



FBI EMPLOYEES: A Career Like No Other

An Inside Look at Working for the FBI

At the Federal Bureau of Investigation (FBI), our employees bring their skills, talents, hearts and integrity to their crucial roles — getting ahead of threats, upholding the law, defending civil rights and civil liberties and protecting innocent people.

Applicants for most positions are evaluated on these core competencies: collaboration, communication, flexibility/adaptability, initiative, interpersonal ability, leadership, organizing/planning and problem solving/judgment.

So Much More than a Job

A “routine” day for a Special Agent is anything but routine. It may entail interviewing a subject for an ongoing investigation in the morning, testifying in court before lunch, planning an operation in the afternoon and speaking at a community event in the evening.

Our professional employees provide their unique expertise to manage the day-to-day operation of an agency consisting of 36,000 employees. They are embedded on teams that seek out cyber thieves, infiltrate organized crime rings and oversee terrorism investigations. Members of our team are often involved in training local, state and foreign counterparts on the latest technologies in intelligence-gathering and data analysis.

We’re looking for individuals with leadership abilities, those motivated to take on new and complex challenges and set high moral standards for their colleagues and teams. If working for a mission-driven organization and having a fulfilling and varied career is important to you, the FBI is the place for you. You can have multiple careers once you’re in the FBI. The first step is getting in.

Why Fitness Matters

Special Agent applicants must pass the FBI physical fitness requirements, including medical and hearing standards and all phases of the FBI Physical Fitness Test (PFT). Selectees must be physically fit to complete training at Quantico and maintain a high level of physical fitness throughout their careers. Professional employees are not required to take the PFT. However, some positions may have medical and hearing requirements.



FBI Employees Come From Diverse Backgrounds

Whether your experience is in STEM fields, languages, law or accounting, the FBI needs your skills:

 **Science, Technology, Engineering and Math (STEM)** With a STEM background, you can work with advanced technologies in forensic biology/ DNA analysis, computer technology, cyber security, electronic surveillance, biometrics, encryption and more.

 **Foreign Languages** Your knowledge of other cultures and languages can help protect the nation against threats.

 **Medicine and Counseling** Use your medical and counseling expertise to aid operations and ensure FBI personnel are prepared physically and psychologically for their missions.

 **Law** Use your expertise and training to advise the FBI on international and domestic law enforcement and intelligence investigations, and support the FBI’s litigation efforts.

 **Certified Public Accountants (CPAs)** Your accounting skills can help the FBI trace and link funding sources to criminal activity and national security threats.

 **Police and Military** Use your training in mission-centric units that respond to complex, critical and urgent challenges, including Hostage Rescue, Bomb Tech, SWAT, Evidence Response Team and the Operational Medic Program.



Becoming an FBI Employee Takes Dedication

The application process is a competitive and time-consuming task designed to find only the most capable applicants. However, those who make it through the process become part of an elite team that keeps our country safe.

Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top-Secret Clearance.
- » Possess a valid driver's license.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.

- » Failure of an FBI-administered urinalysis drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file federal, state or local income tax returns.

OUR core VALUES:

Rigorous Obedience to the Constitution

Respect

Compassion

Fairness

Integrity

Accountability

Leadership

Diversity

Applicant Process

If you're inspired by our mission and eager to start a career like no other, here's what you need to know about the application process:

STEP 1 INFORM & APPLY

Visit FBIJobs.gov to view careers and open positions.

STEP 2 INTERVIEW & SELECTION

The hiring process varies depending on the job. For careers like Special Agent or Intelligence Analyst, the hiring process can take a year or more.

STEP 3 CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.

STEP 4 FINAL JOB OFFER & ONBOARDING

Once accepted, all new employees attend Quantico for a short new employee introduction course. Employees in Special Agent, Intelligence Analyst or other identified positions will remain at Quantico for job-related training.

