



Department of Defense DIRECTIVE

NUMBER 1400.36

March 5, 2002

ASD(C3I)

SUBJECT: Intelligence Community Officer (ICO) Programs

- References
- (a) Memorandum of Agreement on the Intelligence Community Assignment Program (ICAP) between the Deputy Secretary of Defense and Director of Central Intelligence, January 17, 1997
 - (b) Title 10, United States Code
 - (c) [DoD Directive 1400.35](#), "Defense Civilian Intelligence Personnel System (DCIPS)," March 18, 2002
 - (d) Executive Order 12333, "United States Intelligence Activities," December 4, 1981
 - (e) Section 401 et seq. of title 50, United States Code
 - (f) [DoD Directive 1430.16](#), "Defense Leadership and Management Program (DLAMP)," April 11, 1997

1. PURPOSE

This Directive:

1.1. Establishes policy and assigns responsibilities for the Intelligence Community Officer (ICO) Programs, comprised of the Intelligence Community Assignment Program (ICAP), Intelligence Community Officer Training (ICOT), and Organizations' Career Development Programs (OCDP) within the Department of Defense.

1.2. Authorizes the issuance of additional guidance.

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the

Office of the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities, and all other organizational entities within the Department of Defense (hereafter referred to collectively as "the DoD Components").

3. DEFINITIONS

3.1. Board of Governors (BoG). The organized body of administrators for the ICO programs as defined in reference (a).

3.2. DoD Intelligence Components. Those organizations identified in Section 1614 of reference (a) and, such other DoD organizational elements so designated according to Section 1614(2)(D) of reference (b) and reference (c), including the intelligence components of the Military Departments and the National Reconnaissance Office.

3.3. Intelligence Community. The agencies and organizations enumerated in Executive Order 12333 (reference (d)) and 50 U.S.C. 401 et seq. (reference (e)). For purposes of this Directive, "Intelligence Community" includes the DoD Intelligence Components designated under Section 1614(2)(D) of reference (b) and reference (c).

3.4. Senior Civilian Intelligence Personnel. Those personnel in positions or performing duties at the grade 13 equivalent level, or higher. At the discretion of the Component, may include personnel in positions at the grade 12 equivalent level.

4. POLICY

It is DoD policy that:

4.1. An intelligence community officer's program, called the ICO program, under sponsorship of the Secretary of Defense for intelligence positions within the Department of Defense and the Director of Central Intelligence for other intelligence positions, shall provide DoD civilian employees in intelligence positions with increased breadth of experience and broad understanding of the missions and functions of the Intelligence Community. Within the Department of Defense, it shall be comprised of the ICAP, ICOT, and OCDP programs.

4.1.1. The ICAP is a rotational program designed to enhance and broaden the perspective of senior civilian intelligence personnel through assignment to an intelligence position external to their own Components. ICAP assignees are integrated into positions that are designed to broaden the assignees' knowledge and understanding

of the Intelligence Community's missions and functions in their assigned organizations to perform the work of those organizations. Assigned organizations may include organizations across the Department of Defense and the Intelligence Community outside of the Department of Defense that perform intelligence functions.

4.1.2. The ICOT consists of BoG-approved training designed to augment Component-level career development efforts.

4.1.3. The OCDPs consist of agency-specific senior-level employee development policies and programs.

4.2. According to reference (a), oversight for the ICO programs is the responsibility of a DoD/DCI BoG. DoD members include one senior (general/flag officer or the civilian equivalent) representative from each DoD Intelligence Component, the Office of the Assistant Secretary of Defense (Command, Control, Communications, and Intelligence) (ASD(C3I)), and Office of the Assistant Secretary of Defense (Force Management Policy).

4.3. Employees who successfully complete all ICO programs elements shall be certified as "ICO designated."

4.3.1. Designation of employees who successfully complete all ICO program requirements is limited to civilian employees who perform intelligence or intelligence-related functions.

4.3.2. ICO designation shall be a factor for consideration for promotion eligibility into the Defense Intelligence Senior Executive Service (DISES) beginning October 1, 2002.

5. RESPONSIBILITIES

5.1. The Assistant Secretary of Defense for Command, Control, Communications, and Intelligence shall:

5.1.1. Develop policy and issue Instructions for the ICO program, including the ICAP, ICOT, and OCDP programs, within the Department of Defense.

5.1.2. Oversee the implementation and management of policy developed under subparagraph 5.1.1.

5.1.3. Exercise the authority of the Secretary in the selection of the Chair and Deputy Chair of the BoG with the DCI's designee.

5.1.4. Establish criteria for waiver of ICO designation requirements in appropriate cases, which may include determinations that similar designations (e.g., membership in the Senior Executive Service or successful completion of the Defense Leadership and Management Program (reference (f)) may substitute for ICO designation.

5.2. The Assistant Secretary of Defense for Force Management Policy, under the Under Secretary for Personnel and Readiness, is the principal assistant and advisor to the Secretary and Deputy Secretary of Defense for civilian personnel management matters in the Total Force structure.

5.3. The Secretaries of the Military Departments and Directors of DoD Intelligence Components shall:

5.3.1. Implement ICO policies, procedures, programs, and requirements as specified in this Directive.

5.3.2. Nominate senior representatives (general/flag officer, DISES, or equivalent) to serve as members of the BoG, according to this Directive and reference (a).

5.3.3. Identify senior officials in each Component to coordinate ICO program-related activities for that Component.

5.3.4. Incorporate the ICO designation requirement into all Component civilian personnel regulations, training, and development programs covering DCIPS personnel and positions, consistent with this Directive.


5.3.5. Support and participate in the ICAP and ICOT programs according to regulations issued by ASD(C3I).

5.3.6. Promote, publicize, and encourage participation in the ICO programs by intelligence personnel within their Components.

5.3.7. Provide periodic reports and other pertinent data requested by the BoG, according to reference (c), the ICO Director, and/or the ICAP Executive Secretariat.

6. EFFECTIVE DATE

This Directive is effective immediately.



Paul Wolfowitz
Deputy Secretary of Defense