

**ANNEX A: IC COMPETENCY TAXONOMY**

This Annex provides the framework and nomenclature used to organize IC workforce competency data for the Competency Directories. The taxonomy allows ODNI to provide and manage a uniform system that describes IC work and capabilities using established and consistent labels and definitions. The IC Competency Taxonomy is shown in Table A-1.

**Table A-1. IC Competency Taxonomy**

<p><b>Core</b></p> <p>Competencies that apply universally to all IC employees regardless of agency or element, mission category, occupational group, or work category. Clusters of competencies provide the foundation for the performance elements as established for non-supervisory, supervisory, and managerial IC employees at GS-15 and below in ICD 651 and for senior civilian officers in ICD 656.</p>	
<p><b>Technical Expertise</b></p>	<p><b>Professional Tradecraft</b></p> <p>Competencies required for employees in one or more occupations within a particular mission category (e.g., Collection and Operations).</p>
	<p><b>Subject Matter Expertise</b></p> <p>Competencies required for employees in one or more occupations within a mission category, depending on a particular specialty or assignment. These competencies include substantive knowledge areas, such as intelligence topics and target countries, certifications, and intelligence source disciplines (e.g., GEOINT, HUMINT, and SIGINT).</p>

The competencies in Annexes B through S are organized according to this taxonomy.