



**Job Title:** Analyst II

**Company:** Valens Global

**Location:** Remote

**Compensation:** Competitive

**Deadline:** Ongoing

### **About Valens Global**

Valens Global provides analyses, strategies, and innovative solutions that anticipate and address critical threats to people, businesses, and governments. Our goal, simply put, is to empower clients with essential knowledge as they navigate complex security challenges rooted in a changing global society. We believe these twenty-first century challenges require analysts who are fiercely independent, forward thinking, and unafraid to challenge received wisdom.

Valens fosters an intellectually vibrant climate. We emphasize teamwork, transparency, meritocracy, accountability, and empowerment at junior levels. We are proud of our track record. Our products exceed our clients' expectations and stand the test of time. At Valens, you would be part of a smart, talented, and confident team of people with diverse backgrounds, experiences, and outlooks. We think Valens is a great place to work, and we think you'll agree.

### **Job Description**

Valens is looking to hire a mission-oriented analyst to join a team that supports a U.S. Government agency operating in the national security space. As a vital agency partner, Valens serves the U.S. national security mission by providing our client with strategic and operational perspectives on a broad range of threats. We excel at delivering high-end open-source intelligence products on threats related to terrorism, transnational organized crime, great power competition, and illicit migration.

This team works on a wide variety of complex issues. *Our analysts use their research skills, expertise, and analytic tradecraft to discern threats beyond our client's radar, helping to build strategic threat awareness across their organization.* We work collaboratively in pursuit of accurate, insightful analysis. Valens' products provide value to multiple stakeholders, including field officers, agency analysts, and senior leaders. We constantly refine our procedures and analytic toolkit to ensure we always deliver products that have strategic and operational relevance for our client.

As an analyst, you will be responsible for working in all phases of production: planning, scoping, research, analysis, drafting, editing, and reviewing. An analyst has consistent project lead responsibilities and is expected to succeed as manager in both small and large projects. We are seeking an experienced professional who enjoys taking responsibility and ownership over work processes and products from start to finish. An integral part of the production process is tailoring

products to the client's requirements. We rely on our analysts to understand our client's mission and to craft products that have direct operational or strategic value for end-users.

Because we draw exclusively from open sources for our products, an analyst must have deep expertise in mining this collection landscape for information and insights. Creativity and a knack for innovation are key attributes. Our ideal candidate is intellectually curious, has the highest standards of analytic integrity, generates solutions to complex problems, and is comfortable making assessments. Our expectation is that a senior analyst can produce clear, interesting, and cogent written products requiring minimal editing and deliver sharply focused client briefings on an as needed basis.

We value versatility at Valens. An analyst must be comfortable working across diverse, rapidly evolving issue sets and a quick study. We are seeking someone who has a thirst for learning about new topics. The ability to provide analytic insight without necessarily being a subject matter expert is a required skill.

Analysts on the project team enjoy opportunities to pursue deep work independently. At the same time, collaboration is a key ingredient of their success in meeting client requirements. We expect an analyst to be a team player who is energized by working closely with colleagues and committed to a vigorous exchange of ideas. We are looking for a creative thinker interested not only in their work but in the success of the team and the company as a whole.

### **Key Responsibilities**

- Produce written intelligence products on issues related to terrorism, transnational organized crime, great power competition, and illicit migration
- Develop effective research plans and conduct deep research using open sources
- Quickly generate well-written, polished, and thoughtful drafts
- Employ analytic tradecraft skills and adhere to high analytic standards
- Generate threat assessments and solutions to complex problems
- Deliver sharply focused client briefings on an as needed basis
- Tailor all work to the client's requirements, interests, and needs
- Manage large and small projects administratively and substantively
- Collaborate with other team members and client contacts

### **Minimum Requirements**

- U.S. citizen with eligibility for Secret clearance
- Bachelor's degree and 7+ years of experience, or Master's degree and 5+ yrs of experience
- Strong analytic tradecraft, critical thinking, and logical reasoning skills
- Some subject-matter experience in fields related to terrorism and violent extremism, great power competition, counterintelligence, transnational organized crime, or border security
- Willingness to engage with new or unfamiliar topics
- Excellent open-source research skills
- Excellent writing skills and ability to adopt the intelligence writing style
- Strong interest in taking ownership over work processes and products
- Ability to work with little supervision and ability to supervise the work of others
- Strong attention to detail, organization, and planning
- Ability to seamlessly move between independent work and operating in a team environment

- Strong interpersonal skills
- Ability to be agile, flexible, and willing to learn from others
- Interest in providing feedback and mentorship to junior analysts

### **Preferred Qualifications**

- Active clearance
- Experience conducting quantitative research and analysis
- Foreign language research skills
- Several years of OSINT experience or certification
- Proven project management skills and ability to synchronize functional support efforts
- Proven ability to build rapport with diverse stakeholders

### **Required Application Materials**

- Cover letter: Don't just tell us about your resume. In your cover letter, please answer the following question: *Describe an obstacle you have overcome and how it has shaped who you are.*
- Resume or CV
- Two unpublished (if possible) writing samples. One should be brief (5 pages or less) and display the applicant's ability to convey complex information concisely and clearly. The second sample should be longer (at least 10 pages) and showcase the applicant's ability to conduct in-depth, nuanced research and analysis. Both samples should include footnotes or citations.
- At least two, and preferably three, references. *Note: We are not looking for letters of recommendation, but rather people who are willing to serve as a reference for your qualifications, and who would be happy to talk to us about your candidacy.*
- Unofficial transcript(s).

Please send all of your materials in PDF format to [careers@valensfirm.com](mailto:careers@valensfirm.com)

Prospective candidates will be asked to complete a skills test prior to hiring. Candidates must also complete the Predictive Index Behavioral Assessment.

*Valens Global LLC is an equal opportunity employer. It is our policy to provide equal employment opportunities without regard to race, color, religion, gender, sex, sexual orientation, national origin, age, disability, veteran status, or any other basis prohibited by federal, state, or local laws. This policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits, social and recreational programs, and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws.*