

YOUR FUTURE. OUR MISSION.

DISCOVER STUDENT OPPORTUNITIES AT CIA





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.

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)

Will you join our mission?

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
- Abstinance 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 to determine the required submission window for the position you are interested in. Please note our processing may take 6-9 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
- 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 an accredited university; pursuing an undergraduate/graduate degree as a full-time student
- Maintain a competitive cumulative 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 while in the program
- 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: official work tour travel will be coordinated and paid for by the Agency.

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 (CSA) 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
- Upon graduation return to CIA to complete your CSA requirement and launch your career at the Agency (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.



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.