



Get Started in a Career Like No Other

FBI Has Opportunities for Interns and Recent College Grads

Discover an insider's perspective on FBI operations while gaining unparalleled experience with our Honors Internship Program or begin a career directly after graduation with our Collegiate Hiring Initiative. The FBI offers students from all fields and backgrounds a head start on an exceptional career. To see our Field Office locations, visit **FBI.gov**.

Honors Internship Program

The Honors Internship Program is a 10-week, paid internship for college undergraduates and graduate students. While exploring our exciting career options, students work side-by-side with FBI employees at FBI Headquarters or in one of the 56 Field Office locations around the country. Open to a wide range of academic areas from Accounting to Technology to Visual Arts, this internship offers a pre-career experience unlike any other.

"By far and away, this is the best internship I've ever had. You are actually doing real work that really matters and you're accountable for your work, just like you're a part of the Bureau."

— Maria, former Honors Intern

Honors Internship Educational Disciplines

The FBI is interested in applicants with a wide range of educational backgrounds. These include, but are not limited to:

- » Accounting
- » Business
- » STEM (Science, Technology, Engineering and Mathematics)
- » English
- » Film
- » Finance
- » Foreign Languages
- » Human Resources
- » Information Technology
- » Intelligence
- » International Relations/Religions
- » Journalism
- » Law
- » Marketing
- » Public Relations
- » Visual Arts



The Collegiate Hiring Initiative: A Unique Entry-Level Opportunity

The Collegiate Hiring Initiative is the FBI's full-time, entry-level hiring program. It's open to graduating seniors or those who received an undergraduate, graduate or PhD degree within the last 24 months (or 72 months for veterans). Recent graduates help support a huge part of the FBI's mission. The program also offers participants a chance to explore and transition into many exceptional FBI career paths, as well as other opportunities within the federal government and private sector. Openings are available in these areas:



Operational Support Technician

Perform critical tasks from program analysis and administrative support to operational coordination.



Computer Scientist

Work on challenges from analyzing and preserving digital evidence to building virtual computing environments.



Electronics Technician

Install and maintain critical electronics and communication systems that can help save a child's life or avert a terrorist attack.



Data Analyst Manage data and uncover patterns to help guide your team's next steps.



Forensic Accountant Apply financial process knowledge to plan, coordinate and help direct the financial aspects of investigations.



IT Specialist — Forensic Examiner

Collect, evaluate and preserve digital evidence as part of a Computer Analysis Response Team, an elite group of technical experts.



IT Specialist (General)

Configure, analyze, adapt and develop new processes and systems to ensure continued growth of the FBI's technical capabilities. Opportunities exist nationwide; FBI Headquarters seeks skills in Cloud Engineering, Database Administration, Software Engineering, Big Data Technology and Platform/Site Reliability Engineering.



OUR core VALUES:

Rigorous Obedience
to the Constitution

Respect

Compassion

Fairness

Integrity

Accountability

Leadership

Diversity

See more details online at
[FBIJobs.gov/students](https://www.fbi.gov/students)

Applications are open
August to October!

Joining the FBI Takes Dedication

Requirements for the Honors Internship Program and Collegiate Hiring Initiative:

Eligibility

- » Be a U.S. citizen.
- » Attend or have attended a college or university full-time as an undergraduate, graduate or post-doctoral student.
- » Have and maintain at least a 3.0 cumulative grade point average (GPA) throughout the application process (or for Collegiate Hires through graduation). Honors Interns must maintain a 3.0 GPA throughout the program.
- » Pass all of the FBI employment background investigation requirements and be able to receive a Top Secret security clearance.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

Applicant Process

If you're inspired by our mission, here's what you need to know about the Honors Internship Program and Collegiate Hiring Initiative hiring process:

STEP
1

INFORM
& APPLY

Visit [FBIJobs.gov/students](https://www.fbi.gov/students) to learn more. (Read our FAQs!) Apply from August to October.

STEP
2

INTERVIEW
& SELECTION

The most competitive candidates will be invited for interviews. Selections are based on academic achievements, area of study, life/work experiences and the needs of the FBI. If selected, you will receive a conditional offer.

