

SECTION III - NARRATIVE SUMMARY

The rating official must provide narrative that assesses the employee's accomplishments for each critical and non-critical job element. Describe how the employee's performance exceeded, met or did not meet the Generic or other approved performance standard.

POLICY DEVELOPMENT

Mr. Samarrai has contributed in numerous ways to the success of the Bureau, including through the development of classified compliance analyses incorporated into the Bureau's preparation of the President's annual report on "Adherence to and Compliance with Arms Control, Nonproliferation, and Disarmament Agreements and Commitments." He has also served as a delegate to various conferences, written information memoranda on issues related to issues concerning proliferation, participated in the Bureau's working group on implementing North Korean and Iranian denuclearization, was leader on the China Papers Project, arranged and staffed meetings for the Assistant Secretary with foreign officials, and spearheaded two special projects that will promote the mission of the Bureau and prove vital to national security.

KNOWLEDGE AND USE OF INTELLIGENCE INFORMATION

Mr. Samarrai continued to work closely with staffers in the Bureau to develop an intelligence-collection "matrix" related to the nuclear fuel cycle. These seminal early efforts marked the beginning of the broad intelligence "matrix" effort now underway for several months, and which is becoming a key tool for the bureau as the statutorily-designated policy community liaison to the U.S. Intelligence Community on all issues related to verification and compliance.

SPECIAL PROJECTS SUPPORT

Mr. Samarrai has shown himself to be a bright, articulate, and enthusiastic member of the VCI Bureau team. His most distinguished contribution this year has been as the leader of two special anti-proliferation projects. This project has been very successful in generating innovative new approaches that may yield significant payoffs in the months and years ahead. In addition to this work, Mr. Samarrai has himself taken the initiative in drawing the Bureau Front Office's attention to, and preparing "think-piece" papers on, subjects related to how VCI can better fulfill its responsibilities in the future, and in preparing proposals for T-family research grant procedures (Specifically the "Deconstruction" proposal). Finally, he has shown excellent initiative and dedication to the Bureau's success by volunteering for numerous responsibilities beyond his specific portfolio.

SECURITY AWARENESS/INTERNAL CONTROLS

Mr. Samarrai has consistently shown excellent security awareness, has handled sensitive information entrusted to him with discretion and propriety, and has maintained an excellent security record.

Name of Employee Samarra, Remzey L.

SSN: [REDACTED]

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Mr. Remzey L. Samarra began his service with the VC Bureau half-way through the rating period (July 26, 2004), but has during that brief time developed as a productive member of the bureau team. Assigned to the Bureau's Office of Nuclear Affairs, Mr. Samarra has distinguished himself through his work on several special projects for the office and for senior Bureau leadership. Among other things, during the final phase of the Bureau's pathbreaking effort to assist Libya in implementing and verifying the fulfillment of its December 2003 commitment to eliminate its weapons of mass destruction and long-range missile programs, Mr. Samarra displayed hard work and great attention to detail in developing an innovative computerized tracking matrix to help the bureau track the implementation of the various elements of the agreements reached with Libya in this respect, thereby contributing to the drafting and completion of the Bureau's report on the historic Libya effort.

Additionally, Mr. Samarra contributed in important ways to an ongoing Bureau project related to assessing the verifiability of potential North Korean nuclear disarmament. This complex project has involved working closely not only with other Bureau experts, but with the former head of the verification office at the Arms Control and Disarmament Agency, Dr. Manfred Eimer. This project has involved detailed verification analysis and assessments of U.S. technical intelligence collection capabilities, and has allowed Mr. Samarra to develop increasingly valuable expertise in the field of nuclear-related verification work.

Finally, Mr. Samarra distinguished himself by outstanding initiative and innovative thinking in preparing a series of internal discussion papers on a variety of verification- and compliance-related topics ranging from efforts to develop a sharper theoretical understanding of compliance incentives to the role of national education systems in nuclear proliferation.

Mr. Samarra has had no security violations during this rating period and followed all applicable security requirements.

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POLICY DEVELOPMENT

Mr. Samarrai has contributed in numerous ways to the success of the Office of Nuclear Affairs, including through the development of classified compliance analyses incorporated into the Bureau's preparation of the President's annual report on "Adherence to and Compliance with Arms Control, Nonproliferation, and Disarmament Agreements and Commitments." He has also served as a delegate to a conference on the Association of Southeast Asian Nations (ASEAN), written information memoranda on issues related to nuclear affairs, participated in the Bureau's working group on implementing North Korean denuclearization, arranged and staffed meetings for the Assistant Secretary with foreign officials, and developed a web site that has improved his office's ability to employ open-source information.

KNOWLEDGE AND USE OF INTELLIGENCE INFORMATION

Mr. Samarrai worked closely with staffers in the Bureau's Technology and Assessments Office to develop the key initial drafts of an intelligence-collection "matrix" related to the nuclear fuel cycle, and wrote a paper for the Bureau related to this effort. These seminal early efforts marked the beginning of the broad intelligence "matrix" effort now underway for several months, and which is becoming a key tool for the bureau as the statutorily-designated policy community liaison to the U.S. Intelligence Community on all issues related to verification and compliance.

SPECIAL PROJECTS SUPPORT

Mr. Samarrai has shown himself to be a bright, articulate, and enthusiastic member of the VCI Bureau team. His most distinguished contribution to date has been as the leader of a special "Brainstorming Team" established by the Assistant Secretary in order to encourage and channel "out-of-the-box" creative thinking by Bureau staff into concrete projects for the Bureau (or other entities within the "T" family of bureaus) to pursue. Working in conjunction with the VCI Verification Operations office, he established a custom-designed computer interface for this team and took charge of the bureau-wide effort to develop papers on a range of subjects across the breadth of nonproliferation, arms control, and verification and compliance-related issues. This project has been very successful in generating innovative new approaches that may yield significant payoffs in the months and years ahead. In addition to this work, Mr. Samarrai has himself taken the initiative in drawing the Bureau Front Office's attention to, and preparing "think-piece" papers on, subjects related to how VCI can better fulfill its responsibilities in the future, and in preparing proposals for T-family research grant procedures. Finally, he has shown excellent initiative and dedication to the Bureau's success by volunteering for numerous responsibilities beyond his specific portfolio.

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