

**YOUR FUTURE.  
OUR MISSION.**

**Discover Student  
Opportunities at CIA**



**Central  
Intelligence  
Agency**







## WHY CIA? WHY NOW?

**Paid internship**

**Educational support**

**Knowledge sharing**

**Experiential learning**

**Global problem solving**

**Pride in safeguarding our nation**

There are many reasons why students join our ranks at CIA. Perhaps the greatest of all is knowing that they can start making a difference—from day one. Whether working with cutting-edge technology, analyzing rich data sets, or interpreting critical intelligence, you'll be empowered to contribute to piecing together the puzzle that safeguards our nation.

As the nation's first line of defense, we plan for the challenges of tomorrow by involving promising individuals in our student programs. CIA needs talented, intelligent students—of all academic backgrounds and disciplines—to help lead a new generation of Americans and achieve our mission. The highly unique and rewarding student experiences we offer allow you to work alongside experts in your field while gaining valuable real-world experience within the Intelligence Community.

**Will you join our mission?**

# MANY PROFESSIONS. ONE MISSION.

CIA employs students from all academic backgrounds because each discipline brings a unique perspective to our Mission. Areas of study include, but are not limited to:

**Accounting**

**Business** (Administrative and Management)

**Computer Science**

**Criminology/Criminal Justice**

**Cyber Security**

**Data Analytics/Science**

**Economics/Finance**

**Engineering** (All Disciplines)

**Forensics** (Computer, Digital, Network)

**Government**

**History**

**Human Resources Management**

**Intelligence Studies**

**International Affairs/Relations**

**Language**

**Mathematics**

**Physics**

**Political Science**

**Psychology**

**Statistics** (with Regional Studies)



# STUDENT OPPORTUNITIES

Open to All Undergraduate and Graduate Students

EXPERIENCE THE PRIDE  
OF SERVING YOUR  
NATION AND MAKING  
A DIFFERENCE



Our student programs offer highly unique and rewarding student experiences, while keeping our nation safe. Work alongside experts while gaining real-world experience within the Intelligence Community.

### Agency-Wide Benefits

In addition to a competitive salary, students at the CIA receive federal benefits consistent with permanent employees. These benefits range from health and life insurance coverage to retirement investment options, paid federal holidays, sick leave, vacation days, and a security clearance.

### Agency-Wide Requirements

CIA understands that you may view your time at university as a period of experimentation; so a few missteps might not be a disqualifier. The most important consideration is a commitment to our core values.

- Must be at least 18 years of age
- Must be a U.S. citizen (including dual or naturalized)
- Must relocate to the Washington Metro Area (WMA)
- Must be able to complete security and medical evaluations, including polygraph
- Must be registered with Selective Service (if applicable)
- Must have the minimum skills or experience

### Essential Qualities of a Successful Candidate\*

- Sound judgment and decision-making
- Can navigate complex situations with integrity
- A growth mindset with the desire to learn and adapt
- Candid communications and transparency
- Demonstrate judicious and lawful behaviors
- Abstinence from recreational and illegal drug use

\*Not an exhaustive list. Evaluated on a case-by-case basis.

### Student Housing and Transportation

Students are responsible for their own housing and transportation while in the Washington Metro Area (WMA).

- Students are encouraged to bring their own vehicle
- Other transportation options include: Metrorail, bus, bicycle, and carpooling

### Submission Window

Student opportunities may have specific submission deadlines. Please periodically check [cia.gov/careers/student-programs](https://cia.gov/careers/student-programs) to determine the required submission window for the position you are interested in. Please note our processing generally takes 6-12 months and your start date may not be until the following year.

### Internships and Co-Ops

#### Intern/Co-op Benefits

- Competitive salary during each 12-week work tour
- No time owed to CIA after graduation
- Mass Transit Subsidy Program (monthly transportation costs)
- Non-local students may be reimbursed actual transportation expenses for round trip travel from your school location to your official duty station

#### Intern/Co-op Requirements

- Acceptance at a 4-year university; pursuing an undergraduate/graduate degree as a full-time student
- Maintain competitive GPA (minimum 3.0 on a 4.0 scale)
- Work a full-time schedule (40 hours/week) for a minimum of 12 weeks each summer in the WMA until graduation
- Remain in full-time status as a student while in the program (min. 12 credit hours for undergraduate programs and 9 credit hours for graduate programs)
- Continue to major in the degree that aligns with the occupation for which you were admitted into the program
- Provide transcripts within 30 days of each semester completion
- Maintain a high standard of work performance, attendance, and conduct at both school and work

**Note:** Failure to comply with any of the requirements may affect continued participation in the program.

### Stokes Scholarship Program

The Stokes Scholarship Program\* is a financial needs-based scholarship providing university tuition assistance. Participants will acquire mission-critical skills through an internship in the Washington Metro Area (WMA) each summer while completing their degree.

#### Additional Stokes Scholarship Benefits

- Agency-wide benefits
- Scholarship funding up to \$18,000 per academic year for tuition, mandatory fees, and books; STEM majors receive scholarship funding up to \$25,000 per academic year
- Competitive year-round salary
- Employment every summer
- Non-local Scholars are eligible for coordination and payment of official work tour travel expenses
- Onboard as full-time officer after graduation

#### Additional Stokes Scholarship Requirements

- Meet Agency-wide and Student Intern/Co-op requirements
- Exhibit financial need as demonstrated by the adjusted gross annual household income (AGI) ceiling up to \$120,000; if the scholar has not been listed as a dependent for the previous tax year, the AGI ceiling is \$50,000
- Accept Stokes Scholarship funds and sign a Continued Service Agreement that obligates you to work at the CIA 1.5 years for every year that you are in the Stokes Scholarship Program
- Work a full-time schedule (40 hours/week) for a minimum of 12 weeks each summer in the WMA until graduation and onboard as a full-time officer (there is no break in service post-graduation; non-local scholars receive relocation entitlements)

\*Due to the length of our security and medical processes, this application will be for the summer of the following year. Stokes Scholarship funding is not provided until after the start of your work tour and all updated documentation has been received.

# PREPARATION TIPS

### Resume

- Use a plain white background and easy-to-read font in size 11 or 12
- Proofread your resume and ask a friend or family member to review
- Start with biographic information, followed by a skills summary, education and certificates, work experience, volunteer work, and awards
- No experience? No problem. Include school projects, sports, extracurricular activities, hobbies, and interests so we can better understand what you bring to the table

### Career Fair

- Before the event, be sure to research the CIA and print copies of your resume
- Have an elevator pitch ready to go. This is a short introduction to who you are—including your name, educational institution, year of graduation, and summary of your resume
- At the event, start out on the right foot by dressing to impress
- Actively engage with recruiters by asking questions

*Learn more about student opportunities or submit your resume expressing interest at [cia.gov/careers/student-programs](https://cia.gov/careers/student-programs)*



*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.*