

NATIONAL CLANDESTINE SERVICE

The CIA's National Clandestine Service is the cutting edge of American Intelligence. It is an elite corps, providing vital information needed by US policymakers, the military and law enforcement services to protect the national security interests of the American people. Individuals serving in the National Clandestine Service face new challenges every day, in a world with increasingly complex and constantly changing issues.

For the extraordinary person who wants more than just a job, the National Clandestine Service offers a unique career – a way of life that challenges the deepest resources of an individual's intelligence, self reliance and responsibility. It demands an adventurous spirit, a forceful personality, high intellectual ability, toughness of mind, a superior degree of personal integrity, courage and love of country. Individuals serving in the National Clandestine Service deal with fast-moving, ambiguous and unstructured situations that challenge the full range of their abilities on a daily basis.

The Professional Profile

Applicants should possess impeccable integrity, strong interpersonal skills, excellent written and oral communication skills, unquestionable patriotism and a strong desire to be part of something vital that makes a difference for family, friends and country.

Qualified applicants possess a minimum of a bachelor's degree with a preferred GPA of 3.0 or higher and an interest in international affairs and foreign security. Foreign language skills are highly desirable, particularly in those critical languages listed on our website. New or refresher language training will be provided for all positions requiring language proficiency. Language bonuses are awarded for demonstrated proficiency. Although not required, overseas experience and military service are important pluses.

All applicants for National Clandestine Service positions must successfully undergo several personal interviews, complete medical and psychological exams, aptitude testing, a polygraph interview and a background investigation. Following entry on duty, candidates will undergo extensive training and must complete a certification course designed for each career thrust. US citizenship is required. The maximum age for entering on duty in field-based positions is 35, but the age requirement may be waived. There is no age requirement for Washington, DC-based positions.

Field-Based Careers

■ **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 National 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 know how National Clandestine Service operations are conducted and have a solid understanding of international issues and overseas operating environments.

The Clandestine Service Trainee (CST) Program and the Professional Trainee (PT) Program are the launching pads for field-based careers. CSTs have a minimum of a bachelor's degree and several years of solid work or military experience under their belts before applying. PTs also have a minimum of a bachelor's degree but lack substantial work or military experience. Upon entry on duty, they are offered the opportunity to gain the experience in responsible National Clandestine Service positions in headquarters prior to joining the CST program for training and field deployment.