STEP
3

BACKGROUND INVESTIGATION

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.
- » Fingerprinting

STEP
4

ENTER ON DUTY

Upon receiving a Top Secret security clearance, you will be contacted and scheduled for an enter-on-duty (EOD) date. The FBI Honors Internship Program begins in the summer.





FBI LEGAL PROFESSIONALS: An Inside Look

Legal professionals working for the Federal Bureau of Investigation (FBI) embrace unique career opportunities that allow them to apply their knowledge to domestic and international law enforcement and intelligence operations. Participation in such meaningful work ranges from policy and corporate issues to pre-publication reviews and equal employment opportunity matters. This means our Legal professionals rely on an array of work experiences and their legal studies to support FBI investigations and inquiries.

All in a Day's Work

Protecting the nation and providing legal expertise simultaneously is not uncommon at the FBI. Legal professionals advise Bureau personnel on a variety of areas that include, but are not limited to: national security, personnel, litigation and support, administrative, investigative, technology, fiscal and contract law, information law, legal instruction, counterterrorism, counterintelligence, cyber matters and foreign intelligence.

Working across a broad spectrum of legal and legislative roles, FBI Legal professionals have the opportunity to:

- » Collaborate with international, federal, state and local partners in law enforcement and the Intelligence Community.
- » Advise on proposed operations and investigations, working closely with or as Special Agents, Intelligence Analysts and other professional staff.
- » Assess the legal implications of FBI tools, technologies and techniques.
- » Gain exposure and provide support to all facets of FBI operations both at Headquarters and all Field Offices.
- » Defend the nation's physical and electronic infrastructure and uphold its democracy.
- » Provide critical leadership and investigative assistance to agencies and partners at all levels.

Twofold Satisfaction –
Imagine the adrenaline rush you'll experience when a case is solved due to your legal expertise and hard work!



The Legal Team

FBI Legal professionals engage with fellow FBI employees, law enforcement partners and the U.S. Department of Justice (DOJ) across a broad spectrum of legal and legislative issues affecting international and domestic law enforcement, intelligence operations, investigations and policies.



Attorney Provide legal advice on procedural, operational, administrative and personnel issues, as well as criminal cases and other matters; prepare legal documents to ensure the FBI's interest is protected in all legal manners; and stay abreast of federal statutes and regulations, case law precedents and other resources.



Paralegal Specialist Perform research on legal matters by analyzing case laws, statutes, regulations, policies and other legal resources. Prepare legal documentation to address civil actions on behalf of the FBI.



Legal Administrative Specialist

Provide administrative and technical support to legal professionals for case management and litigation and assist in conducting research and preparing reports.



Legal Instrument Examiner

Review criminal records to ensure adherence to security regulations when documenting case information and coordinate with state agencies for outcomes as needed.

Not for the Faint of Heart –
Established Legal professionals who consider a career as a Special Agent must undergo extensive training in interrogation techniques, defensive tactics and firearms, as well as pass the rigorous Physical Fitness Test (PFT).



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Becoming an FBI Legal Professional Takes Dedication

The role of an FBI Legal professional is demanding and rewarding and requires stringent entry qualifications. Those who complete the process become part of an elite team that assists to preserve national security.

Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top-Secret Clearance.
- » Meet all educational requirements.
- » Have a J.D. from an accredited law school.
- » Have an active membership in good standing in the bar of any U.S. jurisdiction or the District of Columbia.
- » Meet the FBI's Employment Eligibility standards.

All candidates making a lateral move from another federal agency must have one year of post-J.D. legal experience or relevant comparable experience.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

Applicant Process

If you're inspired by our mission, here's what you need to know about the application process:

STEP
1

INFORM & APPLY

Visit FBIJobs.gov to view careers and open positions.

STEP
2

TESTING

The hiring process varies depending on the job and can take a year or more.

STEP
3

CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.

STEP
4

FINAL JOB OFFER & ONBOARDING

Once accepted, all employees attend the FBI Academy in Quantico, VA, for a short new employee introduction course. Employees may remain at Quantico for job-related training.





