Analysis Center, Bolling AFB
- PW — Plaza West
- WNY — Washington Navy Yard

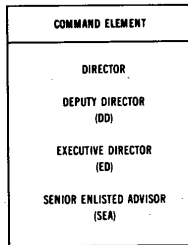


DEFENSE INTELLIGENCE AGENCY

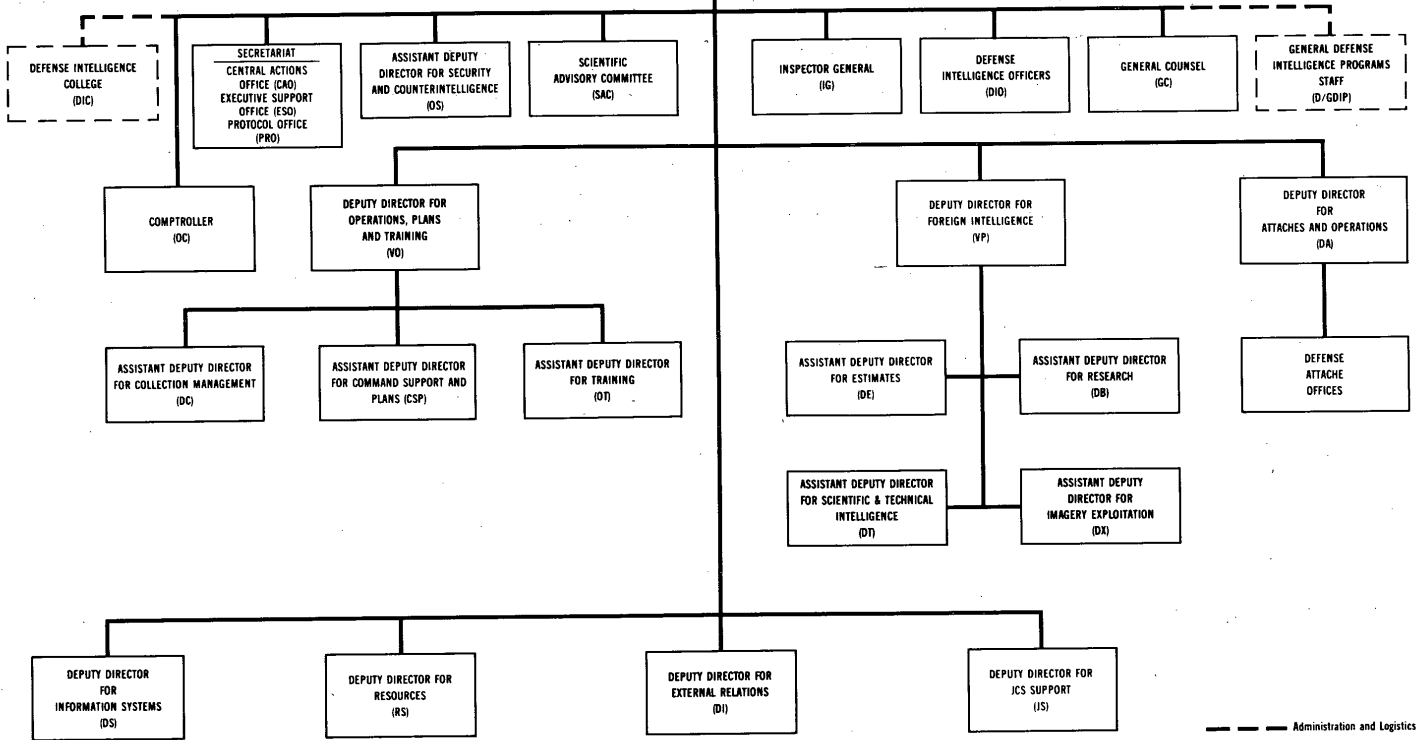
Mission

- Satisfy the foreign military and military-related intelligence requirements of the Secretary of Defense, the Joint Chiefs of Staff, the U&S Commands, other Defense components, and, as appropriate, non-Defense agencies. This is done through internal production or through tasking other Defense components and coordination with other intelligence agencies.
- Provide military intelligence for national foreign intelligence and counterintelligence products.
- Coordinate all Department of Defense intelligence collection requirements for departmental needs.
- Manage and operate the Defense Attache System.
- Provide foreign intelligence and counterintelligence staff support to the Joint Chiefs of Staff.

DEFENSE INTELLIGENCE AGENCY



APPROVED
Leonard H. Perroots
Leonard H. Perroots
Lieutenant General, USAF
Director



--- Administration and Logistics

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DEPUTY DIRECTOR (DD)

Mission

To serve as Principal Assistant to the Director in all aspects of Agency programs.

Functions

- Principal Assistant to the Director.
- Exercise supervision of all Agency programs.
- Coordinate efforts of major directorates.
- Promulgate guidance and decisions from the Director.
- Represent Director during his absence.

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EXECUTIVE DIRECTOR (ED)

Mission

To serve as the Principal Coordinating Staff Assistant to the Director and Deputy Director in all aspects of Agency operations.

Functions

- Principal staff assistant to Director and Deputy Director, exercising day-to-day management of internal Agency operations and activities.
- Identify, task, review and implement short-, mid-, and long-range plans involving full range of Agency activities.
- Coordinate the efforts of major staff elements, ensuring the most effective and efficient organizational alignment possible to meet operational requirements.
- Provide oversight for the acquisition, management and direction of all resources allocated to the Agency.
- Review all staff actions requiring Command Element approval.
- Act as the Agency's designated Senior Official for Information Security.
- Exercise direct supervision of the functions and activities of the Directorate for Security and Counterintelligence.
- Establish, implement and review policies, plans and procedures governing conduct of Agency operations.
- Coordinate and resolve management and operational issues which cut across organizational lines both internally and externally.
- Supervise and coordinate the activities of the Secretariat.

SECRETARIAT

Mission

To assist the Command Element in all aspects of its functions and provide administrative and support services.

Functions

- Central Actions Office (CAO): Receive, assign action responsibility, establish suspense control and monitor all action requests, formal and informal, levied upon and within the DIA.
- Protocol Office (PRO): Provide expert advice on all matters pertaining to proper ceremonial forms, courtesies, and etiquette rendered to senior visitors to DIA.
- Executive Support Office (ESO): Provide administrative support to the Command Element in the areas of correspondence management, security, personnel, budget, records management and logistics.

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GENERAL DEFENSE INTELLIGENCE PROGRAM STAFF (D/GDIP)

Mission

To act independent of DIA for all functions and actions relative to the development and resource management of General Defense Intelligence Program and to provide staff support to the Director, DIA, in his role as Program Manager.

