Location
The George Bush Center for Intelligence (Headquarters) is located in suburban McLean, Virginia on the north bank of the Potomac River. It is about seven miles from downtown Washington, D.C., and is conveniently away. Virginia, Maryland and Washington, D.C. residential areas. Bus transportation is available, as well as carpools and van-pools from an even wider geographical area, including points in West Virginia, northern Virginia and eastern Maryland.

The Washington area, in addition to being a policy-making and world affairs hub, is one of the most competitive centers of technology in the United States. The area also offers extensive cultural and lifestyle activities such as museums, professional sports teams, shopping and restaurants.

Environment
The CIA is an equal opportunity employer and fosters an environment where every employee is valued for his/her individual contribution to the accomplishment of our mission. Each employee has an opportunity to reach his/her fullest potential in a professional and challenging work environment.

The George Bush Center for Intelligence has a campus-like atmosphere with lovely grounds and well-designed work areas. Artwork and displays are around the world and create a lively atmosphere. Employees have a chance of sampling foods in the modern cafeteria or Food Court or arrange to have an elegant lunch in the Agency Dining Room. To keep fit and healthy, employees have access to a fully-equipped fitness center and a jogging track and walking paths. A company store, recreational and activity clubs, access to entertainment tickets, and a barbershop add to our employees’ quality of life.

In addition to Headquarters, there are several modern and convenient sites throughout the Washington, D.C. area.

Salaries
The CIA offers salaries that are competitive, and employees are paid every two weeks. In addition to basic pay, in certain circumstances, employees may be eligible for overtime compensation, holiday pay, night differential, Sunday premium pay and certain allowances. The CIA also has a unique and comprehensive program providing opportunities for employees to receive honorary and monetary awards.

Moving Expenses
CIA employees require relocation to the Washington, D.C. metropolitan area. Some moving expenses may be covered. Please speak to a recruiter regarding your eligibility for this benefit.
Federal Health and Life Insurance

The Federal Employees Health Benefits Program (FEHBP) offers employees a choice of four different Health Plans. Employees have access to a variety of health plans and providers. Federal Employees Dental and Vision Program (FEDVIP), group term life insurance, and Flexible Spending Accounts (FSA).

Education and Training

Thrift Savings Plan (TSP)

The Thrift Savings Plan (TSP) is a retirement benefit for federal employees similar to a "401(k)" plan. Employees may participate in the TSP and contribute to it on a pre-tax basis. Participants have access to a variety of investment options, which are categorized into three investment strategies: Retirement Income, Life-cycle funds, and Balanced funds. Contributions are limited only by the Internal Revenue Service (IRS).

Retirement

The Student Loan Repayment Assistance Program (SLRAP) helps employees who are current federal employees within their first 6 years of Agency service by repaying the full amount of an authorized up to three hours of excused absence per week, on a regular basis, for personal or family medical emergencies and incapacitation, up to the program limit.

Progressive Life Insurance

Through your agency’s group life insurance plan, you may purchase a basic level of life insurance coverage at a reduced premium rate.

Diversity Council (ADC) is a cross-cultural advisory group looking at ways to gain a greater understanding of the Agency’s diverse employee population. The Agency’s Employee Resource Groups (ERGs) are focus groups of employees who share common areas of interest and have a passion to advocate for, and support these causes.

Voluntary Leave Transfer Program

The Thrift Savings Plan is one part of the Federal Employees Retirement System (FERS) three-part retirement package: FERS basic annuity, Social Security and FERS special retirement. Individuals may choose to retire at age 50 with 20 or more years of service, or at age 60.