FBI INTELLIGENCE ANALYSTS: An Inside Look

At the Federal Bureau of Investigation (FBI), Intelligence Analysts have distinctive and rewarding careers, working closely with Special Agents, other FBI employees and the Intelligence Community to consolidate valuable information into strategic, analytical intelligence. Their work serves as the agency's first line of defense in identifying and understanding threats, security gaps and vulnerabilities.

From collecting and disseminating raw intelligence to making real-time analytical judgments and identifying future threats and trends, Intelligence Analysts are critical to the FBI's ability to act proactively to mitigate risks.

Intelligence Analysts are the first line of defense for our nation's security. This is a career where self-starters thrive and continually developing new knowledge is key.

In the Field

Intelligence Analysts retrieve and collect secure information, question suspects, identify and cultivate intelligence assets and develop immediate and long-term responses to new and ongoing cases. A significant part of an Intelligence Analyst's role is to report back to the field and Headquarters regularly, providing accurate assessments of operation objectives and status, the identification of intelligence threats, credibility of evidence or suspect testimonies and other collected information during the course of a mission.

They also contribute to the training and development of new Intelligence Analysts and use their knowledge in the field to point out administrative inefficiencies and offer recommendations. Intelligence Analysts work closely with operational and senior-level personnel to map out national security strategies.

A Wide Range of Backgrounds

The FBI recruits and hires Intelligence Analysts from a wide range of academic and professional specialties at all stages of career experience. Education and experience requirements vary depending on the role and position grade. Critical skills include:

- » Cyber
- » National Security Studies
- » Foreign Area Study/Foreign Language Skill
- » Law



Three Unique Career Tracks

FBI Intelligence Analysts are assigned to the following career tracks, each of which uses similar methods of evaluating intelligence.



Tactical Analyst Often embedded with active units, provides up-to-the-minute information about new or ongoing threats, as well as interrogates suspects, analyzes crime scenes and reports all information to Headquarters.



Collection/Reporting Analyst Collects and disseminates raw intelligence data; identifies high-priority intelligence and patterns; and develops strategies and products to help tactical units prepare for missions.



Strategic Analyst Conducts in-depth strategic analysis to identify big-picture trends, relying on intelligence gathered from others to address and eliminate future threats in order to safeguard national security operations.



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Becoming an Intelligence Analyst Takes Dedication

An FBI Intelligence Analyst's role is demanding and rewarding and requires stringent entry qualifications. Those who complete the process become part of an elite team that keeps our country safe.

Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top-Secret Clearance.
- » Possess a valid driver's license.
- » Meet all positive education requirements.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.

- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

Applicant Process

Here's what you need to know about the Intelligence Analyst application process:

STEP 1 > INFORM & APPLY

The application is online; candidates must identify their local Field Office for interviews and testing.

STEP 2 > PHASE I & PHASE II TESTING

Phase I: Applicants are evaluated on analytical thinking, logical reasoning and personal experience.

Phase II: Applicants are required to analyze a sample of intelligence and produce a written report.

STEP 3 > PHASE III TESTING & INTERVIEW

Applicants are evaluated in a structured interview for oral communication skills and interpersonal interactions.

STEP 4 > CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Applicants undergo an intensive background investigation including:

- » Polygraph examination.
- » Drug test.
- » Credit and records checks.
- » Interviews with former and current colleagues, neighbors, friends, etc.

STEP 5 > ORIENTATION & BASIC FIELD TRAINING COURSE

All New Intelligence Analyst Trainees (NIATs) report to the FBI Academy in Quantico, VA, to attend a short, new employee introduction course; upon completion, NIATs begin a 12-week Basic Field Training Course (BFTC).

STEP 6 > GRADUATION & OFFICIAL DUTY LOCATION

During Week 5 of the BFTC, candidates receive notification of their office of assignment. Intelligence Analysts can be assigned to any of the 56 Field Offices or FBI Headquarters.





