RAFAEL A RIJOS, MPP
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Senior Targeting Technician and Intelligence Leader with 12+ years of experience in deliberate/dynamic targeting, operational planning, and intelligence analysis in multi-domain environments. Proven record in transforming raw data into actionable insights, leading high-performance teams, and optimizing mission effectiveness in austere and high-tempo environments. Trusted advisor on targeting doctrine, sensor integration, and resource management. TS/SCI Clearance.

PROFESSIONAL EXPERIENCE

Intelligence Systems Trainer
Project Manager, Intelligence Systems & Analytics (IS&A)   **05/2023 – Present**
- Serve as an instructor for AIDP, preparing analysts to conduct multi-INT fusion and targeting operations aligned with emerging systems like TITAN to support Multi-Domain Operations (MDO)
- Tailor training programs to meet the specific needs and skill levels of diverse groups of intelligence personnel, fostering a dynamic and engaging learning environment
- Evaluate student performance through assessments, practical exercises, and simulations, providing constructive feedback to facilitate skill development and knowledge retention
- Provide mentorship and one-on-one coaching to trainees who require additional assistance, fostering their professional development in the field of intelligence system integration

Senior Operations Manager (Field Artillery Intelligence Officer)
United States Army – 1st CAV DIV, Fort Hood, TX   **10/2021– 05/2023**
- Identified gaps or areas of improvement in current policies and provided recommendations for policy reforms or new policy initiatives, resulting in changes to the organization's policies and procedures
- Conducted comprehensive evaluations of training programs, identifying key areas for improvement and implementing data-driven enhancements, resulting in a 30% increase in training effectiveness and a significant boost in operational readiness across the team
- Served as ACE/Fires liaison, managing over 300 targets and ensuring compliance with ROE, LOAC, and targeting doctrine
- Developed and implemented new targeting strategies and tactics as a senior mentor, improving the accuracy and efficiency of resource allocation, processing time of targets, and decision-making

Operation Manager (Division Targeting Office)
United States Army – 1ˢᵗ CAV DIV, Fort Hood, TX, and Poland   **10/2018–10/2021**
- Developed strategies to optimize mission command system problem-solving processes, resulting in improved efficiency and effectiveness in identifying and isolating problems by 90%
- Integrated UAS, SIGINT, and GEOINT into dynamic targeting solutions, increasing strike effectiveness by 35%
- Conducted comprehensive reviews and revisions of targeting doctrine, integrating insights from field exercises, after-action reports, and stakeholder feedback, resulting in updated doctrine that enhanced operational effectiveness and alignment with evolving mission requirements
- Led multinational targeting coordination in Poland to support NATO interoperability

United States Army – 2ⁿᵈ ID, South Korea   **07/2017–10/2018**
- Synchronized planning across intel disciplines for the peninsula's largest targeting exercise
- Led over ten staff targeting working groups, providing organizational shortfalls and future resource requirements, and prioritizing staff inputs to achieve established goals with an 85% success rate
- Aligned resource allocation with organizational priorities and intelligence needs, enhancing mission efficiency by 25%.
- Maintained AFATDS and JADOCS integration across the peninsula, conducting digital integration training to ensure interoperability

Systems Integrator (Targeting Officer)
Threat analyst
United States Army – 2-20 FA Fort Hood, TX, and South Korea   07/2014–07/2017

- Performed comprehensive reviews and evaluations of targeting strategies and tactics, identifying inefficiencies and implementing optimized methodologies that accelerated the targeting process by 25% and enhanced precision in mission-critical operations
- Integrated and analyzed diverse data streams, leveraging advanced analytical tools and methodologies to uncover hidden correlations in threat activities, leading to the identification and remediation of critical, previously undetected vulnerabilities, reducing organizational risk by 35%
- Trained senior staff members on the targeting cycle, resulting in an increase in staff efficiency in identifying and processing high-payoff individuals
- Conducted in-depth analysis of open-source and classified intelligence to identify emerging physical threats to high value assets, reducing organizational exposure by 30%

Sensor Manager
United States Army – 2-20 FA Fort Hood, TX, and South Korea   04/2012–07/2014

- Managed a team of 40 personnel, overseeing training, performance evaluations, and professional development, resulting in improved team cohesion and operational efficiency
- Analyzed complex geospatial data to provide actionable intelligence for mission planning and operational success during the deployment of multiple radar systems
- Successfully managed the Battalion's Intelligence Cell and provided multiple intelligence products during military operations concentrated in counter insurgency
- Performed routine and corrective maintenance on advanced radar systems, ensuring 98% operational readiness during critical operations

EDUCATION

American Military University   **Estimated Completion: 12/2025**
Graduate Certificate, Intelligence Studies

Liberty University, Lynchburg, VA   **08/2018**
Master of Public Policy Middle East Affairs, GPA 3.7

Excelsior College, Albany, NY   **06/2015**
Bachelor of Science, Administration/ Management studies

SKILLS

• Data analysis and interpretation	• Multi-source data integration	• Digital troubleshooting
• Intelligence dissemination	• Problem-solving	• Analytical expertise
• Project management	• Technical skills	• Palantir (Gotham)

CERTIFICATIONS

- COMPTIA Security +, 10/2022-10/2025
- COMPTIA A+, 03/2023-03/2026
- Google Cybersecurity Professional Certificate (2023)
- System Administration and IT Infrastructure Services (Google), 2023
- Open-Source Software Development, Linux and Git, 2023
- Intelligence Fundamentals Professional Certification (IFPC), 07/2022-07/2025

SCHOOLS

- Advanced Ops Course – All Source (2024)
- Theater Nuclear Ops (2022)
- Special Technical Ops (2021)
- Collateral Damage Estimation (2019)
- Joint Targeting Staff Course, 2014
- COMPTIA Network plus (ACI Learning, Pending Certification), 2023
- Introduction to Artificial Intelligence, 2023
- Common Faculty Development Instructors' Course (CFD-IC), 2022
- Warrant Officer Intermediate Level Education 2022
- Theater Nuclear Operation Course, 2022
- Special Technical Operations Course, 2021
- U.S. Army Technical Operations Planners Course, 03/2021
- Collateral Damage Estimation Course, 05/2019
- Joint Intermediate Target Development Course, 11/2018
- Joint Operation Fires and Effects Course, 05/2018
- Joint Air Operations Command and Control Course, /03/2017
- Army Space Cadre Basic Course Phase 1 & 2, 01/2017
- Mission Command Digital Master Gunner (MCDMGC), 07/2016
- Joint Battle Damage Assessment Course, 05/2014
- Joint Fire Power Course, 08/2013
- Operational Electronic Warfare Operations Course, 2/2013