

NSPD 101 (National Security Professional Development)

Background: 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 collaboration is by developing a cadre of national security professionals – through training, education, and experience—who can lead and execute fully coordinated, effective national security operations.

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 a common awareness of the range of authorities, mission requirements, capabilities, and operations across the federal government.

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 member 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 of 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;
- Transcend organizations, levels of government, mission, 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.

The National Security Professional Community

The National Security Professional Community comprises an estimated 14,000 Federal Government

employees. This estimate is based on the number of GS-15 and Senior Executive Service (SES) (for equivalent) whose responsibilities involve direct support to our national security objectives.

National security professionals are individuals who are responsible for developing strategies, creating plans to implement, and executing common missions in direct support of U.S. national security objectives. Further, national security professionals –

- Have significant interaction with other agencies, departments, or government entities;
- May be called upon to serve in U.S. Government operations or crisis; or
- Play a role in executing aspects of the National Security Strategy of the United States of America (2006) and/or National Response Framework.

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