

VACANCY ANNOUNCEMENT

Personnel Notice: 02-20
Closing Date: May 29, 2020
Grade: GS-13
Type: Attorney (International/Military)

The Defense Institute of International Legal Studies (DIILS) is recruiting for two attorney (international/military) positions for legal institutional capacity building at Naval Station Newport, RI. DIILS is a joint agency activity under the Defense Security Cooperation Agency (DSCA).

DSCA's mission is to advance U.S. national security and foreign policy interests by building the capacity of foreign security forces to respond to shared challenges. DSCA leads the broader U.S. Security Cooperation (SC) enterprise in its efforts to train, educate, advise, and equip foreign partners.

DIILS is the Defense SC resource for global professional legal Institutional Capacity Building (ICB) and legal education, training, and engagement with international military personnel and related civilians. DIILS develops and implements effective ICB initiatives, mobile education teams, resident courses, and other international and CONUS-based engagements to support national security strategy and defense strategy goals and objectives to enhance the Rule of Law among partner nations, including the development of equitable and accountable security and justice institutions, civilian control of the military, compliance with international human rights standards, and democracy.

An Institutional Capacity Building (ICB) attorney serves as the focal point within assigned regions for DIILS legal institutional capacity building (ICB) efforts, responsible for establishing or enhancing the partner nation legal institutional capacity consistent with applicable law of the NDAA for 2020 § 1210, and Title 10 U.S.C., Ch. 16, § 332 and 333. An ICB attorney will provide advisory services, develop, plan, implement, evaluate, and report outcomes and results of legal ICB engagements, consistent with applicable law of the NDAA for 2020 § 1210, and Title 10 U.S.C., Ch. 16, § 332 and 333. Work performed directly impacts short-term and long-term U.S. foreign policy goals. The incumbent prevents foreign affairs problems from developing. In the absence of such advice and programmatic support, the risk of a foreign government using U.S. military equipment in a manner inconsistent with U.S. and international law could cause harm to U.S. government SC goals.

An ICB attorney supports and works as part of a team led by a Regional Program Director in legal institutional capacity efforts on behalf of DSCA, DIILS and Department of Defense (DoD).

Within all regionally focused areas, an ICB attorney establishes, enables, or strengthens the operational legal advisory capacity, military justice institutional capacity, and related legal capacities within the foreign government's security establishment. This attorney provides advisory services, legal education and informal training, and identifies experts to provide such for partner nation legal advisors to assist their national decision makers at every echelon in transforming decisions into legally acceptable plans and orders that support security objectives, according to the law of armed conflict, and in support of civil authorities. An ICB attorney advises partner nation legal advisors to ensure law of war principles, including military necessity, humanity, distinction, and proportionality, are taken into

account during the planning process for all military operations, particularly during planning for combat operations. This attorney coordinates with other SC institutional capacity building implementers to provide the legal aspects of ICB support, including international legal obligations of the partner nation.

This attorney coordinates with other DIILS elements to ensure planned rule of law capacity building efforts are integrated with human rights, mitigating civilian casualties, and other focus areas of legal capacity building within DIILS, and with the respective partner nations. Develops and maintains, through research, networking, and education/conference attendance, regional expertise in rule of law matters relevant to DIILS programs and engagements, and legal expertise in such areas as military operations law, international humanitarian law, human rights, military justice, border security, peacekeeping, combating corruption, anti-terrorism and countering narcotics trafficking.

An ICB attorney researches and advises on regional and bilateral legal and operational issues relevant to DIILS engagements. This attorney conceives and develops tailored engagement tools designed to support the ICB efforts based on targeted strategic and policy guidance

An ICB attorney develops and produces legal advisory services project design, assessment, monitoring, and evaluation plans. Engages in legal assessments and program scoping missions with partner nations; develops and establishes baseline assessments in relation to desired end state(s). Assesses and analyzes a partner nation's organizational weaknesses for legal institutional capacity, including gathering baseline legal data. Develops project-level initiative design documents for the country-engagement, including assessing the legal capability and capacity of the appropriate security and defense institutions of such country, SMART (specific, measurable, achievable, relevant, and time-bound) objectives for the project, theory of change, and indicators of efficacy, in accordance with Title 10, USC § 383, and DoD Instruction 5132.14 Assessment, Monitoring and Evaluation Policy for the SC Enterprise.

This attorney develops alternative courses of action for complex legal engagement efforts tailored to the legal system, and the military, operational, historical, social, cultural and political characteristics of the partner nations. Monitors, assesses, and evaluates the progress of defense ICB programs and reports benchmarks and outcomes using standard accepted qualitative and quantitative assessment techniques. Adjusts project plans based on these assessments and DoD SC priorities.

In order to conceive, manage and assess a portfolio of complex legal capacity-building programs, this attorney must have a combination of legal, instructional, managerial, operational military law, international development, and/or other comparable experience relevant to the mission of DIILS. Must possess the ability to develop international capacity building programs, projects, and activities, conduct project design and management of regional and bilateral legal capacity-building engagements, and evaluate and report on outcomes within the assigned geographic areas. Must demonstrate attention to detail and the ability to effectively administer multiple simultaneous projects in several countries.

An ICB attorney must possess a high level of ability to provide senior-level legal analysis, judgment, and incisive and coherent legal and rule of law advice, for purposes of recommending, planning and implementing proposed legal reforms to foreign nations. In particular, this attorney must possess substantive knowledge of the law of armed conflict; international human rights and fundamental freedoms; and civilian control of the military.

