



DOE - NNSA

Functional Area Qualification Standards for Security Professionals

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Objectives

- Update Functional Area Qualification Standard for Security Professionals (DOE-STD-1171-2003)
- Competencies developed by experienced, subject matter experts and fully coordinated through RevCom
- Recognized professionalism among security personnel
- Measurable personal achievement for individuals
- Career advancement based on technical qualification
- Assurance, through periodic re-qualification, that individuals continue to be proficient in their area(s) of expertise



Security FAQs Development

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Sponsor
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Co-Chair
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8 Topical Areas & Working Group Membership

Program Management & Support

Jon Todd, NNSA Service Center (Team Lead)

Mary Gallion, DOE Office of Policy

Cathy Tullis, NNSA HQ

Ralph Garcia, NNSA LASO

Protective Force

Del Kellogg, NNSA PSO (Team Lead)

Sabeena Khanna, DOE Office of Policy

William A. (Bill) Morgan, NNSA PXSO



Topical Areas & Working Group Membership (cont)

Physical Security

Sharon Daly, NNSA YSO (Team Lead)

Rich Faiver, DOE Office of Policy

Information protection

Laurel Hautala, NNSA KCSO (Team Lead)

Linda Rhuno, DOE Office of Policy

Cathy Tullis, NNSA HQ



Topical Areas & Working Group Membership (cont)

Cyber Security

Mary Helen Hitson, NNSA YSO (Team Lead)

Wayne Jones, DOE HQ, CIO

Personnel Security

Jim Packett, DOE HQ HSS 1.4 (Team Lead)



Topical Areas & Working Group Membership (cont)

Unclassified Visits & Assignments by Foreign Nationals

Nancy Duzor, NNSA SSO (Team Lead)
Vicky Sinkler, NA-70
TBD, DOE HSS

Nuclear Material Control & Accountability

Debbie McNeilly, DNS (Team Lead)
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Scott Boeke, DOE SROO
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Path Forward

SME working groups are created to address the 8 security topical areas and update competencies in current DOE-STD-1171-2003

March/April 2008

Working Groups conduct Gap Analysis between DOE-STD-1171-2003 and current DOE security program manual requirements to create updated standards

May/July 2008

Working Groups identify supporting knowledge and skills to fulfill competencies at appropriate levels (familiarity, working, expert)

August/October 2008



Path Forward (continued)

Working groups review DOE/
NTC PEP program and other
available training to support
competencies

November/December 2008

NNSA S&S Directors,
Training Advisory Committee,
Leadership Team and others
are briefed on updated FAQs

January/February 2009

FAQS are distributed for
review and comment (expected
30 days)

March 2009



Path Forward (continued)

Comments are incorporated
to complete final FAQs for
security

April/May 2009

A point of contact is
designated for continued
implementation, Q&A, and
complex tracking (sponsor or
designee)

June 2009



Basic Assumptions

- Standards are applicable to DOE Federal employees only.
- All Security Professionals required to meet General Technical Base through CBT or formal training at the NTC.
- Experienced individuals in current positions who have met site specific program requirements will be considered qualified for a designated period of time before the additional FAQs are required to be met.
- Personnel will be required to re-qualify on a periodicity not to exceed 5 years including, as a minimum, items added since the individual's last qualification or re-qualification.
- Method of confirmation of qualification will include: written exam, oral exam, facility walk through, oral board, demonstration of ability, equivalent level experience, or a combination of evaluation methods.
- Goals for completion of individual training requirements will be: 18 months (familiarity level); 30 months (working level); and 48 months (expert level).



Basic Assumptions (cont.)

- **NNSA Site Office Manager, Service Center Director, NA-10, NA-20, NA-40, HQ will be responsible for:**
 - Identifying TQP eligible personnel
 - Identifying and approving individual core competencies
 - Supporting training requests
 - Maintaining and approving individual Qualification Cards
 - Identifying appropriate evaluation method for each competency
 - Grading, testing, boarding individuals
 - Awarding qualification certificates
 - Requiring personnel to re-qualify on a period not to exceed 5 years.



ISSUES TO BE RESOLVED

- **Maintaining separations between safety and security standards**
 - 1171 Standards apply to Federal personnel with contractor oversight