



# DO WHAT MATTERS

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## DISCOVER DIA

COMMITTED TO EXCELLENCE IN DEFENSE OF THE NATION

## LOOKING FOR MORE THAN JUST A JOB?

Explore a career where you make an impact on national security. Discover DIA.

Be a part of a team that leaders at all levels of the military and U.S. government rely on to protect the nation. Here at DIA, we produce the cutting-edge analysis, targeted collection, and scientific and technological expertise employed to prevent and decisively win wars.

As an intelligence agency, we employ analysts, collectors and scientists – but that isn't all – as one of the few all-source intelligence agencies, our global mission requires a diverse workforce. We have more than 50 unique career specialties ranging from information technology and human resources to finance and communications. No matter your skillset or specialty, DIA provides you the opportunity to serve your country and support the men and women defending our nation around the world.

Join DIA in our commitment to excellence in defense of the nation.

## BENEFITS

DIA offers a variety of career benefits:

- **Worldwide presence**  
Opportunities to work in locations across the globe
- **Alternate work schedule program** (compressed and flexible)
- **Telework, part-time and job-sharing programs**
- **Civilian fitness program**  
Take up to three hours per week to exercise
- **Annual leave**  
13-26 days, depending on years of service
- **Sick leave**  
Accrue four hours of sick leave per two week pay period
- **Federal Employees Group Life Insurance Program (FEGLI)**  
Basic life insurance coverage is equal to your annual basic pay rounded up to the next thousand, plus \$2,000
- **Federal Employees Health Benefits (FEHB)**  
Guaranteed protection through a variety of healthcare providers and plans for you and your family
- **Federal Employees Retirement System (FERS)**
- **Foreign Language Program**  
Get paid additional salary for speaking certain languages



## OPPORTUNITIES

DIA is committed to developing every officer throughout their career – our focus is on you. We offer many career-broadening programs that you can explore:

- **Deployment:** As a civilian, you can have the rare opportunity to have a front-row perspective, right in the heart of the action. A deployment places you in a conflict zone, side-by-side with military members from across the services and interagency and coalition partners.
- **Continued Education:** Short-term and long-term study at governmental and non-governmental institutions across the country, including the accredited National Intelligence University.
- **Officer Development Program:** Robust training at every grade level to provide all the knowledge, skills, abilities and behaviors needed for each level or supervisory role.
- **Mentorship Program:** From speed sessions to one-on-one mentorship, you'll have the ability to build valuable relationships to help you progress in your career.
- **Rotational Assignment:** Experience other careers at DIA and develop new skills and perspectives by taking a temporary assignment in another office at DIA or an external agency, such as the White House.
- **Joint Duty Assignments:** Gain hands-on experience at another agency within the IC through a one or two year job assignment.

# CAREERS

We require a robust, agile and skilled team to provide support in defense of our nation. There is a career field and specialty for nearly every skillset and expertise at DIA.

**Our career fields include:**

- **Analysis**
  - Analytic Operations & Knowledge Management
  - Counterintelligence & Transnational
  - Infrastructure & Resources
  - Military Capabilities
  - Scientific & Technical Intelligence
  - Strategic & Regional Analysis
- **Counterintelligence**
  - Counterintelligence Agent
  - Cover Support
- **Finance & Acquisition**
  - Acquisition Program Management
  - Budget
  - Contracting & Procurement Analysis
  - Finance & Accounting
  - Purchasing
  - Requirements Manager & Contracting Officer Representative
  - Strategy, Engagement & Evaluation
- **HUMINT**
  - Clandestine Collection
  - Operations Support
  - Overt Collection
- **Human Services**
  - Behavioral Health & Research
  - Equal Employment
  - Faculty
  - Human Resources
  - Training and Development
- **Information Technology**
  - Cyber Security
  - IT Data Specialist
  - IT Engineer
  - IT Mission Support
  - IT Specialist
- **Mission Management**
  - Collection Management
  - Information Sharing
  - Intelligence Operations Management
  - Joint Capability Development & Intelligence Support to Acquisition
  - Joint Target Intelligence
  - Planning
  - Policy & Strategy
- **Office Management & Infrastructure**
  - Facilities
  - Information Services
  - Logistics
  - Office Operations
  - Program Management
  - Staff Management
- **Science & Technology**
  - Computational Social Science
  - Research & Development
  - Technical Collection
  - Technical Exploitation
  - Technical Operations
- **Security**
  - Criminal Investigator
  - Insider Threat
  - Police and Security Services
  - Security Specialist

