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SUBJECT: RECRUITING THE NEXT GENERATION OF IRAN EXPERTS: NEW OPPORTUNTIES IN WASHINGTON, DUBAI AND EUROPE

1. (U) Effectively addressing the Iran challenge ranks as one of the highest foreign policy priorities for our Government over the next decade. The Secretary has therefore approved a plan consistent with her overall objectives for Transformational Diplomacy to increase our State capabilities to focus on Iranian issues and to increase our outreach to the Iranian people, promote freedom and demoncracy in Iran. The Department is pleased to announce the establishment of three new, Iran-focused initiatives and strongly urges officers to consider the career opportunities they represent and bid on these "now" openings:

In Dubai: Persian language designated Political/Economic reporting and public diplomacy outreach positions from the Regional Presence Office-Dubai;

In Europe: Persian language designated Iran reporting and outreach positions in Baku, Istanbul, Frankfurt and London.

In Washington: Developing policy and coordinating the entire effort both at home and abroad from the new Office of Iranian Affairs (NEA/IR) and DRL;

2. (U) This initiative will enhance our capacity to

respond to the full spectrum of threats Iran poses, to reach out to the Iranian people to support their desire for freedom and democracy, over the long-term, re-establish a cadre of Iran experts within the Foreign Service. Additionally, these new positions are part of the Global Diplomatic Repositioning Strategy to support transformational diplomacy and the President's Freedom Agenda.

3. (U) In the wake of the 1979 Iranian seizure of Embassy Tehran, the passage of time and the concomitant paucity of Iran-related career opportunities have eroded the Department's Iran expertise. However, adding these positions to current Persian Language Designated Positions (LDPs) in Afghanistan, Turkey and Dubai will provide us the base to re-establish a cadre of Persian-speaking officers. With increased overseas positions in Dubai and at watcher posts, plus a domestic base of positions (in the new Office of Iranian Affairs, and existing positions in the Intelligence and Research Bureau (INR), the Bureau of International Security and Nonproliferation (ISN), the Afghan Office, and new positions in DRL), we will have a solid foundation upon which to re-establish the Department's Iran expertise and enhance our ability to address the Iran challenge.

Opportunities in the Regional Presence Office - Dubai

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4. (U) Based on its proximity to Iran and access to an Iranian diaspora numbering in the hundreds of thousands, Dubai makes a natural location for a Regional Presence Office aimed at enhancing our political reporting and public diplomacy outreach to Iranians. Our model is the Riga Station that the United States maintained in the Baltics during the 1920s. Riga tracked events in the USSR and provided diplomats (like George Kennan) with everyday practice in Russian language and culture.

5. (U) We will staff the RPO with four FSOs (one of whom is the current Iran Watcher in Dubai), plus an OMS. Our goal is to have the RPO operational this summer. All of these positions, except the OMS, are language designated. NEA is recruiting the following staffing for RPO Dubai:

-- Director (FO-01): Head of Regional Presence Operation (RPO) Dubai. Falls under COM authority but reports directly to the Director, NEA/IR. Responsible for all executive, administrative, political and economic functions of RPO Dubai. Speaks for the USG on Iran issues to local governments officials, the private sector and media representatives. Coordinates work with other USG agencies at post. Supervises four direct hire Americans and four Locally Engaged Staff (LES). Position is language-designated Farsi 3/3. (Position Number: 67700000)

-- Deputy/PD (FO-02): Deputy Director of Regional Presence Operation (RPO) Dubai. Directs public diplomacy outreach

to the Iranian people and to the 560,000 Iranian expatriates and 10,000 Iranian students in the UAE. Plans and coordinates U.S. efforts to strengthen ties with the Iranian people. Identifies and processes exchange candidates for ECA efforts. Targets and increases Iranian participation in MEPI and FPC programs. Increases engagement with Iranian people and UAE's huge Iranian community through Iran-related speaker programs, DVCs, and American Studies programs to promote U.S. policy on human rights, democracy, terrorism and non-proliferation. Seeks ways to use USG programs and funding to support Iranian political and civic organizations. Assists MEPI and DRL in locating pro-democracy groups inside and outside Iran. Organizes series of NGO-sponsored conferences on Iran. Establishes American Studies targeted at Iranian students and UAE universities. Works with Iran political officer to alert Washington on need to issue statements on behalf of Iranian dissidents. Arranges "Study in the United States" seminars for U.S. universities to recruit Iranian students; advises Iranian students wishing to study in the Untied States. Position is language-designated Farsi 3/3. (Position Number: 67700001)

-- ECON (FO-03): Responsible for providing Washington with information and analysis on significant economic and commercial developments in Iran (and Dubai, as relevant to Iran), and for advancing U.S. economic and commercial

policies, where possible. Particular focus on Iran's petroleum sector. Establishes and maintains contact with knowledgeable Iranian and U.A.E. personnel. Analyzes problems involving key sectors of the Iranian economy, such as the petroleum industry. Provides information on terrorism finance, sanctions impact, and Iranian economic ties with other regional and international partners and companies. Reports on corruption and economic ties among Iranian leadership and backstops anti-corruption programming efforts. Develops economic and commercial information of value to the United States. Position is language-designated Farsi 3/3. (Position Number: 67700003)

-- OMS (FP-05): Sole OMS in an office of four FSOs and four Locally Engaged Staff (LES). Supports all activities of RPO Dubai. (Position Number: 67700004)