Products and Services Provided

- Develops, publishes and distributes the Program Manager's Guidance Memorandum (PMGM) and all general Defense intelligence policy and instructions for GDIP planning, programming, and budgeting.
- Reviews and evaluates Military Service, U&S Command, and Agency general intelligence programs to ensure adherence to policy and program guidance and achievement of substantive goals and objectives within fiscal guidelines; develops program alternatives, as appropriate.
- Develops and presents the Program Manager's priorities and recommended programs for the GDIP.
- Prepares and presents, with Military Service and Agency assistance, the GDIP budget submission.
- Directs preparation of GDIP Congressional Budget Justification Books.
- Prepares GDIP Congressional Testimony.
- Tasks GDIP organizations as required to meet program management responsibilities and respond to Congress.
- Identifies and studies resource issues within the GDIP; forms working groups, task forces, and ad hoc committees on program and management issues and problems.
- Tasks DIA, the Military Services, and other DoD intelligence activities for support for GDIP planning, programming and budgeting actions.
- Serves as management office for all GDIP matters. Maintains liaison with offices within OSD, OMB, IC Staff, Military Services, Defense agencies, Congressional oversight and appropriate committees, and other activities, as appropriate.
- Coordinates and approves policy, plans, procedures, instructions and tasking imposed on GDIP activities and all TDY and data calls pertaining to GDIP planning and programming matters.
- Tasks DIA functional managers for support, evaluations, and advice, including the effect of collection programs, both NFIP and non-NFIP, on the substance of intelligence; compliance of proposed programs and budgets with intelligence guidance, plans and requirements; relationships between the GDIP and other intelligence activities; and evaluation of intelligence capabilities and status.

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INSPECTOR GENERAL (IG)

Mission

To inquire into and report upon matters which pertain to the performance of the mission and the state of discipline, economy and efficiency of the Defense Intelligence Agency, and to perform such other duties as may be prescribed by the Director.

Products and Services Provided

- Develops policy and procedures for inspections, investigations, inquiries, requests for assistance, and complaints; monitors the DIA Self-Inspection System.
- Inspects all elements of DIA for compliance with Executive Order (EO) 12333, United States Intelligence Activities; EO 12065, National Security Information; Privacy Act of 1974; and Freedom of Information Act.
- Inspects all elements of DIA to promote economy, efficiency, and effectiveness and to detect and prevent fraud, waste, and abuse.
- Conducts criminal investigations into known or suspected fraud occurring within the DIA that are not investigated by the Defense Criminal Investigative Service (DCIS).
- Conducts general inspections to assess mission performance of Defense Attache Offices and Liaison Detachments and special inspections, investigations, inquiries as to the operational and administrative effectiveness of all elements of DIA.
- Provides periodic and special reports to the Intelligence Oversight Board under the provisions of EO 12334, President's Intelligence Oversight Board; and to the Congress under the provisions of PL 95-452, The Inspector General Act of 1978.
- Manages and operates the DIA complaint program, excluding Civil Service grievances and discrimination in equal employment opportunity (EEO) complaints, and receives and processes requests for assistance.
- Serves as focal point for DoD Hotline Referrals applicable to DIA.
- Serves as primary focal point/interface with other Inspectors General and comparable inspection/investigative entities in DoD, JCS, the Services, Department of State, CIA, and other governmental organizations.

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DEFENSE INTELLIGENCE OFFICERS (DIO)

Mission

Serve as the principal substantive intelligence advisors to the Director and Deputy Director within their appointed geographical and functional areas of responsibility. Represent the Director and Deputy Director with senior intelligence consumers within the Department of Defense, in other elements of the Intelligence Community, and in other Executive Departments and Agencies, International Organizations, and foreign governments.

Products and Services Provided

- Serve as senior advisors to the Director and Deputy Director and prepare specialized intelligence reports on issues that cut across the assigned responsibilities of more than one element of the DIA.
- Support key senior intelligence users in OSD and the JCS to assure that the DIA and the Intelligence Community are responsive to their intelligence requirements.
- Interface with National Intelligence Officers (NIOs) on substantive matters of interest to the Department of Defense to ensure effective Defense representation in national intelligence efforts.
- Serve as personal agents of the Director and Deputy Director with the NSC, U&S Commands, and the military services in meeting their intelligence requirements.
- Represent the Director and Deputy Director in negotiations and exchanges of intelligence with allies and international organizations.
- Review Defense Intelligence products to ensure quality, timeliness, and relevance to the needs of the various consumers.

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GENERAL COUNSEL (GC)

Mission

To provide sound and timely legal advice to the Director with regard to those matters which affect the Agency's ability to accomplish its mission.

Products and Services Provided

- Serves as legal advisor for the Defense Intelligence Agency reporting directly to the Director.
- Provides legal advice and counsel on substantive and procedural questions relating to the functioning of DIA and in connection with the Agency's relationship with other government agencies and private organizations.
- Develops and reviews the Agency's position on legislation affecting it, including those items dealing with budget and fiscal matters.
- Represents the Agency on legal and public policy matters; serves as legal liaison officer to the other departments and agencies.
- Serves as the Designated Agency Ethics Official.
- Interprets laws, executive orders and Defense Department Directives.
- Advises the Director with respect to requirements to be met in areas allowing for administrative discretion.
- Monitors the Agency's responsiveness under the Freedom of Information and Privacy Acts.
- Coordinates the Agency's defense with the Justice Department in all law suits.
- Performs the oversight functions assigned in Executive Orders and implementing Agency regulations.
- Coordinates and approves proposed acquisition efforts. Member, Contract Review Board.

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DIRECTORATE FOR SECURITY AND COUNTERINTELLIGENCE (OS)

Mission

Produce counterintelligence (CI) analysis, staff support and liaison for OSD, OJCS, selected agencies, and the Defense Attache System. Develop and administer the Agency's physical, TEMPEST, information, document, and personnel security programs; manage DoD sensitive compartmented information (SCI) programs; administers security oversight of DIA special access programs; and serve as principal DoD advisor on TEMPEST matters.

Products and Services Provided

- Provides CI staff support to the OSD, OJCS, and the U&S Commands. Represents CJCS on national level CI working groups. Acts as the CI Staff for OJCS. Manages the DoD CI production program.
 - Develops and provides CI policy guidance for the U&S Commands and DIA.
 - Produces Joint and Defense-level multidiscipline CI analyses of foreign intelligence threat; maintains a DoD CI data base and publishes a CI production registry.
 - Provides defensive security, CI and AT training support for the Defense Attache System; makes periodic security assistance visits to DAO's worldwide. Manages the DoD Light Armored Vehicle program.
 - Conducts civilian pre-employment and military entering-on-duty security interviews; conducts security inspections and surveys of DIA elements; administers the DIA security violation and self-inspection programs; investigates unauthorized disclosures of classified information and allegations concerning DIA personnel; coordinates damage assessments within DIA;
- conducts investigative liaison with federal and local law enforcement agencies and conducts other investigative inquiries as directed by the Command Element.
 - Manages the DIA polygraph program.
 - Manages the DIA TEMPEST program. Assists in developing Intelligence Community and DoD SCI security policy; accredits all DoD (worldwide) SCI facilities (less NSA); inspects and monitors TEMPEST and physical security of all DIA facilities; provides guard and locksmith service for DIA activities.
 - Provides SCI-billet management, indoctrinates and debriefs all personnel in OSD, OJCS, and the Defense agencies (less NSA) having SCI access; and approves the use of SCI in tactical training exercises.
 - Develops and manages the internal DIA Information Security Program, provides collateral security policy guidance and establishes security policies for Special Access Programs. Manages security reviews of classified information intended for public release.

