

TAKE YOUR SKILLS TO THE FRONTLINES OF NATIONAL SECURITY

Careers in the
Directorate of Operations (DO)



**Central
Intelligence
Agency**



SERVING IN THE DIRECTORATE OF OPERATIONS IS MORE THAN A JOB ... IT'S A CALLING

Embrace the challenge to serve your Nation

At the CIA, our mission is to preempt threats and further U.S. national security objectives by:

- Collecting foreign intelligence that matters
- Producing objective all-source analysis
- Conducting effective covert action as directed by the president
- Safeguarding the secrets that help keep our Nation safe

Discover an operational career in the Directorate of Operations, where your creativity, critical thinking, discipline, teamwork, and unwavering dedication are vital in delivering foreign intelligence to U.S. Government policymakers. Immerse yourself in mission and purpose with global impact—providing the United States with a tactical and strategic advantage.

There's a role for you here.

YOU HAVE WHAT IT TAKES!

The DO looks for candidates with a 4-year degree who possess the following attributes:

- Integrity
- Well-Developed Interpersonal Skills
- Strong Writing and Briefing Abilities
- Quick Thinking Skills
- Curiosity
- Flexibility and Ability to Deal with Ambiguity
- Stress Tolerance
- Independent Thinking Skills
- Teamwork Skills
- Multi-Tasking Skills
- Creative Thinking Skills
- Time Management Skills
- Initiative
- Self-Awareness

Interested in a DO Student Internship?

As a DO Student Intern, you'll have the opportunity to see all aspects of operations between CIA Headquarters and DO offices overseas and will provide research on and recommendations to ongoing and new efforts. Competitive candidates enrolled in a 4-year degree or a 2-year degree program that feeds into an accredited 4-year program will be considered.

Visit cia.gov/careers for additional information on the program and requirements, including dates to express interest.

EVERY PART OF YOU IS PART OF OUR SUCCESS

Bring your whole self to our mission

In the Directorate of Operations (DO), we need officers who can leverage not only their knowledge and experience, but also their critical thinking skills, perseverance, and adaptability to ensure mission success.

Every member of our team is valued, and excellence comes in many forms. Collaboration, creativity, and curiosity unite us as we strive to provide and protect national security.



Case Officer

DESCRIPTION:
Build strong personal relationships to develop and recruit sources to obtain high-value foreign intelligence.

SKILLSET:
Use your problem-solving skills in fast-paced, ambiguous situations to collect foreign intelligence and conduct clandestine operations worldwide.



Paramilitary Officer

DESCRIPTION:
Apply your military leadership expertise from your experience in Combat Arms and/or Special Operations Forces to conduct intelligence activities in challenging environments.

SKILLSET:
Lead small teams and provide agile operational and technical solutions in support of mission requirements.



Language Officer

DESCRIPTION:
Use your fluency to unlock the meaning behind crucial intelligence and build strong relationships.

SKILLSET:
Apply your cultural awareness to add context to the Nation's highest priority foreign intelligence.



Collection Management Officer

DESCRIPTION:
Ensure intelligence is delivered with clarity and accuracy while protecting sources and methods.

SKILLSET:
Apply your critical-thinking, attention to detail, and communication skills to evaluate the foreign intelligence collected to safeguard our Nation.



Staff Operations Officer

DESCRIPTION:
Strategize and oversee foreign intelligence operations, ensuring every mission is a success.

SKILLSET:
Balance your program management expertise with your interest in international affairs and your networking skills to drive operations through informed risk-taking, critical thinking, and creative problem solving.



Targeting Officer

DESCRIPTION:
Craft innovative strategies for intelligence gathering. Drive complex operations that involve the collection of foreign intelligence through target analysis and strategic assessment.

SKILLSET:
Employ your inquisitive nature, analytic mindset, and communication skills to share critical information to complete the intelligence puzzle.

| READY FOR NEXT STEPS?

Hiring Requirements for Directorate of Operations (DO) Positions Include:

- Be a U.S. citizen (including dual or naturalized)
- Be at least 18 years of age
- Be willing to relocate to Washington, DC area
- Be able to complete security and medical evaluations
- Minimum of a Bachelor's degree
- Visit website for requirements on specific DO career tracks

How Can I Prepare for a Career in the DO?

To put your best foot forward in applying for a position within the DO, consider the following suggestions:

- Visit cia.gov/careers to learn more about the descriptions and requirements related to careers in the DO
- Review suggested Reading List at cia.gov/careers/cias-hiring-process
- Follow foreign affairs and global events
- Enhance foreign language skills and/or interest in foreign cultures

Will you join our mission?

Learn more about our opportunities and how your work can help keep our Nation safe at cia.gov/careers



Please be mindful of who you share your interest in working at CIA with—it may impact your future with us and your safety. Let this be a reminder that work with us is more than just a job. Here, everything you do matters.

