



Career Opportunities

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Clandestine Service

The Ultimate International Career

The CIA's Clandestine Service is the front-line source of clandestine information on critical international developments, from terrorism and weapons of mass destruction to military and political issues. The mission often requires clandestine service officers to live and work overseas, making a true commitment to the Agency. This is more than just a job – it's a way of life that challenges the deepest resources of personal intelligence, self-reliance and responsibility. National Clandestine Service Officers are individuals with varied backgrounds and life experiences, professional and educational histories, language capabilities, and other elements that allow us to meet our mission critical objectives.

View our available Clandestine Service jobs.

CLANDESTINE SERVICE POSITIONS

Operations Officer

Operations Officers serve on the front lines of the human intelligence collection business by clandestinely recruiting and handling sources of foreign intelligence. It takes special skills and professional discipline to establish strong human relationships that result in high-value intelligence from clandestine sources. An Operations Officer must be able to deal with fast-moving, ambiguous and unstructured situations. This requires physical and psychological health, energy, intuition, "street sense" and the ability to cope with stress. Operations Officers serve the bulk of their time in overseas assignments.

Collection Management Officer

As the link between the Clandestine Service Operations Officer in the field, the US foreign policy community and Intelligence Community analysts, it is the responsibility of the Collection Management Officer (CMO) to manage the collection, evaluation and dissemination of CIA intelligence information. Managing the collection effort requires determining what US policymakers need to know and then communicating those requirements to the Operations Officer. To be effective, the CMO must understand Clandestine Service operations and how they are conducted abroad, as well as international issues and overseas operating environments.

Language Officer

The Language Officer applies advanced foreign language skills, experience and expertise to provide high-quality translation, interpretation and language-related support for a variety of Clandestine Service operations. In addition to their expert language skills, Language Officers provide in-depth cultural insight – an important dimension of the job. They also work closely with officers in other Clandestine Service disciplines – particularly field collectors – to support the overall mission of intelligence acquisition. As with other Clandestine Service professions, foreign travel opportunities and certain specialized training are integral elements of the job.

Operations Officer - Specialized Skills Officer

Specialized Skills Officers focus on intelligence operations for US policymakers in hazardous and austere overseas environments. Military special operations or combat arms experience (ground, air, or maritime), previous foreign travel, combat service and foreign language proficiency are highly valued.

The Clandestine Life

Operations Officers and Collection Management Officers spend a significant portion of their time abroad. Typically, Operations Officers will serve 60% to 70% of their careers overseas, while Collection Management Officers will be overseas for 30% to 40% of their careers. Staff Operations Officers, although based in the Washington, D.C. area, travel overseas on a temporary basis. Language Officers also are primarily based in Washington, though short-term and some long-term foreign travel opportunities are available.

Officers in each of these careers are under cover. By the very nature of this clandestine business, officers can expect limited external recognition for themselves and their families. Instead, the Agency has its own internal promotions, awards and medals, and makes every effort to recognize the accomplishments of its personnel.

In addition to competitive pay, Officers are provided housing and receive overseas allowances and schooling benefits for their children when serving abroad. There are also other benefits, such as language pay incentives, that Officers can receive depending on their skills set and position duties. Collectively, the benefits enable Officers to make significant contributions that impact our national security, and experience a high level of job satisfaction and camaraderie throughout their career.

Is This the Job for You?

Traditionally, we have had an officer corps of considerable diversity in terms of politics, talent, personality, temperament and background. That said, there are some fundamental qualities common to most successful officers, including a strong record of academic and professional achievement, good writing skills, problem-solving abilities and highly developed interpersonal skills. Overseas experience and languages are important factors as well. Officers must be perennial students, in the sense that they are required to seek answers, learn other languages and study other cultures to enhance their abilities to deal effectively with foreign cultures and societies.

Getting Started: Clandestine Service Trainee (CST) Program

This is the launching pad for challenging positions in the National Clandestine Service, providing new officers an opportunity to follow in the footsteps of today's senior NCS managers. Uniquely qualified trainees are groomed in an intensive year-long training program to prepare them for the foreign-intelligence-collection challenges facing the US today.

