



Put Your Intelligence to Work
IntelligenceCareers.gov/NSA



The NSA Mission

NSA Overview Video: <https://youtu.be/AnjLjlbeu8s>

Signals
Intelligence
SIGINT



Cybersecurity

Exploit foreign communications
and produce foreign intelligence

Defend vital networks and
protect classified information

NSA Locations



NSA's main headquarters is at Fort Meade with cryptologic centers in Georgia, Texas, Hawaii and Colorado and around the world.

Hiring Requirements



Must be a
U.S. citizen



Background
Investigation



Polygraph
Interview



Psychological
Assessment

We look for candidates who are qualified for employment and eligible to obtain a security clearance.

You don't have to be perfect. We look at everything on a case-by-case basis.

This process is standard practice within the Intelligence Community.

NSA is an Equal Opportunity Employer and abides by applicable employment laws and regulations. All applicants for employment are considered without regard to age, color, disability, genetic information, national origin, race, religion, sex, sexual orientation, marital status, or status as a parent.

IntelligenceCareers.gov/NSA

Career Opportunities



Full-Time Development Program

Some entry-level employees will participate in a development program that will enable you to rotate through a number of offices and apply your knowledge across different organizations to gain a broader understanding of the NSA mission and the business and finance functions at NSA.



Direct Hire

Some entry-level employees will be hired directly into a business and finance position in support of the NSA mission.



Summer Internships

We also offer a wide variety of student programs that offer real-world experience, a paycheck and the opportunity to be part of something that benefits the nation. Plus, it could lead to a full-time career opportunity after you graduate.

Student Programs: <https://www.intelligencecareers.gov/icstudents.html>

Summer/Full-time Job Openings: <https://apply.intelligencecareers.gov/job-listings?agency=NSA>

Virtual Recruitment Schedule: <https://www.intelligencecareers.gov/nsa/nsavirtual.html>

Development Programs

Program	CS	CE	EE	M	P	O
Computer Network Operations (CNODP)	●	●	●	●		
Computer Science (CDP)	●	●				
Cryptanalysis (CADP)	●	●	●	●	●	●
Cryptanalytic Computer Network Operations (C2DP)	●	●	●	●		
Cybersecurity Engineering (CSEDP)	●	●	●	●		●
Cybersecurity Operations (CSODP)	●	●	●			●
Data Science (DSDP)	●			●	●	●
Digital Network Exploitation Analyst (DDP)	●	●				
Information Technology (ITDP)	●	●	●	●		●
Intrusion Analyst Skill (IASDP)	●	●	●			●
Math (MDP)	●	●	●	●	●	
Radio Frequency (RFDP)	●	●	●	●		
Signals Analysis (SADP)	●	●	●	●	●	
Systems Engineering (SEDP)	●	●	●	●	●	●

CS - Computer Science; **CE** - Computer Engineering; **EE** - Electrical Engineering;
M - Math; **P** - Physics; **O** - Other

Development Programs

- If you want to apply to a specific development program(s), please note that somewhere on your resume.
- You will be funneled into relevant development programs primarily based off of your application and your resume.
- If you are interested in CNODP, CDP, or DSDP:
 - CNODP: Apply for Cyber Security Developer-Entry/Mid level
 - CDP: Apply for Computer Systems Researcher-Entry/Mid level
 - DSDP: Apply for Data Scientist-Entry/Mid level
- If you are interested in another Development Program, search for the abbreviated version or full name and apply to that job application post.
- If you are interested in a specific program & it's CNODP, CDP, or DSDP, contact the relevant email below and let them know any questions you have, and convey that you applied to that position and are really interested in that development program.
 - CNODP: cnodp@nsa.gov
 - CDP: cdp@nsa.gov
 - DSDP: DSDP@nsa.gov

Full-Time Jobs & Development Programs

<https://apply.intelligencecareers.gov>

<https://apply.intelligencecareers.gov/student-programs>

- **Cryptanalytic Computer Scientist Development Program (C2DP)**
 - JO #1149962
 - Email: C2DP@nsa.gov
- **Signals Analysis Development Program (SADP)**
 - JO #1148670
 - Email: SADP@nsa.gov
- **Cryptanalysis Development Program (CADP)**
 - JO #1147094
 - Email: CADP@nsa.gov

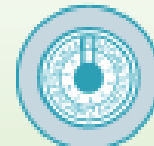
Applications Due: **31 December**

- SWE/CDS candidate resumes are being sourced to the CNODP and CDP from the external job posting #1145866 SWE/CDS
- NSA is participating in several virtual events such as Women of Color STEM conference, Grace Hopper Prospectus 2020, Out in STEM and many more
 - To learn more and register, visit:
<https://www.intelligencecareers.gov/nsa/nsavirtual.html>