**Visit [DIA.mil](https://www.dia.mil) to see our current job openings**

*All applicants must be a U.S. Citizen. Initial employment with DIA is subject to successful completion of a personnel security background investigation for access up to the TS//SCI clearance level; Counterintelligence-scope polygraph examination; Drug Testing; Reasonable Accommodation.*

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# OFFICER INSIGHT



➤ **MEGAN V.**  
DIRECTORATE FOR ANALYSIS, ANALYST

I came to DIA right after earning a B.A. in Intelligence Studies. I joined DIA because of its mission and position supporting our military as well as all of the opportunities to serve and grow in my skillset.

As an entry-level intelligence officer, I contributed to analysis that reached some of our highest customers, including the Secretary and Deputy Secretary of Defense, U.S. combatant commanders and the Presidential Daily Brief.

Separately, I have taken rotations where I acted in a leadership position with an ODNI-sponsored task force and worked as a watch officer during a period of global unrest. While deployed to Afghanistan, I served as the team lead over a group of Army and Air Force intelligence officers, and I've even done a rotation with the Office of Corporate Communications as a strategic communications officer.

Whether in analysis or a position outside of my traditional skillset, working at DIA has meant that I can grow doing what I love and make an impact on the world. I can't ask for anything more than that.



➤ **CPT CERON PUGH II, USA**  
DIRECTORATE FOR SCIENCE AND TECHNOLOGY, LIAISON OFFICER

I came to DIA in 2013 as a reservist assigned to DIA's National Media Exploitation Center (NMEC). I started off drilling on the weekends at NMEC, learning its mission. In 2015 I was offered an opportunity to come in on active orders to lead the Operations and Integrations (O&I) team at NMEC and serve as the liaison officer to Joint Special Operations Command and U.S. Special Operations Command. In this position, I work and meet with foreign partners, combatant commands and different elements of the National Mission Force. As the O&I team lead, I work with the combatant commands to assist them in developing their document and media exploitation program. I have acquired more operational and analytical skills, allowing me to mature as an officer and further understand how different types of intelligence can come together to tell a story. Working at NMEC is amazing. Every week there are requirements we try to answer. There is always something new and challenging that makes working at DIA exciting.



➤ **DARRELL W.**  
DIRECTORATE FOR OPERATIONS, OPERATIONS SUPPORT OFFICER

I started working at DIA in 2008 as an undergraduate student intern. During the semester, I worked part time at the DIA element located at the former Joint Forces Command in Norfolk, Virginia. I come from a long line of civil servants and military veterans, which instilled a sense of service and patriotism in me that led me to commission as a military intelligence officer in the Army Reserves and concurrently joined DIA as a contractor.

As a civilian at DIA, I was able to take advantage of opportunities overseas and at home, gathering experiences that benefited my civilian and military careers. I also used DIA's support of professional development to take agency-funded courses relevant to my job to earn my master's in international relations.

Presently, I serve as an operational support officer, where I plan, organize, coordinate and monitor complex intelligence operations that execute tactical, operational and strategic missions in response to diverse intelligence requirements. I interact and support both the warfighter and strategic planners at all levels, which allows me to be a direct voice at the DoD level and in policy decision-making.



➤ **SARAH P.**  
DIRECTORATE FOR MISSION SERVICES, SPECIAL AGENT

I started with DIA in 2010 after graduating from Florida State University and teaching martial arts for a year. I always knew I wanted to work in civil service; my dad, a retired special agent with the Air Force, instilled an incredible sense of patriotism in me. This led me to DIA. DIA's mission and support to the warfighter meant serving the nation in a unique way I hadn't considered. I began my career as a DIA Police officer, which entailed a 12-week police training program at the Federal Law Enforcement Training Center. While still with the DIA Police, I attended another rigorous 12-week program in 2011 to become a credentialed special agent. As a special agent criminal investigator with DIA, I conduct worldwide, multifaceted security and criminal investigations, and related services, to protect DIA. My work helps thwart insider threats and protect national security. As an investigator, I help determine who maintains access to classified information, who is removed from access and/or who is prosecuted for their crimes. One of the reasons I'm proud to work at DIA is because we conduct unbiased analysis with rigorous critical thinking to provide the best intelligence to the policymakers, decision-makers and the warfighter.