The National Clandestine Service has a second program, the Professional Trainee (PT) Program, for recent college graduates, after which PTs may be considered for the CST Program.

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Core Collector

[CIA](#) (Virginia)

Posted:

July 9, 2010

Address:

University of Richmond, VA 23173

Description:

Core Collector

Clandestine Service Trainee Program

Work Schedule: Full Time

Salary: \$54,525 " \$75,669

Location: Washington, DC metropolitan area

Core Collectors, following successful completion of the 12-month Clandestine Service Trainee (CST) Program, serve on the front lines of human intelligence collection overseas for the National Clandestine Service (NCS). The CST Program trains and certifies individuals to perform the full range of steps leading to the clandestine recruitment and handling of sources with access to vital foreign intelligence. Within the Core Collector profession, there are two career tracks"Operations Officer and Collection Management Officer"described below. NCS management places an individual in one of these career tracks based on skills demonstrated during the training phase and/or the needs of the service. All Core Collectors, whether designated as OO or CMO, are expected to engage in the full cycle of clandestine operations while serving in overseas assignments. Therefore, all applicants seeking entry into the Core Collector ranks of the NCS must

demonstrate the skills, abilities and personality traits necessary for the safe, secure, and effective conduct of clandestine intelligence collection operations overseas.

Core Collector/Operations Officer

Operations Officers (OOs) are focused full time on clandestinely spotting, assessing, developing, recruiting, and handling individuals with access to vital foreign intelligence on the full range of national security issues. This human intelligence plays a critical role in developing and implementing US foreign and national security policy and in protecting US interests. OOs use their sound judgment, high integrity, strong interpersonal skills, and ability to assess the character and motivations of others to establish strong human relationships and trust that provides the foundation needed to acquire high-value intelligence from foreign sources. OOs deal with fast-moving, ambiguous, and unstructured situations by combining their people and street smarts with subject matter expertise and a knowledge of foreign languages, areas, and cultures. An OOs career can include assignments in the NCSs three key areas of activity"human intelligence collection, counterintelligence, and covert action"on issues of highest interest to US national security, such as international terrorism, weapons proliferation, international crime and narcotics trafficking, and capabilities and intentions of rogue nations. Operations Officers serve the bulk of their time in overseas assignments that range typically from 2-3 years.

Operations Officers are given great amounts of responsibility and trust early in their careers. While they work in teams, they often need to think on their feet, using common sense and flexibility to make quick decisions on their own. OOs have demanding responsibilities, often requiring them to work long, irregular hours so it is essential that they be physically and psychologically fit, energetic, and able to cope with stress. They must know themselves very well and a sense of humor is also a plus.

Core Collector/Collection Management Officer

Core Collector-certified Collection Management Officers (CMOs) oversee and facilitate the collection, evaluation, classification, and dissemination of foreign intelligence developed from clandestine sources. CMOs play a critical role in ensuring that foreign intelligence collected by clandestine sources is relevant, timely, and addresses the highest foreign policy and national security needs of the nation. They are substantive experts in their area of specialty, have a comprehensive knowledge of how National Clandestine Service operations are conducted, and an in depth understanding of overseas operating environments as well as current and looming international issues.

During overseas assignments, CMOs work closely with the OOs to ensure that collection operations are designed to meet intelligence priorities fully and accurately; that recruitment of and interaction with clandestine sources is as effective as possible; and that resulting intelligence reports convey relevant information clearly and accurately"while at the same time protecting collection operations as well as individual sources. In addition and as required, CMOs--like OOs"are engaged in the full cycle of collection operations (spotting, assessing, developing, recruiting and handling sources).

During Headquarters assignments, CMOs interact directly with the full range of intelligence consumers"from the most senior policymakers to analysts throughout the intelligence, defense, and law enforcement communities"to identify and prioritize intelligence collection needs and to ensure they are communicated accurately to Operations Officers in the field. Typically, Core Collector/CMOs spend approximately 40-50 percent of their career overseas.

