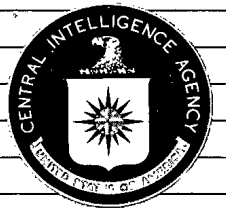


10



"We conduct our activities and ourselves according to the highest standards of integrity, morality and honor and according to the spirit and letter of our law and Constitution."

Credo, Central Intelligence Agency

The Clandestine Service . . . the cutting edge of American intelligence. Its operational terrain is the human mind, where people — alone or together — make decisions, develop intentions, decide to go to war, make peace, change history. It is the human intellect dealing with problems — not computers, economic infrastructure, or defense budgets — that changes the destiny of nations and the world.

Equipped with the best operational skills and training, and supported by the Agency's administrative and communications personnel, Clandestine Service men and women venture forth to seek information that defines intentions, fills gaps, predicts events, makes a difference.

Besides its primary job of collecting intelligence, the Clandestine Service — also called the Directorate of Operations — seeks to change adversaries into friends or neutrals through covert operations by political, psychological, or paramilitary means. It works with friendly intelligence services toward mutual goals. It also defends itself and the government against hostile penetration and attack.

Whatever its elements — espionage, covert action, counter-intelligence, liaison — its operational techniques are standard, with variations according to individual talents and local conditions. Clandestine Service operations officers — also called case officers — develop, recruit and manage agents. They work with contacts on a confidential basis to gather intelligence, change minds, defend the service, guard the nation. The main factor is secrecy, clandestinity. All of it taken together is as wonderfully simple and as amazingly complex as the closest friendship. It is an ancient art that is expanded and modernized each day. It is a highly individual, ever-changing, creative, dynamic, exciting way of life.

"I like independence, variety . . . I consider myself patriotic, action oriented . . . I am attracted by the mystique of the work, and I see it as a unique situation, one that can be found no where else in our society."

Career Trainee, female, paramilitary trained

The Clandestine Service is relatively small. Its effectiveness does not come from numbers but from the quality of its people. Its officers are dedicated to the service of their nation and to the American ideal. They are well-educated, both academically and in the ways of the world. Courage — physical, intellectual, moral — is a common trait. They set high standards for themselves and others. The men and women of the Clandestine Service fulfill their lives through this service to their country.

As a group, they are adventurous, well-trained, highly skilled in operational tradecraft and interpersonal relations, adept at oral and written communications. They have a rare opportunity to do immensely worthwhile work with their talents, with everything that is uniquely their own.

Clandestine Service people must be adaptable and well-disciplined. They accept an anonymity in the ordinary world for the recognition of their peers within the Service. They are an elite but are known only to an elite of a very special world.

"Employees and their families confront the more diffuse crises associated with civil disorder, terrorism, and other local circumstances which are not even remotely comparable to life in the typical American suburban setting . . ."

CIA testimony before Congress, May 2, 1985

" . . . All they guarantee is you won't die of boredom."

Operations officer, GS-12, male, now on third field assignment

There is risk, of course, to officers in the Clandestine Service. Statistically, the risks are slightly higher than for police or firemen in a large city.

The Agency does not make national policy but implements it, and the Clandestine Service is the Agency's action arm. It does not seek danger but accepts the necessary risks of its mission.

"We are going after the real stuff, things that count . . . We are in a position to do something about things . . . It is a place for action-oriented people who want a chance to implement their ideas, put their creativity to full use."

Operations officer, GS-14, male, four tours overseas

"We produce timely and high quality intelligence for the President and Government of the United States . . . We measure our success by our contribution to the protection and enhancement of American values, security and national interest."

Credo, Central Intelligence Agency

Operations officers, intelligence assistants, reports officers, secretaries, and support personnel work as a team under cover in overseas posts around the world. It is no nine-to-five day or five-day week.