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DEFENSE INTELLIGENCE COLLEGE (DIC)

Mission

Provide joint and strategic level intelligence education and training for selected DoD military and civilian personnel in preparation for the performance of joint command, staff, and policymaking positions in the DoD, national, and international intelligence structures.

Products and Services Provided

- Develops and conducts courses of instruction related to intelligence functions in order to enhance the preparation of selected military officer and key DoD civilian personnel for joint command, staff, and policymaking positions in the national and international security structures.
- Prepares military and DoD civilian personnel for duty in the Defense Attache System.
- Provides training on intelligence information systems.
- Assists the broad career development of military and DoD civilian personnel assigned to joint intelligence functions.
- Maintains academic accreditation and awards Master of Science in Strategic Intelligence (MSSI) degrees.
- Ensures the effective academic operation of the College by direct negotiation and liaison with the Military Departments, other Government agencies, and individuals, as necessary.
- Performs research and conducts conferences on academic and intelligence matters, and prepares special studies, briefings, and reports as required. Publishes the Bibliography of Intelligence Literature. Operates the Defense Academic Research Support Program (DARSP) and serves as proponent for the Defense Advanced Language and Area Study Program (DALASP).
- Trains officers of selected foreign countries in U.S. intelligence methods.

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COMPTROLLER (OC)

Mission

Provide the focal point [to include interface with program managers for GDIP, FCIP, ASD(C³I), ASD(C), ASD(FM&P), the ICS, and OMB] on all facets of the Planning, Programming and Budgeting System (PPBS) cycle relative to DIA. Provide financial and force-management services for the Agency. Exercise overall staff responsibility for the management of approved resources, management analysis, and cost analysis functions of the Agency. Provide basic management services for the Agency. Acts as Agency competition advocate.

Products and Services Provided

- Reviews and objectively analyzes DIA programs to assure the optimal means of achieving the approved goals and objectives of DIA are included.
- Prepares, and recommends to the Director, DIA, the Program Objective Memorandum (POM) for organic DIA NFIP and non-NFIP requirements. Prepares Agency reclaims to DCI and Secretary of Defense program decisions, as required, and incorporates final decisions in the Five Year Defense Program (FYDP) update and budget development.
- Prepares and submits the DIA program and budget.
- Prepares and recommends to the Director the organic DIA budget estimates. Prepares and promulgates guidance and budget call memoranda. Presents and defends the budget to the DCI, OSD, OMB and Congressional Committees and prepares reclaims as necessary.
- Manages and monitors the execution of the Agency financial plan.
- Prepares and recommends to the Director, Agency force management strategies focused on developing and maintaining an integrated workforce structure responsive to DIA and Community goals and objectives.
- Conducts manpower and management assistance studies within the DIA and ensures the implementation of sound management principles.
- Serves as focal point for matters relating to Defense audits of the application of DIA resources, to include follow-up monitoring.
- Provides management services, to include the Contract Requirements Review and the Commercial Activities (CA) Program.
- Provides staff support in the areas of Information Resources Management and the Agency's Internal Management Control Program pursuant to the Federal Managers' Financial Integrity Act.
- Establishes Agency financial policy and provides for accounting of Agency resources.
- Acts as Agency competition advocate pursuant to the Competition in Contracting Act.
- Serves as the Agency's focal point for debt collection and the credit card program.

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DIRECTORATE FOR OPERATIONS, PLANS, AND TRAINING (VO)

Mission

Act as the prime DIA point of contact for intelligence support to the Unified and Specified Commands, Component Commands, and NATO/SHAPE.

Direct the management of multidiscipline collection requirements in support of the Secretary of Defense, the Joint Chiefs of Staff, Unified and Specified Commands, the Military Services, and other Defense and non-Defense Agencies.

Ensure development and operation of an integrated and survivable all-source collection requirements management system within the DoD for peace, crisis management, and wartime support.

Ensure development of coordinated Defense intelligence planning and support during peace, crisis, and war.

Direct and review activities of DIA functional managers for collection, requirements, imagery intelligence, and training.

Direct and supervise development of the policy, plans, and programmatic basis for Defense intelligence activities, to include Tactical Intelligence and Related Activities (TIARA).

Ensure development of a coordinated DoD program to satisfy the intelligence training requirement for both civilian and military personnel of DIA, the Military Services, and OSD.

Direct and supervise the development of intelligence on U.S. PW/MIA personnel and maintenance of an appropriate data base.

Direct and supervise the establishment of a communication architecture to support Defense intelligence.

Products and Services Provided

(Products, services, and expanded mission statements for subordinate Directorates are listed separately under each.)

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DIRECTORATE FOR COLLECTION MANAGEMENT (DC)

Mission

Ensure the effective application and acquisition of selected multidiscipline collection resources to meet current and projected DoD intelligence requirements.

Products and Services Provided

- Validates, prioritizes, and registers all DoD intelligence collection requirements levied on national collection systems.
- Supports and interacts with Military Services, U&S Commands and other DoD components insuring that all needs for support from national collection resources are met.
- Operates the Collection Coordination Facility (CCF) for the interactive tasking of collection systems and operations.
- Serves as the Defense intelligence focal point for articulation of future requirements for intelligence collection throughout the DoD.
- Develops and collaborates in the development and review of plans and programs for national and DoD intelligence collection activities.
- Ensures proper interface between Defense intelligence, other national, and theater level collection systems to provide for an effective and responsive requirements and collection operations management system.
- Represents the DIA on selected national and DoD intelligence committees and subcommittees which oversee and manage collection assets.
- Provides policy and procedural guidance for certain sensitive security systems which protect collection sources, methods, and products.
- Provides for DIA component in the Defense Special Missile and Astronautics Center (DEFSMAC).
- Exercises responsibility for imagery collection, dissemination, processing, and data base management within and for the DIA; leads the DoD Intelligence Community in all imagery matters.

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DIRECTORATE FOR TRAINING (OT)

Mission

Direct and manage DIA's internal training programs; develop plans and policies which support Agency training and career development requirements; and execute DoD-wide responsibilities for the general Intelligence Career Development Program (ICDP) and the General Intelligence Training System (GITS). Exercise overall staff supervision and responsibility for all aspects of the DIA training program, the DoD General Intelligence Career Development Program and the DoD GITS. Plan develop, administer, and evaluate Agency training programs. Establish policy and procedures for the training of DIA military and civilian personnel. Serve as the DIA Functional Manager for all training activities.

Products and Services Provided

- Plans, programs, budgets and executes centrally managed training programs for assigned Agency personnel.
- Provides guidance and reviews DIA and military Service intelligence programs to ensure training requirements have been identified and programmed.
- Develops, coordinates, and implements DoD policies, program guidance, technical advice and procedures for the management and execution of the general Intelligence Career Development Program and the General Intelligence Training System.
- Chairs the General Intelligence Training Council.
- Manages the Defense Advanced Language and Areas Studies Program.
- Manages the Professional Development Program.
- Manages the General Intelligence Training System.
- Serves as the Executive Secretary of the DIA Career Programs Selection Board.
- Provides representation for the Defense Foreign Language Program and General Officer Steering Committee.
- Manages and operates the Defense Intelligence Special Career Automated System.
- On behalf of the Secretary of Defense, provides a biennial evaluation of DoD general intelligence career programs.
- Administers DIA and U&S Command participation in the DCI's Exceptional Analyst Program.

