



**Assistant Federal Security Director-
Generalist**

SV-340-I, J, and K

TSA Success Profile

What Are The Major Functions Of The AFSD- Generalist?
<ul style="list-style-type: none"> ▪ Ensuring Overall Security of Airport ▪ Addressing Personnel Issues ▪ Providing Strong Leadership to TSA Employee Population

What Competencies Does An AFSD- Generalist need to perform the job successfully?
✓ = Critical No ✓ = Important

General Competencies	
✓	Accountability
✓	Decisiveness
✓	Integrity/Honesty
	Flexibility
	Conflict Management
	Problem Solving
	Team Building
	Developing Others

Technical Competencies	
✓	Incident Management
✓	Self Management
✓	Planning and Evaluating
✓	Knowledge of Security
✓	Administration and Management
	Knowledge of Security Directives and Regulations
	Knowledge of Screening Standard Operating Procedures
	Conscientiousness
	Risk Management
	Managing and Organizing Information
	Organizational Awareness
	Listening
	Operations Management



Major Responsibilities of an AFSD- Generalist

Critical Responsibilities

- Ensuring Overall Security of Airport
- Ensuring Overall Security of Airport
- Providing Strong Leadership to TSA Employee Population
- Providing Leadership to TSA Employees
- Advising FSD on Administrative and Operations Matters
- Building and Managing Stakeholder Relationships

Important Responsibilities

- Responding to Critical Incidents
- Strategic Planning for Local TSA Operation
- Coaching and Developing Direct Reports
- Improving Operational Practices and Procedures
- Setting Overall Direction for Screening Operations
- Forecasting and Planning for Operational Changes
- Overseeing and Managing Administrative and Operations Functions at Airport
- Implementing TSA Policies and Procedures
- Leading Establishment of High Performance TSA Culture
- Analyzing and Addressing Security Threats



What Competencies Does A Transportation Security Officer need to perform the job successfully?

General Competencies

Accountability
<ul style="list-style-type: none"> ▪ Assures that effective controls are developed and maintained to ensure the integrity of the organization. Holds self and others accountable for rules and responsibilities. Can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget. Monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
Decisiveness
<ul style="list-style-type: none"> ▪ Makes well-informed, effective, and timely decisions, even when data are limited or solutions produce unpleasant consequences; perceives the impact and implications of decisions.
Integrity/Honesty (Leadership Capacity)
<ul style="list-style-type: none"> ▪ Instills mutual trust and confidence; creates a culture that fosters high standards of ethics; behaves in a fair and ethical manner toward others, and demonstrates a sense of corporate responsibility and commitment to public service.
Flexibility
<ul style="list-style-type: none"> ▪ Is open to change and new information; rapidly adapts to new information, changing conditions, or unexpected obstacles.
Conflict Management
<ul style="list-style-type: none"> ▪ Encourages creative tension and differences of opinions. Anticipates and takes steps to prevent counter-productive confrontations. Manages and resolves conflicts and disagreements in a constructive manner.
Problem Solving
<ul style="list-style-type: none"> ▪ Identifies and analyzes problems; weighs relevance and accuracy of information; generates and evaluates alternative solutions; makes recommendations.
Team Building
<ul style="list-style-type: none"> ▪ Inspires and fosters team commitment, spirit, pride, and trust. Facilitates cooperation and motivates team members to accomplish group goals.
Developing Others
<ul style="list-style-type: none"> ▪ Develops the ability of others to perform and contribute to the organization by providing ongoing feedback and by providing opportunities to learn through formal and informal methods.



Technical Competencies

Incident Management
<ul style="list-style-type: none"> ▪ Application of skills used to deal with situations that threaten the integrity of operations, and/or the safety and security of people and significant assets.
Self Management
<ul style="list-style-type: none"> ▪ Sets well-defined and realistic personal goals; displays a high level of initiative, effort, and commitment towards completing assignments in a timely manner; works with minimal supervision; is motivated to achieve; demonstrates responsible behavior.
Planning and Evaluating
<ul style="list-style-type: none"> ▪ Determines objectives and strategies; organizes work, sets priorities, determines resource requirements; coordinates with other parts of the organization to accomplish goals; monitors and evaluates the progress and outcomes of operational plans.
Knowledge of Security
<ul style="list-style-type: none"> ▪ Understands the range of security issues, threats and challenges facing TSA; the roles of other federal, state and local government agencies in addressing them; and the frameworks for effectively analyzing and addressing them.
Administration and Management
<ul style="list-style-type: none"> ▪ Knowledge of planning, coordination, and execution of business functions, resource allocation, and production.
Knowledge of Security Directives and Regulations
<ul style="list-style-type: none"> ▪ Knowledge of TSA's air transportation security policies, directives, and regulations, including on-going regulations and new or emerging directives, as well as understanding of how to implement the policies, directives and regulations in local TSA airport and/or FAMS operations.
Knowledge of Screening Standard Operating Procedures
<ul style="list-style-type: none"> ▪ Knowledge of permitted and prohibited items, knowledge of current Standardized Operating Procedures (SOP) including security breach, knowledge of current performance protocols (e.g., hand wand techniques and special search methods), and knowledge of information on travel documents. Knowledge of procedures for reporting equipment failure.
Conscientiousness
<ul style="list-style-type: none"> ▪ Displays a high level of effort and commitment towards performing work; demonstrates responsible behavior and displays a professional image.
Risk Management
<ul style="list-style-type: none"> ▪ Demonstrated ability to access, critically analyze, evaluate, and apply risk information to the decision making process in support of organizational goals and objectives.
Managing and Organizing Information
<ul style="list-style-type: none"> ▪ Identifies a need; gathers, organizes, and maintains information; determines its importance and accuracy, and communicates it by a variety of methods.



Technical Competencies (continued)

Organizational Awareness
Knows the organization's mission and functions, and how its social, political, and technological systems work and operates effectively within them; this includes the programs, policies, procedures, rules, and regulations of the organization.
Listening
Receives, attends to, interprets, and responds to verbal messages and other cues such as body language in ways that are appropriate to listeners and situations.
Operations Management
<ul style="list-style-type: none">▪ Application of specialized knowledge of laws, procedures, practices, relevant to managing and executing programs in an operational environment.