The call may come in the middle of the night or on a rainy Sunday morning, or it may interrupt a dinner party or a daughter's graduation. If it is urgent, the case officer exits his

social and cover life to meet with an agent in a corner of a deserted park, at a table in a bistro, in a safehouse. If the agent or operation is very sensitive, messages are exchanged through a "dead drop," a place of concealment.

That is only the beginning. Other members of the overseas team will be involved in processing and transmitting the report to analysts at Headquarters. If the report is urgent or critical, the field processing may take only minutes.

The Clandestine Service is dynamic and imaginative. It gets the job done. It recruits agents, gathers their data, processes it — all within the framework of clandestine tradecraft.

"In this career you can count on moments of absolute excitement, you will have experiences you will never know in the corporate board room . . ."

Operations officer, GS-13, male, four overseas tours

"They give you all you can handle, and more than you think you ever could. But you do it, you respond to the challenge . . . You get greater responsibility earlier than anywhere else I know . . . It's up to you . . . It's what you make of it."

Operations officer, GS-11, male, paramilitary trained, on second overseas tour in tandem with wife, also an operations officer

"What drew me to the work was the prospect of adventure, travel, meeting people, getting information that is important . . . I wanted to serve my country . . . Intelligence is one of our most important defenses."

Operations officer, GS-11, female, paramilitary/airborne trained, now on third overseas tour

Operations officers may be single, married, have families — sometimes large ones. A spouse fully supportive of an officer's work and committed to it is a valuable asset. Children must be as adaptable as parents to new, sometimes exotic environments. A career in the Clandestine Service is not always easy, but there are advantages: opportunities to see new places, live in foreign cultures, learn languages, be in the forefront of international affairs. There are also substantial financial rewards for overseas service.

Before Clandestine Service personnel are sent abroad, they are trained intensively in agent-handling skills, operational tradecraft, paramilitary techniques, a foreign language if required. They serve brief assignments in Headquarters in hands-on support of field operations. They are briefed and trained in cover duties they will perform abroad.

CIA-RDP90-00530R000701680007-8 of intelligence work and cover jobs. The responsibilities will be different, perhaps radically different, in the two careers. Good and lasting friends will be made in both areas, and when the time comes, Clandestine Service people often retire under cover status.

"Qualified applicants have:

- *First and foremost, the drive to achieve. They are oriented toward action and results.*

- *Force of personality and a gift for dealing effectively with people.*

- *Bachelor's degree, at least, with a consistently high level of academic performance.*

- *Exceptional skill in both written and oral communication.*

- *Impeccable standards of personal and professional ethics.*

- *U.S. citizenship. Maximum age 35 upon entry on duty."*

*Career Training Program
qualifications, April 1985*

The Clandestine Service demands the best. Many applicants fail to qualify. They undergo a rigorous battery of tests — intelligence, psychological, medical — and there is a detailed security investigation into past activities and present attitudes.

The Career Training Program, from which the Clandestine Service selects its officers, began in January, 1951. A remarkable 58.6% of its graduates are still on the Agency's payroll. Few corporations can match that record. Evidently the selection process of the Clandestine Service is on the mark and its people must find a full measure of satisfaction in their careers.

Let's explore whether the Clandestine Service is for you. Our recruiters will focus on your goals as you see them, determine who you are and how well you know yourself. It will be worth the investment of your time and may lead to a world-class career in the Clandestine Service.

If you have the skills, desire, and discipline . . . send a resume and a letter describing the qualities which equip you to meet the challenges we offer. Include day and evening phone numbers, please. Our address is:

Chief, Career Training Program
P.O. Box 1925
Washington, D.C. 20013

When you write to the above address, do not mention your interest in the Clandestine Service. Tell this only to the recruiter in your first interview. Guard the secret of your intention to try for the Clandestine Service even from your closest friends.

There are two reasons for this. It keeps confidential your intent to become an operations officer and thus contributes to your overall cover security. And it is your first training assignment in the Clandestine Service.

Now it begins.