Working as part of a team or independently with minimal supervision, CMOs must be able to deal effectively with individuals at all levels, often under the pressure of fast breaking, sometimes ambiguous, situations and rapidly changing intelligence priorities. Excellent verbal and written communications skills are a must for CMOs, as are well developed time management and multitasking abilities along with rock solid judgment.

Minimum requirements for Core Collector positions include a bachelor's degree and a strong academic record, with a strong interest in international affairs and solid interpersonal and communications skills, including the ability to write clearly and accurately. Foreign travel and area knowledge, prior residency abroad, cross-cultural sensitivity, and foreign language proficiency (particularly in the critical languages of Arabic, Chinese, Dari, Indonesian, Korean, Pashto/Pashtu, Persian, Russian, Turkish, Urdu) are desirable. The 35-year maximum age requirement can be waived on a case-by-case basis.

All applicants must successfully complete a thorough medical and psychological exam, a polygraph interview and an extensive background investigation. US citizenship is required for both applicant and spouse.

To be considered suitable for Agency employment, applicants must generally not have used illegal drugs within the last twelve months. The issue of illegal drug use prior to twelve months ago is carefully evaluated during the medical and security

processing.

Important Notice: Knowledge by non-Agency personnel of your association with the Central Intelligence Agency or the Intelligence Community may limit your ability to perform or preclude you from certain assignments. NCS applicants should therefore endeavor to protect the fact that they have applied and/or are thinking of applying to the NCS. We urge your discretion throughout the entire hiring process to ensure maximum flexibility for your potential NCS career. Further guidance will be provided as competitive applicants move through the hiring steps.

To Apply:

Submit Resume at address below:

Note: Multiple submissions are unnecessary and will slow the processing of your resume. Of course, if you made an error in your submission or need to update your resume, you may submit another resume. The second resume will overwrite the first.

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Website:

<https://www.cia.gov/careers/jobs/submit-resume/index.html?p=CST%20Core%20Collector%20OO%20CMO>



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Operational Psychologist

[CIA](#) (Virginia)

Posted:

July 11, 2010

Address:

University of Richmond, VA 23173

Description:

Operational Psychologist

Work Schedule: Full Time

Salary: \$82,961 " \$127,442

Location: Washington, DC metropolitan area

Responsible for providing behavioral science consultancy to the Intelligence Community, the major activities involved in this role include psychological testing and behavioral assessment; customized training/consultation on topics related to cross-cultural personality assessment; and applied research.

Minimum requirements include a PhD or PsyD in psychology (clinical, counseling or other areas emphasizing assessments), as well as at least 2 years of postdoctoral experience. Cross-cultural experience and a very strong emphasis on personality assessment and case consultation skills are also needed. Candidates must also be licensed or license eligible and have completed an APA-approved graduate program/internship. An interest in foreign cultures, a background in cross-cultural issues and a willingness to live and travel overseas are essential. Fluency in a foreign language and/or experience living overseas is a plus but is not required.

All applicants must successfully complete a thorough medical and psychological exam, a polygraph interview and an extensive background investigation. US citizenship is required.

To be considered suitable for Agency employment, applicants must generally not have used illegal drugs within the last twelve months. The issue of illegal drug use prior to twelve months ago is carefully evaluated during the medical and security processing.

Important Notice: Friends, family, individuals, or organizations may be interested to learn that you are an applicant for or an employee of the CIA. Their interest, however, may not be benign or in your best interest. You cannot control whom they would tell. We therefore ask you to exercise discretion and good judgment in disclosing your interest in a position with the Agency. You will receive further guidance on this topic as you proceed through your CIA employment processing.

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Paramilitary Operations Officer/Specialized Skills Officer

CIA (Virginia)

Posted:

July 10, 2010

Address:

University of Richmond, VA 23173

Description:

Paramilitary Operations Officer/Specialized Skills Officer

Work Schedule: Full Time

Salary: \$54,525 " \$75,669

Location: Washington, DC metropolitan area

The Clandestine Service is looking for U.S. citizen candidates to fill Paramilitary Operations Officer and Specialized Skills Officer positions. Paramilitary Operations Officers and Specialized Skills Officers serve both at our Headquarters in Washington DC and overseas. Qualified candidates can expect to focus on intelligence operations and activities for U.S. policymakers in hazardous and austere overseas environments. A number of qualified Paramilitary Operations Officer candidates are trained in the Clandestine Service Trainee (CST) Program. Specialized Skills Officers support a wide variety of activities.

