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**INTELLIGENCE COMMUNITY STANDARD  
NUMBER 610-2**



**INTELLIGENCE COMMUNITY COMPETENCY TAXONOMY  
(ORIGINALLY ISSUED: 1 SEPTEMBER 2008)  
(AMENDED: 4 OCTOBER 2010)**

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This Intelligence Community Standard (ICS) 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 1.

**Table 1. IC Competency Taxonomy**

<b>Core</b>	
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.	
<b>Technical Expertise</b>	<b>Professional Tradecraft</b>
	Competencies required for employees in one or more occupations within a particular mission category (e.g., Collection Management and Operations).
	<b>Subject Matter Expertise</b>
	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).

The ICSs associated with ICD 610 will be organized according to this taxonomy.

Office of the Director of National Intelligence  
Washington, DC 20511

NOV 25 2015

Mr. Steven Aftergood  
Federation of American Scientists  
1725 DeSales St NW, Suite 600  
Washington, DC 20036

Reference: ODNI Case # DF-2015-00190

Dear Mr. Steven Aftergood:

This responds to your FOIA request of 22 April 2015 (Enclosure 1) to the Office of the Director of National Intelligence (ODNI), in which you requested a copy of the following Intelligence Community Standards (ICSs):

- *ICS 610-2, IC Competency Taxonomy*
- *ICS 610-3, Core Competencies for Nonsupervisory IC Employees at GS-15 and Below*
- *ICS 610-4, Core Competencies for Supervisory and Managerial IC Employees at GS-15 and Below*
- *ICS 610-5, Core Competencies for IC Senior Officers*

Your request has been processed in accordance with the Freedom of Information Act (FOIA) 5 U.S.C. § 552, as amended, and documents responsive to your request were located. These documents were released in ODNI FOIA case DF-2015-00041 and are being posted to the ODNI web site. We have included a copy for your use (Enclosure 2).

If you have any questions, feel free to email our Requester Service Center at [DNI-FOIA@dni.gov](mailto:DNI-FOIA@dni.gov) or call us at (703) 874-8500.

Sincerely,

  
Jennifer Hudson  
Director, Information Management Division

Enclosures