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DIRECTORATE FOR COMMAND SUPPORT AND PLANS (CSP)

Products and Services Provided

- Provides on-scene representation for Agency Director to ensure U&S Commands' national intelligence support needs are met.
- Manages DIA key relationships and ensures effective and responsive intelligence support to key users of Defense intelligence in the U&S Commands.
- Manages and coordinates DIA exercise support, TENCAP, and BICES activities. Fields and mans the NMIST system to ensure effective and responsive intelligence support to crisis-deployed Joint Task Forces of U&S Commands.
- Develops mid-and long-range plans to ensure intelligence support for DoD decision makers, U&S Commands and Components. Develops programmatic basis for all DoD intelligence activities. Provide intelligence planning and programming support as required to Director, DIA, and the Chairman, JCS.
- Acts for DR as the primary focal point for continuity of Defense intelligence matters for the National Military Command System and the National Command Authority. Plans, design, and develops a logistical support system for a surviving and enduring defense intelligence capability.

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COMMAND REPRESENTATIVES (VO-CR)

Mission

Provide on-scene representation for the Director, DIA, to the U&S Commands and NATO/SHAPE Headquarters, and facilitates the flow and interchange of intelligence information between DIA and each J-2/Intelligence Chief.

Products and Services Provided

- Serves as the principal advisor to the J-2/Intelligence Chief at each of the U&S Commands and NATO/SHAPE Headquarters for all matters related to Defense intelligence.
- Provides DIA the focal point for the coordination and monitoring of all intelligence-related activities which pertain to joint intelligence support to tactical commanders.
- Provides substantive support and advice to DIA functional managers in response to evolving intelligence requirements at

NATO/SHAPE Headquarters and the U&S Commands.

- Participates in the development and maintenance of policies, objectives, plans, and resources for management of DoD intelligence activities in support of respective U&S Commands and NATO/SHAPE Headquarters to ensure maximum efficiency of effort, cooperation, and mutual support.
- Provides DIA expertise, when requested by the respective J-2s; to Command visitors, including senior US military and civilian officials, foreign dignitaries, and members of Congress and their staffs.

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INTELLIGENCE COMMUNICATIONS ARCHITECTURE PROJECT OFFICE (VO-I)

Mission

To develop a worldwide intelligence communications architecture (INCA) to improve the dissemination of national and tactical intelligence to operational commanders in peace, crisis, and war.

Products and Services Provided

- Develops an intelligence communications architecture; monitor related DoD communications architectural efforts.
- Evaluates intelligence communications program proposals and initiatives to ensure compliance with approved Intelligence and Communications Architectures.
- Examines intelligence communications deficiencies and shortfalls to provide a sound basis for a comprehensive upgrade of intelligence communications support programs, systems, and procedures.
- Examines the advantages and disadvantages of providing intelligence support communications organic to the intelligence infrastructure.
- Represents the Director, DIA, in policy discussions related to intelligence communications requirements and architecture.
- Develops technical proposals for contractual assistance and manage the contractual activities.
- Develops input to Defense Guidance which provides guidance to DoD activities on intelligence communications.
- Develops the INCA program and conduct liaison with program managers, review authorities, congressional oversight committees, intelligence community, and defense participants.
- Recommends improvements in intelligence communications interoperability within the Intelligence Community and in support of operational commanders.
- Reviews intelligence plans, programs, and budgets relating to DoD intelligence communications requirements.
- Conducts exercises and field tests to evaluate new systems, concepts, and doctrinal alternatives.

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DIRECTORATE FOR FOREIGN INTELLIGENCE (VP)

Mission

Support DoD and national-level planners, decisionmakers and operational elements by producing on a worldwide basis all-source, finished basic military intelligence, scientific and technical intelligence and all DoD intelligence estimates and DoD contributions to National Estimates. Establish policy for and manage DoD worldwide general, and scientific and technical intelligence production. Direct the production of DIA contributions to national military intelligence in coordination with other DIA and external organizations, as appropriate. Direct the development and ensure the maintenance of military intelligence data bases.

Products and Services Provided

Products, services, and expanded mission statements for major Directorates are listed separately under each.

VP Staff Operations (VP-S)

Supports the Deputy Director for Foreign Intelligence (VP) and subordinate directorates in determining roles, organizational structures, personnel resources, providing fiscal management support and automated analytical support. Recommends planning concepts, policies and alternatives in the foregoing areas to sustain or improve current and future VP production. Measures VP mission accomplishment and expenditure efforts. Coordinates to ensure unity of effort concerning VP collection requirements.

VP International Applications Office (VP-I)

Analyzes and Assesses Soviet strategic cover, concealment and deception (Maskirovka) and related indirect conflict activities aimed at attaining Soviet strategic political-military objectives. Participates in interagency studies on this subject area. Focal point for developing intelligence support of tactical deception.

VP Threat Assessment Office (VP-TAO)

Provides a focal point for validated threat support for planning and systems acquisition activities. Reviews Service-produced acquisition threat support documents and develops special assessments on selected programs and for certain net assessments. Ensures application of special category intelligence and supports special access weapons programs. Provides staff for intelligence support to Strategic Defense Initiative.

VP Systems Interface and Applications Office (VP-SIA)

Agency Project Management Office for the development and implementation of DIA's Support for the Analyst's File Environment (SAFE) internal ADP upgrade and for the development and implementation of the worldwide Military Intelligence Integrated Data System(MIIDS).

VP Technical Production Office (VP-TPO)

Operates as senior staff/management advisor and representative of the Deputy Director for Foreign Intelligence and the Director for all matters involving intelligence production support to EW and C³CM. Implements, manages and coordinates intelligence production within DIA and with NSA in support of the JCS "Plan for Integrated Intelligence Support to EW and C³CM," JCSM-46-85 and other relevant OJCS taskings as appropriate.

VP Administrative Office (VP-A)

Functions as the administrative support center for the VP headquarters and staff elements. Responsibilities include correspondence control, protocol duties, tasking actions and generating management reports on tasks accepted and completed by the VP. Maintains Director's conference room and VP overview briefing and provides driver support for VP HQ staff.

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DIRECTORATE FOR ESTIMATES (DE)

Mission

Develop and produce all DoD intelligence estimates and DoD contributions to the national intelligence international estimates. Produce long-range threat forecasts and provide intelligence support for the DoD system acquisition process. Initiate estimates of future trends in foreign force structures, weapons systems, overall military capabilities, strategy, and defense policy to alert national and DoD planners and decisionmakers to developments which might affect the national security of the United States.