Minimum requirements for Paramilitary Operations Officers include a bachelor's degree and military special operations or combat arms experience (ground, air, or maritime). Previous foreign travel, combat service, and foreign language proficiency

is highly valued. For Specialized Skills Officers, minimum requirements also include a bachelor's degree. A background in aviation, maritime experience, military psychological warfare operations, information operations, communications, business, and counterintelligence are preferred. The 35-year maximum age requirement could be waived on a case-by-case basis.

All applicants must successfully complete a thorough medical and psychological exam, a polygraph interview and an extensive background investigation. US citizenship is required.

To be considered suitable for Agency employment, applicants must generally not have used illegal drugs within the last twelve months. The issue of illegal drug use prior to twelve months ago is carefully evaluated during the medical and security processing.

Important Notice: Knowledge by non-Agency personnel of your association with the Central Intelligence Agency or the Intelligence Community may limit your ability to perform or preclude you from certain assignments. NCS applicants should therefore endeavor to protect the fact that they have applied and/or are thinking of applying to the NCS. We urge your discretion throughout the entire hiring process to ensure maximum flexibility for your potential NCS career. Further guidance will be provided as competitive applicants move through the hiring steps.

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<https://www.cia.gov/careers/jobs/submit-resume/index.html?p=PM-Spec%20Skills%20Officer>



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NCS Language Officer

[CIA](#) (Virginia)

Posted:

July 10, 2010

Address:

University of Richmond, VA 23173

Description:

NCS Language Officer

Work Schedule: Full Time

Salary: \$48,108 " \$88,372

Location: Washington, DC metropolitan area

Performing a critical and dynamic function within the National Clandestine Service (NCS), the Language Officer applies advanced foreign language skills, experience, and expertise to provide high-quality translation, interpretation, and language-related support for a variety of NCS clandestine operations. In addition to expert language skills, Language Officers provide in-depth cultural insight—an important dimension of the job. Language Officers also work closely with officers in other NCS disciplines, particularly field collectors, to support the overall mission of intelligence acquisition. As with other NCS professions, foreign travel opportunities and certain specialized training are also integral elements of the job.

In addition to a salary range of \$48,108 " \$88,372, new employees who already possess excellent language skills may be eligible for a significant hiring bonus and language use payments. For more information on our language incentive programs,

please refer to Language Positions under Careers at CIA.

Minimum requirements include a bachelor's degree, native or near-native fluency in a foreign language, and a strong interest in international affairs. Candidates must possess sound English language writing and oral skills and good interpersonal and communications skills. As with all NCS professional specializations, the responsibilities of a Language Officer require absolute personal and professional dedication to mission.

All applicants must successfully complete a language test, a thorough medical and psychological evaluation, a polygraph interview and an extensive background investigation. U.S. citizenship is a requirement.

To be considered suitable for Agency employment, applicants must generally not have used illegal drugs within the last twelve months. The issue of illegal drug use prior to twelve months ago is carefully evaluated during the medical and security processing.

Important Notice: Knowledge by non-Agency personnel of your association with the Central Intelligence Agency or the Intelligence Community may limit your ability to perform or preclude you from certain assignments. NCS applicants should therefore endeavor to protect the fact that they have applied and/or are thinking of applying to the NCS. We urge your discretion throughout the entire hiring process to ensure maximum flexibility for your potential NCS career. Further guidance will be provided as competitive applicants move through the hiring steps.

