MEMORANDUM FOR NEW DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM (DCIPS) EMPLOYEES

Welcome to the Defense Intelligence Enterprise.

On behalf of the Under Secretary of Defense for Intelligence, I want to welcome you as new employees of Department of Defense (DoD) and the Defense Intelligence and Security Enterprise (DISE). As members of the DISE, you will be covered by the Defense Civilian Intelligence Personnel System (DCIPS). DCIPS is an excepted service human resource management system authorized under 10 United States Code, Sections 1601-1614. As the human resource management system for the DISE, DCIPS provides a common set of personnel policies designed to recruit, develop, retain and reward an agile and high-performing workforce supporting the DoD and national intelligence missions.

For those of you new to Defense Intelligence, you will find that DCIPS will not dramatically change your life. DCIPS provides a number of flexibilities in terms of hiring and pay setting that enable us to remain competitive for the talent required of the intelligence mission. As you work your way through the introductory training for DCIPS, you will learn more about our system, and how you might leverage its policies as your pursue career opportunities within Defense and the Intelligence Community.

You will learn in your training that performance management plays a particularly important part in your development and success within the DISE. As with performance management in any organization, the DCIPS performance management system is designed to develop and enhance the relationship between you and your supervisor. You will have the opportunity to sit with your supervisor at the beginning of your assignment, and periodically thereafter, to establish your performance objectives for the year, and then to seek and receive feedback throughout the year on your progress. You will have the opportunity to get guidance necessary to your success, and to participate in the accomplishments of your organization.

Once you have had the opportunity to complete the training modules, I encourage you to reach out to your supervisor and HR professionals within your organization to clarify any question you may have. I also encourage you to provide any feedback you may have on the training to [osd.pentagon.ousd-intel.mbx.hcmo-dcips@mail.mil](mailto:xxxxxxxxxxxxxx@mail.mil) so that we may continue to improve on information available to you and your peers.

I wish you all the best in your career as a Defense Intelligence employee.

James M. Seacord

Acting Director, Human Capital Management Office