Products and Services Provided

- Develops and produces DIA contributions to National Intelligence Estimates (NIEs), Special National Intelligence Estimates (SNIEs), and other national intelligence estimative papers within the purview of the National Foreign Intelligence Board (NFIB).
- Develops and produces Defense Intelligence Estimates (DIEs) and Special Defense Intelligence Estimates (SDIEs) with the Service Intelligence Organizations and Defense Intelligence Estimative Memoranda (DIEMs) and Defense Estimative Briefs (DEBs).
- Develops and integrates DoD military intelligence estimates and estimative contributions for, and represents the NFIB and JCS at, negotiations with international military organizations of which the United States is a member.
- Develops and produces all-source, military-related intelligence publications specifically designed for senior-level Executive Branch and DoD officials.
- Provides the DIA interface with the National Intelligence Officers, Central Intelligence Agency (CIA), Intelligence and Research (INR) Division of the Department of State, National Security Agency (NSA) and with cognizant DoD elements on intelligence estimative issues.
- Manages the development of automated data bases for force trends analyses and projections.

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DIRECTORATE FOR RESEARCH (DB)

Mission

Provide all-source military intelligence, and wide-ranging geographical and functional expertise relevant to the intelligence needs of the National Command Authorities; OSD; JCS; Congress; the CINCs, U&S Commands; the Military Services; and other US government agencies.

Products and Services Provided

- Produces all-source, finished military intelligence and maintains data bases on order of battle, military doctrine, strategy and tactics, C³, equipment and logistics, biographics, economics, materiel production and assistance programs, terrorism and narcotics trafficking.
- Provides substantive, tailored intelligence support for national level studies, current/indications and warning intelligence, estimative intelligence products, special studies, and for departmental or other consumer needs.
- Formulates nuclear, conventional, and special warfare target intelligence policy and plans. Performs physical vulnerability research and bomb damage assessment studies.
- Ensures the development and maintenance of automated intelligence files. Serves as the VP point of contact and action office for mapping and charting matters.
- Manages certain major DoD-wide intelligence systems, to include serving as executive agent for the worldwide Automated Installations System based Target Intelligence Programs, and the Delegated Production Program with its automated Defense Intelligence Order-of-Battle System.
- Develops a single DoD general intelligence production program that focuses on priority defense needs, reduces unnecessary redundancy among producers, and improves the intelligence end product.
- Provides major staffing, analytical and administrative contributions to DoD public diplomacy programs.
- Performs a wide variety of hosting, representational, and administrative functions in support of substantive conferences, intelligence exchanges, NATO dissemination programs and other related projects.
- Provides consultative and management expertise to staff and evaluate current and proposed NFIP and GDIP programs covering a wide spectrum of topical disciplines.
- Provides direct analytical and staffing support to Department of Defense operational components, other agencies, and DIA Directorates during contingency and crisis operations.
- Provides staffing, scenario development assistance and facilities support for U.S. and multinational military exercises.
- Provides key participation in the directing and evaluation of collection. Assists in defense attache training and provides direct onstation support to selected U.S. Defense Attache Offices.

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DIRECTORATE FOR IMAGERY EXPLOITATION (DX)

Mission

Responsible for the exploitation of multi-sensor imagery and production of imagery-derived intelligence products in support of DIA analysts, Director DIA, CJCS, SecDef and, as required, U&S Commands, Military Departments, non-DoD agencies, and the Committee on Imagery Requirements and Exploitation (COMIREX). Provides administrative management over DIA personnel assigned to the imagery exploitation elements of the National Photographic Interpretation Center (NPIC).

Products and Services Provided

- Provides time-sensitive, imagery-derived intelligence, and detailed imagery analysis on foreign military capabilities; to include order of battle, transportation and logistics, and force dispositions.
- Produces tailored imagery-derived intelligence to support special operations, unconventional warfare planning, counterterrorism and certain activities related to narcotics.
- Produces third-phase basic imagery reports in accordance with National Tasking Plan responsibilities, as levied by COMIREX.
- Participates in national level imagery related committees and chairs the DoD Imagery Interpretation Keys Committee.
- Provides support services in the form of photogrammetric products and procedures, imagery analysis equipment maintenance and logistics, and editorial review for internal use and external customers, as required.
- Develops and evaluates imagery exploitation equipment, support systems, applications, and techniques.
- Conducts or participates in imagery quality and utility evaluations pertaining to new collection systems, formats, films, etc.
- Exercises administrative management over DIA personnel assigned to the imagery exploitation elements of the National Photographic Interpretation Center.

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DIRECTORATE FOR SCIENTIFIC AND TECHNICAL INTELLIGENCE (DT)

Mission

Develop and maintain policies and procedures for DoD production of Scientific and Technical (S&T) intelligence covering foreign developments in basic and applied sciences and technologies with warfare potential; characteristics, capabilities, and limitations of all weapon systems, subsystems, and associated materiel; research and development related thereto; production methods employed in the manufacturing process; and overall weapon systems and equipment effectiveness. Provide all-source, finished S&T intelligence to the OSD, OJCS, Military Departments, U&S Commands, and other DoD and non-DoD activities through direct production or through management and technical direction of the production efforts assigned to the Military Departments.

Products and Services Provided

- Reviews and validates requirements for S&T intelligence; produces or tasks the S&T intelligence centers of the Military Departments in accordance with established production responsibilities; and develops annual production schedules, in coordination with the Military Departments, to implement assigned production tasking.
- Reviews and approves Service-produced S&T intelligence and integrates it to provide selected assessments of combined military threat systems capabilities.
- Coordinates the DoD Scientific and Technical Intelligence Information Services Program (STIISP), the Foreign Materiel Exploitation Program (FMEP), and the distribution of technical sensor data to the DoD S&T intelligence production centers.
- Reviews DoD S&T intelligence resources for validity and adequacy in terms of production-requirements satisfaction and submits recommendations to appropriate resource management authorities.
- Serves as the single point of contact within DIA for all matters concerning the S&T intelligence production elements of the Military Departments.
- Serves as the Director's special assistant on matters concerning the DIA Scientific Advisory Committee (SAC) and provides administrative and technical support to the SAC.
- Maintains liaison with other DoD agencies, CIA, and other Government elements to facilitate coordination and cooperation on S&T intelligence-production matters, and provides membership on NFIB technical committees, subcommittees, and working groups.

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DIRECTORATE FOR JCS SUPPORT (JS)

Mission

Serve as the DIA focal point for the Joint Staff. Maintain close relationships with all offices of the Organization of the Joint Chiefs of Staff (OJCS). Ensure prompt and responsive DIA participation and support in intelligence matters.

Provide all-source DoD and national level current/indications and warning (I&W) intelligence. Provide analytical support to the National Military Intelligence Center (NMIC) on a 24-hour basis. Interface with DoD and non-DoD agencies on substantive indications and warning matters.

Supervise the DoD Indications and Warning System and monitor its upgrade, to include the development of new concepts, methodologies and techniques to improve indications and warning performance.

Manage and operate the NMIC, a 24-hour-a-day Indications and Warning Center which is responsible for providing time-sensitive intelligence to the National Military Command Center, Secretary of Defense, Joint Chiefs of Staff, Unified and Specified Commands and Military Services. Provide intelligence support to the National Military Command Center (NMCC).

