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MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
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UNDER SECRETARIES OF DEFENSE
CHIEFS OF THE MILITARY SERVICES
COMMANDERS OF THE COMBATANT COMMANDS
ASSISTANT SECRETARIES OF DEFENSE
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DIRECTOR, OPERATIONAL TEST AND EVALUATION
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DIRECTOR, ADMINISTRATION AND MANAGEMENT
DIRECTOR, PROGRAM ANALYSIS AND EVALUATION
DIRECTOR, NET ASSESSMENT
DIRECTORS OF THE DEFENSE AGENCIES
DIRECTORS OF THE DOD FIELD ACTIVITIES

SUBJECT: National Security Professional (NSP) Implementation

This memorandum announces the implementation of the National Security Professional Program.

On May 17, 2007 the President of the United States signed Executive Order 13434, *National Security Professional Development* (attached). The Executive Order instructs Departments and Agencies to develop and implement plans for the training, education and professional development of current and future professionals in national security positions. This effort will ensure that these professionals possess the knowledge, skills, abilities, attitudes, and experiences they need to work with their counterparts to plan and execute coordinated, effective interagency national security operations.

The first phase of implementation has already been completed, which was to identify SES positions that meet the definition for this initiative. The incumbents of the designated SES positions will receive their notification letters within the next month, informing them that they occupy an NSP designated position. They will also receive an invitation to attend an informational town hall meeting. Over the next four months, we will identify additional NSP positions at the GS 13 to 15, and equivalent level.



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While this initiative applies to both our civilian workforce and military members, our immediate attention will focus on the civilian workforce. Details regarding the military coverage will be forthcoming under separate cover from the Joint Staff.

Implementation of NSP is a journey, and your teams must shape the three pillars of this initiative, education, training, and professional experience, as this program evolves. The attached fact sheet, *National Security Professional Development Program* provides additional information, and you can consult the interagency NSP web page located at www.nspd.gov.

Kindly contact Ms. Patricia S. Bradshaw, Deputy Under Secretary of Defense (Civilian Personnel Policy), for further information.

A handwritten signature in black ink, appearing to read "Andrew Edelman". The signature is fluid and cursive, with a large loop at the end of the last name.

Attachments:
As stated

National Security Professional Development Program

The President has called for the development of a cadre of professionals across the government who possess a broad understanding of our Nation's national security objectives beyond their own agency's missions and the knowledge, skills, and experience necessary to lead and execute coordinated, effective national security operations.

Executive Order 13434 states that "In order to enhance the national security of the United States, including preventing, protecting against, responding to, and recovering from natural and manmade disasters, such as acts of terrorism, it is the policy of the United States to promote the education, training, and experience of current and future professionals in national security positions (security professionals) in executive departments and agencies (agencies)."

The President further stipulated the creation of a robust and integrated national security professional development program, comprised of education, training, and professional experiences to heighten collaboration and a mutual understanding among cadre members of the authorities, mission requirements, capabilities, and operations of the government.

The National Strategy for the Development of Security Professionals "initiates a formal national effort to integrate national security professional development through access to education, training and professional opportunities... This Strategy does not call for a single human resource or career development standard. Instead, this Strategy promotes an integration of national security professional development resources and opportunities among common mission areas in order to attain unity of effort through awareness, relationships, and experience, and to break down cultural barriers and obstacles to coordination across jurisdictional and organizational boundaries."

In response, the National Security Professional Development Program is currently being designed to ensure that national security professionals:

- Better understand partner organizational objectives and mission requirements, interdependencies and synergies between the public and private sectors, and different organizational cultures;
- Enable professional development to transcend organizations, levels of government, missions, and specific national security disciplines; and
- Improve the overall capability to safeguard national security in a dynamic risk environment.

Vision of the National Security Professional Development Program

Help ensure current and future professionals in national security positions possess the knowledge, skills, abilities, attitudes, and experiences they need to work with their counterparts* to plan and execute coordinated, effective national security operations.

* Counterparts include not only other federal government employees but individuals in state, local and tribal agencies; non-governmental agencies; foreign governments; and international organizations.

As a national security professional you will initially receive an introductory orientation and the opportunity to meet and exchange information and experiences with your fellow national security professionals.

“Federal national security professionals are those personnel in positions responsible for developing strategies, creating plans to implement, and executing common missions in support of U.S. national security objectives.” This program will focus on the positions that play a critical role in executing key national security objectives, particularly those requiring interagency coordination.” Each department and agency identified specific positions within their organizations with national security responsibilities.

In time, this program will provide you with training, education, and experiences that will continue to enhance your abilities to plan and execute coordinated, effective national security operations with your counterparts. These opportunities will include a variety of challenging and engaging interagency experiences such as traditional training and educational programs, simulations, exercises, conferences, and guest speakers provided by both the government and private sector.

As always, your department or agency will continue to set your performance and professional development requirements and manage your personnel issues; this designation will not have any impact on your salary, benefits, or job location. It is, however, recognition of the significant responsibilities and trust your government has placed in you.

You are encouraged to visit the National Security Professional Development web portal at <http://www.nspd.gov>. The website contains information about this program, links to key strategic national security documents, and will eventually provide a wide range of training, educational, and professional opportunities, tailored to developing national security expertise. You are also encouraged to find out how your particular department or agency is implementing this initiative by contacting your Human Resources function.

Our response to events such as the attacks of September 11th, Hurricane Katrina, and Iraqi reconstruction highlight the need to better integrate efforts across the government. One way of achieving better interagency coordination is by developing a cadre of national security professionals—through training, education, and experience—who can lead and execute coordinated, effective national security operations.