This attorney must be highly skilled in personal delivery of legal and rule of law advice and possess interpersonal skills in senior meeting discussions, workshops and symposia environments. In addition, an ICB attorney must be prepared to provide guidance through direction and example a staff of military International Operations Officers within DIILS, and subject matter experts and contractors external to DIILS in these subject areas.

In order to conceive, manage and assess a portfolio of complex legal capacity-building programs, an ICB attorney must have a combination of legal, subject matter expertise, instructional, managerial, military, or other international experience relevant to the mission of DIILS. Must possess the ability to develop international capacity building programs, projects, and activities, conduct project design and management of regional and bilateral legal capacity-building engagements, and evaluate and report on outcomes within the assigned geographic areas. Must demonstrate attention to detail and the ability to effectively administer multiple simultaneous projects in several countries and complex program planning, monitoring, assessing, and reporting.

This attorney must be adept at cross-cultural communication in the context of effective organization and delivery of DIILS programs in the functional area of focus, and must have the maturity and adaptability to function within complex, challenging and uncertain environments. Expert proficiency in legal research, including computer-assisted research using software and the internet. Must have expert communication capacity (both orally and in writing) and exceptional organizational and administrative skills. These skills will apply to provision of insights and direction on mission content, planning, and execution to be carried out in conjunction with military reserve officers and contractors.

Domestic and international travel (50% or more) will be required, possibly to developing countries with limited medical facilities and security concerns. Receiving immunizations and taking medication (such as for malaria) as recommended by the Center for Disease Control may be required.

This vacancy will be filled at the GS-13 level of the General Schedule, which currently has a pay range of \$101,585 to \$132,064 (which includes a locality adjustment for the Newport, RI area).

To be considered for the GS-13 level, the successful candidate must demonstrate a minimum of five years of professional legal experience after admission to the bar in the field of law; at least one year of which was at a level of difficulty comparable to the GS-12 level.

Applicants will be evaluated on: (1) the depth, breadth and quality of their relevant, successful legal experience; (2) analytical, oral, and written communication skills; and (3) interpersonal skills, including the ability to work independently and as part of a team. Experience in the areas of practice identified above, and within DoD, is a positive factor.

The successful candidate must be a U.S. citizen, has graduated from a law school accredited by the American Bar Association, be – and remain – an active member in good standing of the bar (any U.S. jurisdiction), be admitted to practice before a state or federal court, and be eligible to obtain and maintain a U.S. Secret security clearance.

This position has been identified as a Testing-Designated position and any individual tentatively selected that does not currently occupy a Testing-Designated position will be required to submit to urinalysis to screen for illegal drug use prior to appointment.

Only complete applications will be considered. Applicants should submit a résumé showing work schedule, hours worked per week, dates of employment and duties performed; two recent performance appraisals, if available; and the names, telephone numbers, and e-mail addresses of at least three (3) references who may be contacted. All applicants must provide a complete copy of their law school transcripts including class rank and evidence of active membership in good standing in the bar of a state or territory of the United States or the District of Columbia or the Commonwealth of Puerto Rico. Acceptable evidence may be a copy of your bar card or letter from the bar. Applicants currently serving on active duty may apply under this announcement but are subject to eligibility requirements of the Veterans Opportunity to Work Act (VOW). Active duty members MUST submit a statement of service printed on command letterhead and signed by the command. The statement of service MUST provide the branch, rate/rank, all dates of service, the expected date of discharge and anticipated character of service (Honorable, General, etc.). Please note: you will be ineligible for consideration if your statement of service is not submitted with your application or it shows an expected discharge or release date greater than 120 days after being submitted with your application. Former military personnel provide a copy of the most recently issued Certificate of Release or Discharge from Active Duty, DD 214.

Electronic submission of applications is preferred. Materials should be sent to Mrs. Lisa Clay at lisa.j.clay.civ@mail.mil. Applicants submitting by U.S. mail or other delivery services are strongly encouraged to consider using expedited services, such as USPS Express Mail. Send applications to:

Defense Institute of International Legal Studies
Attn: Mrs. L. Clay, Executive Assistant
441 Elliot Ave
Newport, RI 02841-1531

Complete applications must be received by midnight, Friday, May 29, 2020 to be considered.

Relocation expenses may be paid.

DIILS IS AN EQUAL OPPORTUNITY/REASONABLE ACCOMMODATION EMPLOYER

All hiring and advancement at DIILS is based on merit without regard to race, color, national origin, religion, age, sex, sexual orientation, disability, political affiliation or marital status.

DIILS provides reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should inform the individual identified in the personnel notice. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

VETERAN'S PREFERENCE IN HIRING

Applicants eligible for Veterans' Preference must specifically claim such eligibility in their cover letter, identify the basis for the claim, and include supporting documentation (e.g., DD 214, Certificate of Release or Discharge from Active Duty, or other supporting documentation) with their submission. Applicants who do not claim and do not provide adequate supporting documentation for Veterans' Preference will not receive the positive factor consideration.

DoD attorney positions are in the excepted service, not the competitive civil service. There is no formal rating system for applying veterans' preference to attorney appointments in the excepted service; however, DoD considers veterans' preference eligibility as a positive factor in attorney hiring. If you are eligible for veterans' preference in hiring, you are encouraged to include that information in your application along with the supporting documentation. Not all veterans are eligible for veterans' preference. To find out if you are, you may visit the Department of Labor Veterans' Preference Advisor at <http://www.dol.gov/elaws/vets/vetpref/vetspref.htm> or the Office of Personnel Management's Feds Hire Vets site at <https://www.fedshirevets.gov/job/vetpref/index.aspx> .