Products and Services Provided

(Listed separately under each subordinate Directorate)

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DIRECTORATE FOR OJCS INTELLIGENCE SUPPORT (JSJ)

Mission

Serve as the DIA focal point for the Joint Staff. Maintain close relationships with all offices of the Organization of the Joint Chiefs of Staff (OJCS). Insure prompt and responsive DIA participation and support in intelligence matters.

Products and Services Provided

- Insures that intelligence support, including intelligence policy planning, organization and programming to the OJCS, is facilitated and expedited.
- Retains primary responsibility for all actions assigned to DIA by the JCS or OJCS, except those which exceed the expertise of the personnel assigned or require a level of work effort beyond the capabilities of the office to respond within the suspense date established.
- Assigns collaborative action responsibilities to appropriate directorates when required to satisfy a Joint Staff requirement.
- Conducts continuous coordination and liaison with NSA/Central Security Service representatives to insure their participation and cooperation in pertinent Joint Staff actions.
- Provides direct, crisis related intelligence support to the OJCS, Unified Commands, and selected military forces.
- Provides support and personnel to the National Military Command Center (NMCC), the Alternate National Military Command Center (ANMCC) and the National Emergency Airborne Command Post (NEACP).
- DIA point of contact for intelligence support to Joint Special Operations Agency (JSOA) and Special Operations Forces (SOF). Maintains DIA focal point system and protects associated SPECAT information and material for SOF.

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DIRECTORATE FOR CURRENT INTELLIGENCE (JSI)

Mission

Provide all-source DoD and national level current/indications and warning (I&W) intelligence. Provide analytical support to the National Military Intelligence Center (NMIC) on a 24-hour basis. Interface with DoD and non-DoD agencies on substantive indications and warning matters.

Products and Services Provided

- Provides Morning Summary (MS), daily Defense Intelligence Notices (DINs), and Warning Reports and Intelligence Appraisals as required; contributes to the National Intelligence Daily (NID); and provides indications and warning intelligence to the SecDef, JCS and other DoD consumers.
- Provides daily briefings on current intelligence to the SecDef, CJCS, and other DoD officials.
- Provides analytical support to the NMIC and NMCC on a 24-hour basis, to include crisis situation Task Forces.
- Assesses, coordinates, produces and integrates all-source current/I&W intelligence on a worldwide basis.
- Provides current/I&W intelligence support to NATO and selected friendly foreign governments.
- Prepares and presents intelligence briefings for selected foreign defense attaches in Washington.

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DIRECTORATE FOR INDICATIONS & WARNING (JSW)

Mission

Provide authoritative advice and planning regarding the accomplishment of the Agency's indications and warning mission.

Products and Services Provided

- Supervises the DoD Indications and Warning System and monitors its upgrade, to include the development of new concepts, methodologies and techniques to improve I&W performance. Maintains constant review of the effectiveness of the U.S. indications and warning effort.
- Serves as the administrator of the Worldwide Warning Indicator Monitoring System (WWIMS).
- Manages advanced technological applications systems, and establishes developmental concepts, longterm goals and priorities and operational uses for systems already under development.
- Participates in intra- or inter-Agency study groups and task forces dealing with management issues relating to the NMIC and the DoD I&W System.
- Develops analytical methodologies and automated systems to enhance the use of electronic intelligence (ELINT) in the all-source production of indications and warning/current intelligence.
- Provides ELINT analytical support throughout DIA and the DoD I&W system.

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DIRECTORATE FOR NMIC OPERATIONS (JSO)

Mission

Manage and operate the National Military Intelligence Center (NMIC), a 24-hour-a-day Indications and Warning Center, which is responsible for providing time-sensitive intelligence to the National Military Command Center, Secretary of Defense, Joint Chiefs of Staff, the Unified and Specified Commands and the Military Services.

Products and Services Provided

- Ensures the continuity of operation of the NMIC. Provides policy and operational guidance to the five Alert Teams on duty.
- Provides direct intelligence support to the National Military Command Center.
- Serves as the central point of contact for DIA during non-duty hours.
- Ensures that the NMIC fully coordinates with other Washington area Operations Centers including the White House Situation Room, the Central Intelligence Agency, the Department of State, and the National Security Agency.
- Participates in continuity of Government planning concerned with crisis intelligence support.
- Provides administrative and training support to all personnel assigned to the NMIC.
- Coordinates establishment of and provides administrative support for all Intelligence Task Force organizations formed in response to DIA Plans 1 and 3.
- Manages the NMIC Support System (NSS) and establishes policy and guidance for the use of other online ADP systems in the NMIC.
- Supervises the operational application of the Worldwide Warning Indicator Monitoring System (WWIMS) in the NMIC.
- Provides command briefings on NMIC operations to visiting officials.
- Serves as DIA's representative to the DoD I&W system.

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DIRECTORATE FOR EXTERNAL RELATIONS (DI)

Mission

Manage DIA key relationships; ensure effective and responsive intelligence support to key users of Defense intelligence; liaison with policy-level consumers in OSD, DoD, Legislative Branch, U&S Commands, foreign intelligence agencies and attaches, and offices and delegations involved in international arms control negotiations; participate in key intelligence community committees.

Products and Services Provided

- Serves as a single DIA focal point to provide tailored, anticipatory defense intelligence support to the Secretary of Defense as well as to other principals in OSD and on the NSC Staff.
- Supports and interacts with U&S Commands and ensures that all needs for national intelligence support are met. Serves as the DIA counterpart to Military Service TENCAP offices. Ensures all intelligence needs of the JCS exercise program are met, and represents DIA on the Joint Exercise Control Group during JCS-directed exercises.
- Ensures the defense intelligence requirements of the House and Senate are fully supported by DIA; informs legislative branch of key defense intelligence issues; ensures effective interaction between DIA leadership and the Legislative Branch; serves as DIA point of contact for Public Affairs and as a focal point for intelligence support to the Assistant Secretary of Defense for Public Affairs.
- Conducts foreign intelligence liaison serving as the primary point of contact for foreign representatives conducting business with DoD activities; manages foreign disclosures; manages military exchange agreements with foreign intelligence agencies.
- Provides defense intelligence support to U.S. policy offices and U.S. delegations involved in international negotiations of security issues.
- Participates in and supports National Foreign Intelligence Board (NFIB), National Foreign Intelligence Council (NFIC), Military Intelligence Board (MIB), and Critical Intelligence Problems Committee (CIPC).

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DIRECTORATE FOR RESOURCES AND SYSTEMS (RS)

Mission

Provide overall staff responsibility for all aspects of development and implementation of DIA policies, procedures and programs for the personnel management of military and civilian members. Procure civilian and military (active duty and reserve) personnel to be assigned to the DIA. Serve in capacity of Head Contracting Activity for the Agency. Manage the procurement program for both appropriated and non-appropriated funds. Provide Agency-wide support services including the operation and maintenance of a precision photographic laboratory and DoD central film repository; provide DIA and selected DoD intelligence activities with the production of graphic arts products and services, to include published intelligence documents, audiovisual products and a specialized intelligence reference library; provide imagery-cover analysis and specialized photograph reproduction support for the DoD Intelligence Community. Provide Agency support services in the areas of logistics, contract administration and related procurement policies and procedures, information control, dissemination, central reference, and space administration.