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Professional Trainee Program

[CIA](#) (Virginia)

Posted:

July 9, 2010

Address:

University of Richmond, VA 23173

Description:

Professional Trainee Program

Work Schedule: Full Time

Salary: \$49,364 " \$67,108

Location: Washington, DC metropolitan area

The Clandestine Service (CST) Program and the Professional Trainee (PT) Program are the entry-level programs for field-based Core Collector careers. CSTs have a minimum of a bachelor's degree and several years of substantive business/work or military experience before applying. PTs also have a minimum of a bachelor's degree but may often lack substantive work or military experience. Upon entry on duty, they are offered the opportunity to gain the experience through a series of responsible Headquarters-based assignments that expose them to core aspects of the NCS mission prior to joining the CST program for training and field deployment.

Minimum requirements include a bachelor's or master's degree and a strong academic record, with a strong interest in international affairs. Candidates must possess solid interpersonal and communications skills, including the ability to write

clearly and accurately. Foreign travel and area knowledge, prior residency abroad, cross-cultural sensitivity, and foreign language proficiency (particularly in the critical languages of Arabic, Chinese, Dari, Indonesian, Korean, Pashto/Pashtu, Persian, Russian, Turkish and Urdu) are highly desirable. Degrees of interest include, but are not limited to, international business, finance or relations, economics, physical science or nuclear, biological or chemical engineering. Competitive candidates will also possess personality traits that will allow them to be successful Core Collectors, including the ability to work both independently and as part of a team, the ability to think on their feet, and the ability to deal effectively with individuals at all levels"often in fast-breaking and rapidly changing situations.

All applicants must successfully complete two personal interviews, a thorough medical and psychological examination, a polygraph interview, and extensive background investigation. (Processing generally takes between 4-6 months.) The 35-year maximum age requirement could be waived on a case-by-case basis.

To be considered suitable for Agency employment, applicants must generally not have used illegal drugs within the last twelve months. The issue of illegal drug use prior to twelve months ago is carefully evaluated during the medical and security processing.

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Undergraduate Internship Program-NCS

[CIA](#) (Virginia)

Posted:

July 9, 2010

Address:

University of Richmond, VA 23173

Description:

Undergraduate Internship Program - NCS

Work Schedule: Full Time

Salary: \$37,039

Location: Washington, DC metropolitan area

Applications for the Undergraduate Internship Program - NCS are accepted from March 1 - July 31.

The National Clandestine Service (NCS) Internship Program is designed to give a limited number of talented undergraduate students the opportunity to work in supporting the NCS mission of collecting human intelligence on critical international developments. The NCS intern will be part of a unique world of important events and meaningful accomplishments.

Interns will work at our Headquarters facility in the Washington, D.C. suburbs with teams of knowledgeable professionals. Interns are required to work two 90-day summer internships or a combination of one summer and one semester internship prior to graduation from a four-year accredited American university or college.

Student internship positions offer salaries competitive with the private sector and the same benefits as permanent employees.

Minimum requirements: Applicants should possess impeccable integrity, outstanding interpersonal skills, excellent written and oral communication skills, and unquestionable patriotism. Interest in foreign affairs and national security issues is a must. Foreign language skills, overseas experience, and regional studies are desirable, but not required.

The NCS undergraduate internship program is highly competitive. Applicants are expected to meet the following requirements:

- *U.S. citizenship;
- * A strong academic record (3.0 GPA or better) maintained throughout the academic career.
- * Able to meet the same employment standards as permanent employees, successfully completing medical and polygraph examinations as well as a background investigation.
- * Available to work in the Washington, D.C. area during the periods of student employment.
- * Students selected for this program must have completed one full year of undergraduate school and be continuing school on a full-time basis following this assignment. Generally, applicants should have finished their sophomore year at the time they begin their first summer internship.

Because of the nature of our work in the NCS, the student internship application process is a lengthy one. Interested applicants should apply approximately one year in advance of their desired first summer internship. Applications for the Undergraduate Internship Program - NCS are accepted from March 1 - July 31. Qualified applicants may be contacted for additional information.

All applicants must successfully complete a thorough medical and psychological exam, a polygraph interview and an extensive background investigation. US citizenship is required.

To be considered suitable for Agency employment, applicants must generally not have used illegal drugs within the last twelve months. The issue of illegal drug use prior to twelve months ago is carefully evaluated during the medical and security processing.

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