

SECURE THE NATION, AND YOUR FUTURE

WHY YOU SHOULD WORK AT CIA





ARE YOU...

Passionate, Loyal, Resilient,
Imaginative, Mission-oriented,
Driven, Innovative, Collaborative,
Smart, Flexible?

SO ARE WE.

At CIA, we live by six core values:

Service

We put our Nation first, Agency before unit, and mission before self.

Integrity

We uphold the highest standards of conduct, abstaining from personal bias.

Excellence

We bring the best of our backgrounds and expertise to everything we do.

Courage

We execute difficult, high-stakes, and often dangerous tasks, while managing risk.

Teamwork

We stand by one another and rely on regular internal and external collaboration.

Stewardship

We protect our sources and methods until our last breath.

Will you join our mission?

WHY YOU SHOULD WORK AT CIA

WE ARE THE NATION'S FIRST LINE OF DEFENSE

The mission at CIA

At 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 keep our Nation safe



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There simply is not any other job like this— I enable policymakers, warfighters, and U.S. Embassy officials with the details they need to move forward in their efforts.

— Denise, Collection Management Officer

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No two days at CIA are the same, and that's why working here is so exciting and fulfilling.

— Lisa, Manager



PROTECTING OUR NATION, UNSEEN

SEE HOW YOU CAN MAKE A DIFFERENCE AT CIA

Imagine a puzzle, intricate and vast, with pieces scattered across continents and hidden in plain sight. This isn't a game; it's reality, and every solved piece safeguards our Nation.

Welcome to the world of CIA.

Forget the stereotypes. Forget the shadows. Here, brilliance from every corner—engineers, analysts, linguists, doctors, project managers, artists, and more—comes together to form a vibrant mosaic of expertise. You won't be lost in a labyrinth of bureaucracy; you'll be empowered to innovate, to think outside the box, to push the boundaries of what's possible.

Our mission is fueled by technology so advanced, it whispers secrets in the language of the future. From crafting cutting-edge intelligence products to deploying cyber countermeasures, you'll be at the forefront, shaping the invisible shield that protects our Nation.

But impact isn't just about gadgets and algorithms. It's about the analyst who connects seemingly disparate dots, the linguist who unlocks a hidden message, the engineer who builds a bridge across the unknown. It's about the collective force of minds, each unique and vital, working in sync to solve the puzzle.

From day one, you will be shoulder-to-shoulder with seasoned veterans; your ideas will be valued and your contributions respected. This isn't just a job; it's a calling, a chance to leave your mark on the unseen canvas of national security.

CIA isn't for everyone. It demands dedication, resilience, and a thirst for knowledge that burns brighter than any spotlight. But if you're someone who thrives on puzzles, who values collaboration over competition, and who dreams of making a difference that ripples across the world, then perhaps this story is yours to write.

This is CIA. Beyond the myths and shadows, lies a world where brilliance meets purpose, where impact whispers in the silence, and where your unique piece completes the puzzle.

Are you ready to join?

Your impact at CIA

Imagine this: Your analysis shapes national security decisions. Your code cracks hostile networks. Your actions avert a global crisis. These aren't just headlines; they're the reality of a career at CIA.

Here, impact isn't a buzzword, it's your daily mission. Directorates and mission centers, each a powerhouse of expertise, work in concert to safeguard our Nation. You can:

- **Unravel the puzzle:**
Join the Directorate of Analysis—where you'll sift through mountains of data, discern the truth, and deliver insights that guide our Nation's senior decision makers and policymakers.
- **Forge the future:**
In the Directorate of Digital Innovation, you'll build mission-critical technology, combat cyber threats, and shape the future of intelligence gathering.
- **Go where others can't:**
The Directorate of Operations beckons those who thrive in the shadows, collecting vital human intelligence and conducting covert actions that keep us safe.
- **Solve the impossible:**
Brilliant minds in the Directorate of Science & Technology tackle the toughest challenges, developing cutting-edge solutions with global impact.
- **Be the driving force:**
The Directorate of Support is the indispensable engine, ensuring everything runs smoothly, from logistics to personnel. You'll be the vital spark, making every mission possible.
- **Lead the way:**
The Executive Offices are the brain trust, crafting policy, managing resources, and ensuring the CIA's effectiveness. Here, you'll shape the future of intelligence from the top.

This isn't just a job; it's a calling. It's the chance to leave your mark on the world—to be the unseen force behind the headlines. Join CIA and make history.

READY FOR NEXT STEPS?

Requirements

- Be a U.S. citizen (including dual or naturalized)
- Be at least 18 years of age
- Be willing to relocate to the Washington, DC area
- Be able to complete security and medical evaluations
- Be registered with Selective Service, if applicable
- Possess the necessary skills or experience

Essential qualities successful candidates should have*

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

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

Submission guidelines

- Submit your interest to work at cia.gov/careers.
- Reconsider your affiliation with CIA social media accounts, including “following” the Agency’s online accounts or sharing content or commentary. It may impact your career with us.
- If you have been contacted by the Agency and decide to travel outside the U.S., please notify your processor. Overseas travel could delay processing.

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.