Products and Services Provided

(Listed separately under each subordinate Directorate)

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DIRECTORATE FOR TECHNICAL SERVICES AND SUPPORT (RTS)

Mission

To provide DIA and selected DoD intelligence activities with production of graphic arts products and services to include published intelligence documents and audiovisual products. Provide DoD intelligence elements with a specialized intelligence reference library, intelligence document distribution, dissemination, and translation services. Manage and operate the DoD central depository for all intelligence imagery, the National Area Coverage Data File, DoD imagery standards laboratory, and the DIA photographic laboratories. Provide imagery-coverage analysis, specialized photographic reproduction and imagery-technology support as services of common concern for DoD and the Intelligence Community. Provide DIA with centralized logistics, travel, engineering, and specialized management support services.

Products and Services Provided

- Provides the design, format, and preparation of publications, graphics, and audio visual presentations along with those composition, and printing, and video services required to support intelligence-production programs.
- Provides dissemination, bibliographic, translation, and intelligence-reference services for the DoD and Intelligence Community on a worldwide basis. Provides indexing and cataloging of intelligence publications and open source documents.
- Provides all DIA logistic services including supply, maintenance, and property accountability.
- Formulates and monitors intelligence imagery processing, handling, and identification standards for DoD.
- Provides centralized photographic processing and reproduction of new and archival imagery for DIA, DoD, the Intelligence Community and other Government activities.
- As a service of common concern, causes all aerial imagery to be indexed, maintains automated index files of all DoD and Nationally acquired imagery and provides coverage research on imagery held in the DIA's Central DoD Depository. Conducts worldwide DoD compartmented transshipment of specialized imagery materials and facilitates Intelligence Community silver recovery from film.
- Provides genser message service, mail distribution, classified material destruction, correspondence control, and Washington area courier service.
- Manages the DIA top secret and NATO registers.
- Provides DoD imagery evaluations and other imagery related technical assistance to field units to optimize DoD imagery collection and processing.
- Provides engineering and space management, acquisition, maintenance, design, funding and management of Government, military, and private leased facilities. Provides travel, transportation, records, forms, and management services for DIA.
- Manages DIA's release of information under the Privacy and Freedom of Information Acts.
- Provides video processing equipment/expertise to facilitate production of approved intelligence products in video format. Provides for integration of video capability and audio/visual/teleconferencing requirements having a compartmented intelligence base.
- Manages the DoD intelligence dissemination program.
- Manages the DIA contractor release of intelligence information program.

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DIRECTORATE FOR PROCUREMENT (RSQ)

Mission

Manage the Agency procurement program for both appropriated and nonappropriated funds and operate the Directorate for Procurement; establish and implement procurement policy and procedures; ensure effective and responsive contracting support.

Products and Services Provided

- Formulates and publishes procurement policy and procedures within the framework of the Federal Acquisition Regulation (FAR) and the DoD FAR Supplement.
- Executes, administers, or terminates contracts and makes related determinations and findings.
- Provides contracting support to the DoDIIS Community and other selected Intelligence Activities.
- Conducts Advance Acquisition Planning.
- Establishes and administers Blanket Purchase Agreements (BPA) for use by delegated personnel.
- Provides advice and assistance relating to procurement planning and preparation of required documents for contract execution.
- Implements the Small Business and Small Disadvantaged Business Programs within the Agency.

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DIRECTORATE FOR HUMAN RESOURCES (RHR)

Mission

Exercise overall staff responsibility for manpower and position management and organizational and functional analysis for the Agency. Direct the development and implementation of DIA policies, procedures and programs for the personnel management of military and civilian members. Procure civilian and military (active duty and reserve) personnel to be assigned to the DIA. Plan and develop the Agency career development program.

Products and Services Provided

- Develops and recommends organizational plans, structures, and functional alignments to perform the DIA mission and develops human resources related legislative initiatives where appropriate.
- Conducts manpower utilization studies within the DIA and ensures the development and implementation of the DIA manpower program.
- Develops and maintains the DIA Joint Manpower Program (JMP) and the Joint Table of Distribution (JTD).
- Manages and monitors DIA requirements for military positions that require an advanced academic degree. Provides DIA functional management of the Air Force's Advanced Academic Degree Management System. Oversees Agency submissions to the Army Educational Requirements Board, Navy Specialty Review Board, and the Marine Corps Special Education Program.
- Develops, recommends, and promulgates policy and procedures for the management of the Defense Intelligence Senior Executive Service (DISES), including executive position determination and prioritization.
- Plans, directs, implements, and evaluates the development and operation of the Agency's military and civilian personnel programs and services.
- Provides technical advice and counsel to Agency operating officials and employees at all levels on all matters pertaining to position establishment, position classification, position and pay management.
- Plans and conducts recruitment activities in response to current and projected DIA civilian staffing requirements.
- Develops and evaluates a comprehensive career development enhancement program for civilian and military personnel. Develops necessary support systems to enable managers to more effectively exercise their personnel resource management responsibilities.
- Formulates, coordinates, and implements policies and procedures for the management of the DIA Military and Civilian Reserve Program. Requisitions, assigns, and administers all Individual Mobilization Augmentees.
- Manages the Agency personnel management information system to meet overall personnel information requirements.
- Conducts awards programs for Agency personnel.

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DIRECTORATE FOR INFORMATION SYSTEMS (DS)

Mission

Provide engineering support for the development and enhancement of the DoD Intelligence Information System (DoDIIS) to assure: overall system interoperability; elimination of duplicative development efforts; development of interfaces with tactical and command and control systems. Provide system-level functional specifications, required technical standards, the communications network, configuration coordination, technology transfer, ADP security policy, and required ADP security accreditation actions. Responsible for the management of the DoD Intelligence Information System (DoDIIS). Conduct mid- and long-term planning for the orderly development of the DoDIIS. Develop policies, concepts, planning guidance, and management procedures. Review management, technical, and resource issues related to the modernization and maintenance of worldwide integrated DoDIIS and its component parts. Provide Automated Data Processing-Telecommunications (ADP-T) resource recommendations to the GDIP Manager. Provide for the effective development, maintenance, and operation of DIA information system services. Establish policy, plans, procedures, and programs governing communications services and capabilities, automated intelligence information handling systems, and office technologies. Provide management of the worldwide Special Intelligence Communications (SPINTCOM) portion of the Defense Special Security Communications System (DSSCS). Administer and operate the DIA COMSEC program. Operate all DIA computer equipment and facilities.

Products and Services Provided

(Listed separately under each subordinate Directorate)

Page Denied

DIRECTORATE FOR DoDIIS MANAGEMENT (DSM)

Mission

Responsible for the management of the DoD Intelligence Information System (DoDIIS). Conduct mid- and long-term planning for the orderly development of the DoDIIS. Develop policies, concepts, planning guidance, and management procedures. Perform management analyses and reviews of management, technical and resource issues related to the modernization and maintenance of a worldwide, integrated DoDIIS and its component parts. Provide ADP-T resource recommendations to the GDIP Manager. With respect to DoDIIS/GDIP ADP-T, provide representation in designated intelligence community, interdepartmental and other government sponsored activities related to intelligence information systems.