FBI SPECIAL AGENT: An Inside Look

At the Federal Bureau of Investigation (FBI), our Special Agents bring their skills, talents, hearts and integrity to their crucial roles — getting ahead of threats, upholding the law, defending civil rights and civil liberties and protecting innocent people.

Many Special Agents bring backgrounds in fields not related to intelligence, surveillance and law enforcement. This includes established professionals, those seeking a second career and whose unique backgrounds and traits bring significant assets to the FBI.

Much More than a Job

A typical day in the life of a FBI Special Agent may entail surveilling a subject in the morning, tracking terrorists' online social activity before lunch, testifying in court in the afternoon and addressing a public forum on identity theft in the evening.

Special Agents seek out cyber thieves, infiltrate organized crime rings, conduct psychological profiles of subjects, witnesses and informants and serve as mentors.

Our agents work on matters including cyber crime, counterintelligence, terrorism, drug trafficking and other federal statute violations often in tandem with local, state and foreign counterparts using the latest technologies in intelligence-gathering and data analysis.

We're looking for individuals with leadership abilities, those motivated to take on new and complex challenges and set high moral standards for their colleagues and teams. If a fulfilling and exciting career that blends your unique background and skills with protecting the safety of the nation interests you, consider a career with the FBI. In fact, you can have multiple careers inside of the FBI. The first step is getting in.

Why Fitness Matters

In order to be considered for employment, Special Agent applicants must pass the FBI physical fitness requirements, including medical and hearing standards, and all phases of the FBI Physical Fitness Test (PFT). Selectees must be physically fit to complete training at Quantico and maintain a high level of physical fitness throughout their careers.

CAN YOU PASS THE PFT?

In order to pass the FBI Special Agent PFT, applicants will be required to complete the following:

- » A maximum number of continuous sit-ups in one minute.
- » A timed 300-meter sprint.
- » A maximum number of continuous push-ups (untimed).
- » A timed 1.5 mile run.



A Career You Never Imagined

Did you know that many FBI Special Agents bring unexpected skillsets from backgrounds in education, psychology, journalism, professional sports, veterinary science and others in addition to STEM (Science, Technology, Engineering and Mathematics), Accounting, Legal and Law Enforcement? That's what makes a Special Agent's talent so vital to the FBI mission. Imagine how you could be a Special Agent:



College Professor to Special Agent

From addressing a crowd of students in university lecture halls to testifying as an expert subject matter witness.



Art Historian to Special Agent

From identifying forged masterpieces to recovering paintings stolen during World War II.



Psychologist to Special Agent

From administering Rorschach tests to conducting psychological assessments on undercover employees.



Pharmaceutical Sales to Special Agent

From promoting the latest FDA-approved medication to infiltrating an opioid sales ring within your community.



Language Educator to Special Agent

From teaching a foreign language to interpreting an interview of a foreign suspect during an investigation.



Policy Analyst to Special Agent

From influencing government decision making to obtaining a confession from an assailant.



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Becoming a Special Agent Takes Dedication

The Special Agent Selection System (SASS) is a mentally and physically challenging process designed to find only the most capable applicants. However, those who make it through the process become part of an elite team that keeps our country safe.

Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top-Secret Clearance.
- » Possess a valid driver's license.
- » Meet the FBI's physical fitness requirements.
- » Commit to serving as a Special Agent for a minimum of three years.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.

Other Points to Consider

In addition to meeting all physical and medical requirements, Special Agents must consider: worldwide assignments on a temporary or long-term basis; working a minimum of 50-plus hours per week; carrying a firearm; and being able to participate in arrests, the execution of search warrants, raids and other dangerous assignments.

Applicant Process

If you're inspired by our mission, here's what you need to know about the Special Agent application process:

STEP 1 **INFORM & APPLY**

Visit [FBIJobs.gov](https://www.fbi.gov/jobs) to view careers and open positions.

STEP 2 **INTERVIEW & SELECTION**

Be aware that the hiring process can take a year or more.

STEP 3 **CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION**

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.

STEP 4 **FINAL JOB OFFER & ONBOARDING**

Once accepted, attend Quantico for onboarding and training.

