# POSITION DESCRIPTION

**Director of IMMIGRATION AND CUSTOMS ENFORCEMENT, Department of Homeland security**

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| **OVERVIEW** |
| Senate Committee | Homeland Security and Governmental Affairs jointly with Judiciary |
| Agency Mission | To ensure that homeland is safe, secure and resilient against terrorism and other potential threats |
| Position Overview | The Director for Immigration and Customs Enforcement (ICE) leads the largest investigative agency within the Department of Homeland Security. S/he advances ICE’s mission to promote homeland security and public safety through the criminal and civil enforcement of federal laws governing border control, customs, trade and immigration. |
| Compensation | Level IV $155,500 (5 U.S.C. § 5315)[[1]](#endnote-1) |
| Position Reports to | Secretary of Homeland Security |
| **RESPONSIBILITIES** |
| Management Scope | In fiscal 2015, DHS had $42.573 billion in outlays and 166,777 total employment. ICE has nearly 20,000 employees in more than 400 offices in the United States and 48 foreign countries. The agency has an annual budget of approximately $6 billion, primarily devoted to two operational directorates — Enforcement and Removal Operations (ERO) and Homeland Security Investigations (HSI). |
| Primary Responsibilities | * Ensures ICE carries out its mission of protecting America from the cross-border crime and illegal immigration that threaten national security and public safety.
* Investigates and enforces the nation’s laws governing border control, customs, trade and immigration. ICE is also at the forefront to of enforcing these laws in cyberspace.
* Supports the ongoing objectives of the Department of Homeland Security.
* Improves ICE’s ability to identify and dismantle criminal networks that traffic in weaponry, narcotics, counterfeit goods and human beings.
* Expands and strengthens partnerships at every level of law enforcement.
* Continues agency-wide efforts to improve relationships within the communities ICE protects through greater transparency and ongoing engagement with citizens, educators and civic leaders on a daily basis.
* Strengthens employee engagement by working to ensure that employees truly understand the value of what they do and helps the American people better understand and appreciate the value of those efforts.
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| Strategic Goals and Priorities | Depends on the policy priorities of the administration |
| **REQUIREMENTS AND COMPETENCIES** |
| Requirements | * Broad understanding of all aspects of the department’s activities, including the enforcement of immigration laws, the prevention of terrorism, the combating of the illegal movement of people and goods to and within the United States and the safeguarding and securing of cyberspace.
* Leadership and management experience
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| Competencies | * Collaboration & Influencing: Works effectively with peers, partners and others who are not in the line of command.
* Strategic Orientation: Demonstrates complex thinking abilities, incorporating both analytical and conceptual abilities to manage and develop plans and strategies.
* Results Orientation: Drives for improvement of results, as demonstrated by a track record of substantially enhancing the performance of the organization under this individual’s leadership. Sets appropriate metrics and tracks progress and results in line with the administration’s policy objectives.
* Team Leadership: Inspires teams to achieve excellence by attracting and developing exceptional talent in the organization. Fosters an environment of openness, respect and desire for achievement.
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| **PAST APPOINTEES** |
| Sarah Saldaña (2014-2017): U.S. Attorney for the Northern District of Texas; Assistant U.S. Attorney for the Northern District of Texas; Deputy Criminal Chief of the Northern District of Texas’ Major Fraud and Public Corruption Section.  |
| John T. Morton (2009-2013): Acting Deputy Assistant Attorney General (2009-2009); Acting Chief, Domestic Security Section (2007-2009); Deputy Chief, Domestic Security Section (2006-2007). |
| Julie L. Myers (2006-2008): Special Assistant to the President (2003-2004); Chief of Staff, Criminal Division, U.S. Department of Justice (2002-2003); Deputy Assistant Secretary, Anti-Money Laundering and Financial Crimes (2001-2002). |

# Endnotes

This position description was created with the help of Egon Zehnder, a global executive search firm.

1. The Consolidated Appropriations Act, 2017 (Public Law 115-31, May 5, 2017), contains a provision that continues the freeze on the payable pay rates for certain senior political officials at 2013 levels during calendar year 2017. [↑](#endnote-ref-1)