Opportunities for Iran Watchers

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6. (U) We will reinforce the RPO through dedicated reporting positions in significant Iranian diaspora centers (and by tasking reporting on Iran to existing staff in other targeted posts). This network will afford maximum coverage of Iranian foreign policy efforts and Iranian diaspora activity while providing incentives to build our Persian language capabilities. NEA, in coordination with EUR, is recruiting for Iran Watchers in the following locations:

Istanbul -- IROG (FO-02)

Position is located in the Political section of Consulate Istanbul. Responsible for developing contacts with the Iranian expatriate community in Turkey. Advances U.S. policy objectives with the Iranian community. Provides Washington with information and analysis on developments within the Iranian expatriate communities in Istanbul, Ankara, Adana and Tel Aviv, and on Iranian foreign policy efforts in these geographic areas. Position is language-designated Farsi 3/3. (Position Number: 67700007)

Frankfurt -- IROG (FO-02)

Position is located in the Political section of Consulate Frankfurt. Responsible for developing contacts with the Iranian expatriate community in Germany. Advances U.S. policy objectives with the Iranian community. Provides Washington with information and analysis on developments within the Iranian expatriate communities in Frankfurt, Hamburg, Berlin, etc., and on Iranian foreign policy efforts in Germany. Position is language-designated Farsi 3/3. (Position Number: 67700006)

London -- IROG (FO-02)

Position is located in the Political section of Embassy London. Responsible for developing contacts with the Iranian expatriate community in the United Kingdom. Advances U.S. policy objectives with the Iranian community. Provides Washington with information and

analysis on developments within the Iranian expatriate communities and on Iranian foreign policy efforts in the UK. Position is language-designated Farsi 3/3. (Position Number: 67700008)

Baku -- IROG (FO-02)

Position is located in the Political section of Embassy Baku. Responsible for developing contacts with the Iranian expatriate community in Azerbaijan. Advances U.S. policy objectives with the Iranian community. Provides Washington with information and analysis on developments within the Iranian expatriate communities in Baku, the Caucasus and Turkmenistan, with a particular emphasis on Caspian oil issues, and on Iranian foreign policy efforts in these geographic areas. Position is language-designated Farsi 3/3. (Position Number: 67700005)

Opportunities in the Office of Iranian Affairs and DRL

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7. (U) Building on the Secretary's request for $75 million in supplemental funding for Iran, NEA/IR will lead in formulating and coordinating policy toward Iran and be the nexus for a network of designated Iran watcher positions at overseas posts. In addition, NEA/IR will help expand the Department's Persian language capability by developing operational relationships with posts within the traditional Afghan/Tajik/Persian language zone. DRL is expanding its democracy, governance, and human rights

programming in Iran to better promote the growth of civil society, increased respect for human rights and democratic forces in Iran. NEA and DRL are recruiting officers for the following positions (one of the NEA/IR-03 positions is already filled by the incumbent desk officers).

-- Director (FO-01): Provides leadership for all NEA/IR substantive activities, including: policy guidance and coordination on democracy, economic and security issues, crisis management, multilateral diplomacy, terrorism, labor, counter narcotics, refugees, congressional affairs, nuclear issues, special projects. Reports to the NEA DAS responsible for the oversight of Iran policy. Supervises four FSOs and one FS OMS. (Position Number: S9570400)

-- Sr. POL/ECON (FO-02): Deputy Office Director, NEA/IR. Supervises three Iran desk officers in all substantive areas (Iranian foreign policy, counter-terrorism, and Iran's relations with the UN). Oversees the work of the DRL officer assigned to the NEA/IR office. Oversees preparation of policy and operational memoranda. Reports to the Director. (Position Number: S8521321)

-- IROG - POL/ECON (Human Rights) (FO-03): Responsible for domestic Iranian politics. Promotes U.S. policy on democracy and human rights, including public diplomacy, religious freedom, labor rights, human rights dialogues, annual international religious freedom and country reports, multilateral engagements on human rights (e.g.,

at the Commission on Human Rights and at the UN General Assembly). (Position Number: S7968601)

-- IROG - POL (FO-03) Position is located in the NEA/IR office. Promotes and coordinates with the interagency USG policy on democracy and human rights, including public diplomacy, religious freedom, labor rights, human rights dialogues, annual international religious freedom and country reports, and multilateral engagement on human rights (e.g. at Commission on Human Rights and at the UN General Assembly). Responsible for developing democracy and human rights strategies, and ensuring programming interface and continuity with USG policy goals. Additional responsibilities include the programming of Democracy Fund money for Iran: working with the interagency to develop, administer and track progress on DRL-funded democracy and human rights projects in Iran, including liaison with and oversight of grantees, accountability and reporting to Treasury, outreach to Hill staff, and work with NGOs and the Iranian diaspora in coordination with all elements of the Iran policy team. (Position Number: TBD)

8. Positions are listed in FSBid and available for immediate bidding. We encourage all employees with previous Iran experience or those strongly interested in Iran issues, regardless of their TED, to send a resume to

[redacted]

[redacted] and [redacted], with a cc to your CDO as well. While we would prefer language-qualified officers for the initial assignments to positions in RPO Dubai and as EUR Watchers, we would not discourage otherwise qualified and interested officers from bidding. Employees interested in the DRL position should send resumes to [redacted] and [redacted].

9. Minimize considered.

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