Products and Services Provided

- Develops and maintains the DoD Intelligence Information System (DoDIIS) Master Plan.
- Provides command representation and liaison services and acts as the DIA focal point to the U&S Commands for Intelligence Information System matters.
- Provides ADP planning support to intelligence community functional managers and manages the integration of new ADP support capabilities into the DoDIIS architecture.
- As ADP-T functional manager, reviews and provides recommendations on the ADP-T portions of the General Defense Intelligence Program.
- Provides support in the preparation of Congressional justification documents.
- Develops pertinent directives, regulations and procedures governing the management and administration of the DoDIIS.
- Maintains reference information on DoDIIS subsystems.
- Develops concepts, architecture and plans for DoDIIS systems interface with command and control systems.
- Conducts DoDIIS Managers' Conferences and provides DoDIIS information exchange, documentation and services.
- Establishes DoDIIS training policy.
- Provide Technical and Administrative support to the Joint National Intelligence Development Staff (JNIDS).

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DIRECTORATE FOR DoDIIS ENGINEERING (DSE)

Mission

Provide engineering management and support for the development and enhancement of the DoD Intelligence Information System (DoDIIS) to insure overall system interoperability, elimination of duplicative development efforts, development of interfaces with tactical intelligence systems and improved intelligence information processing and exchange capabilities.

Products and Services Provided

- Provides for development of, and publishes overall DoDIIS system specifications.
- Provides for development of, and publishes DoDIIS software development, hardware and data element standards.
- Develops and publishes tactical interface criteria.
- Provides liaison between DIA and the JCS program to achieve Joint Interoperability of Tactical Command and Control Systems (JINTACCS)
- Provides for development of the DoDIIS network and its day-to-day operational management.
- Develops and publishes configuration management procedures.
- Manages the DoD AN/GYQ-21(V) Program.
- Manages the DoDIIS technology sharing program.
- Establishes DoDIIS security policy and accomplishes security accreditation actions.
- Participates in user groups and configuration control boards of all DoDIIS Executive Agents.
- Provides special technical support to the DoDIIS community.
- Serves as DoDIIS Executive Agent for Model 204 Data Base Management Systems.
- Defines communications interfaces of national, tactical and command and control systems to DoDIIS.
- Develops communications procedures for intelligence systems including those for SPINTCOM.

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DIRECTORATE FOR INTERNAL SYSTEMS (DSI)

Mission

Provide for the effective and efficient development, maintenance and operation of DIA information system services to include the establishment of policy, plans, procedures and programs governing communications services and capabilities, automated intelligence information handling systems and office technologies. Manage the worldwide Special Intelligence Communications (SPINTCOM) portion of the Defense Special Security Communications System (DSSCS). Administer and operate the DIA COMSEC program. Operate all DIA computer equipment and facilities.

Products and Services Provided

- Formulates objectives and policy governing the acquisition, operation and use of Agency information systems; prepares and coordinates plans for the management, acquisition, development and operation of future information system services and capabilities.
- Reviews and evaluates existing information systems for cost-effectiveness and ability to meet user needs; develops, in conjunction with user organizations, programs and plans to meet future information system requirements.
- Plans for and supports the acquisition, implementation and use of office technology within DIA to include personal computers, word processing, office communications equipment and systems, video and facsimile capabilities; provides centralized services to the users of office technology to include training, acquisition, maintenance and initial set-up and operation.
- Designs, tests, implements and operates intelligence communications systems for DIA and other supported DoD and intelligence agencies.
- Designs, develops, tests and implements automated intelligence information systems based on approved requirements supporting DIA and other Defense and national intelligence activities.
- Manages, operates and maintains DIA information system computers and associated equipment, communications and telecommunications equipment and systems and office automation/technology equipment.
- Operates and maintains the DIA SPINTCOM facilities in support of OSD, JCS, DIA and other Defense activities; installs and maintains communications services, telephones, terminals and other telecommunications equipment.
- Monitors, evaluates and participates in research and development activities in communications and office technologies, data processing hardware and software and information system sciences and practices to determine the applicability of advanced techniques to Agency information system needs.

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DIRECTORATE FOR ATTACHES AND OPERATIONS (DA)

Mission

Provide DoD Human Resource Intelligence (HUMINT) information to the National Command Authority, SecDef, JCS, Unified and Specified Commands, the Services and other U.S. Government agencies.

Products and Services Provided

- As the principal staff responsible for exercising the Director's authority as DoD HUMINT Manager, develops and issues DoD HUMINT program and DoD HUMINT planning guidance for the Services, DIA, and the U&S Commands.
- Manages, coordinates, and approves Service HUMINT collection activities.
- As the Functional Manager for GDIP HUMINT Programs, serves as the DIA focal point for Congressional/SecDef/DCI/GDIP programming issues related to DoD HUMINT.
- Serves as the DIA office of primary responsibility for the promulgation and currency of DIA regulations/manuals/instructions regarding DoD HUMINT collection operations management.
- Manages and conducts DoD HUMINT collection activities and tasking of the DoD HUMINT collection system.
- Operates the Defense Attache System (DAS).
- Provides the Military Services, U&S Commands, other DoD agencies, the Department of State and other U.S. Government agencies with a single focal point for the coordination of DAS affairs.
- Provides management and supervision of collection research as a service of common concern for DoD.

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| DIA | Defense Intelligence Agency | DE | Directorate for Estimates |
| DR | Office of the Director | DB | Directorate for Research |
| DD | Deputy Director | DX | Directorate for Imagery Exploitation |
| ED | Executive Director | DT | Directorate for Scientific and Technical Intelligence |
| SC | Secretariat | JS | Directorate for JCS Support |
| D/GDIP | General Defense Intelligence Program Staff | JSJ | Directorate for OJCS Intelligence Support |
| IG | Inspector General | JSI | Directorate for Current Intelligence |
| DIO | Defense Intelligence Officers | JSW | Directorate for Indications & Warning |
| GC | General Counsel | JSO | Directorate for NMIC Operations |
| OS | Directorate for Security and Counterintelligence | DI | Directorate for External Relations |
| DIC | Defense Intelligence College | RS | Directorate for Resources |
| OC | Comptroller | RTS | Directorate for Technical Services and Support |
| VO | Directorate for Operations, Plans, and Training | RSQ | Directorate for Procurement |
| DC | Directorate for Collection Management | RHR | Directorate for Human Resources |
| OT | Directorate for Training | DS | Directorate for Information Systems |
| CSP | Directorate for Command Support and Plans | DSM | Directorate for DoDIIS Management |
| VO-CR | Command Representatives | DSE | Directorate for DoDIIS Engineering |
| VO-I | Intelligence Communications Architecture Project Office | DSI | Directorate for Internal Systems |
| VP | Directorate for Foreign Intelligence | DA | Directorate for Attaches and Operations |
| DL | Defense Liaison Detachments | | |