Internship Benefits



Internship Benefits

 Paid Time Off	 Holiday & Sick Leave	 Travel Reimbursement**	 Competitive Pay
 Mentorship Programs	 Extracurricular Activities	 Housing Assistance**	 Access to National Cryptologic School Courses

**If eligible. See our website for more information.

Apply at <https://apply.intelligencecareers.gov/student-programs>

Email: Summer_Interns@nsa.gov

NOTE: Each ad lists the Hiring Manager email alias

Internship Programs

Program	Undergrad*	Graduate	Ph.D.
CAE-Cyber Operations Summer Intern Program	● ●	●	
Computer Science Intern Program	● ● ●	●	●
Cryptanalysis and Signals Analysis Summer Program	● ● ●		
Cyber Summer Program	●	●	●
Data Center Management Intern Program	● ●		
Director's Summer Program	● ● ●		
Graduate Mathematics Program		●	●
Installations & Logistics Summer Program	● ●		
Science of Security Internship	● ● ●	●	
Signals Intelligence Collection Program	● ● ●	●	
Summer Intern Program for Information Assurance	● ● ●	●	●
Summer Intern Program for Science and Technology	● ●		
Summer Program for Operations Research Technology		●	●

Intelligence Analysis Summer Program	●	●	
Summer Language Program	● ● ●	●	●
Business Management & Acquisition Summer Intern Program	●	●	
Civil Liberties, Privacy & Transparency Internship Program	●	●	
Human Resources Intern Program	●	●	
Industrial & Organizational Psychology Intern Program		●	●
Office of Reasonable Accommodations and Accessibility Intern Program	●	●	
Office of the Inspector General Summer Intern Program	● ●	●	
Security & Counterintelligence Summer Intern Program	● ●	●	
Summer Strategic Communications Intern Program	● ●	●	
Well-being Services Intern Program	● ●	●	●

*Legend: ● Freshman ● Sophomore ● Junior

Apply online at <https://apply.intelligencecareers.gov/student-programs>

Email: Summer_Interns@nsa.gov

NOTE: Each ad lists the Hiring Manager email alias

Internship Benefits

Internship Benefits



Paid
Time Off



Holiday &
Sick Leave



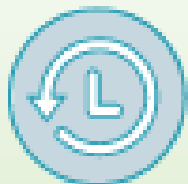
Travel
Reimbursement**



Competitive
Pay



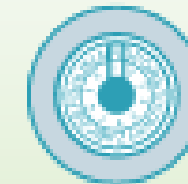
Mentorship
Programs



Extracurricular
Activities



Housing
Assistance**



Access to
National Cryptologic
School Courses

***If eligible. See our website for more information.*

Visit **IntelligenceCareers.gov/NSA** for the most current information about qualifications and application deadlines.

Information Systems Programs

- **Data Center Management Program (DCM)**
 - JO #1148719
 - Email: IL_DCMSummerIntern@nsa.gov
- **Intelligence Analysis Summer Program (IA)**
 - JO #1148723
 - Email: Summer_IA@nsa.gov
- **Civil Liberties, Privacy and Transparency Summer Intern Program (CLPT)**
 - JO #1148835
 - Email: Summer_CLPT@nsa.gov

Applications Due: **31 October**

- **Information Technology Development Program (ITDP)**
 - Email: ITDP@nsa.gov
- **Intrusion Analyst Skill Development Program (IASDP)**
- **Security Engineering Enrichment and Development Program (SEED)**
- **Systems Engineering Development Program (SEDP)**
 - Email: SEDP_jobs@nsa.gov

Applications Due: Rolling; check often

Apply at <https://apply.intelligencecareers.gov/student-programs>

Email: Summer_Interns@nsa.gov

NOTE: Each ad lists the Hiring Manager email alias

Co-op Program

Cooperative Education Program

Through a series of alternating work rotations – a semester at NSA followed by a semester at school – you will sharpen your skills while earning a competitive salary.

Eligible Students

Undergraduate
2nd Semester Freshmen

Undergraduate
Sophomores

Accepted Majors

Electrical Engineering

Computer Science

Computer Engineering

Cybersecurity

Foreign Languages

Russian, Korean, Farsi, Arabic, Chinese

Applications accepted in late winter/early spring and in the fall.

**Co-op applications
accepted through
15 Nov 2020**

<https://apply.intelligencecareers.gov/student-programs>

Email: COOP_OFFICE_mailbox@nsa.gov

Co-op Benefits



Paid
Time Off



Holiday &
Sick Leave



Partial Tuition
Assistance



Mentorship
Programs



Competitive
Pay



Housing
Assistance*



Extracurricular
Activities



Travel
Reimbursement*



Access to
National Cryptologic
School Courses

**If eligible. See our website for more information.*

Application Process

1

Apply
Online



2

First Screening –
On Campus or
Via Phone



3

Technical
Interviews and
Possible Testing



4

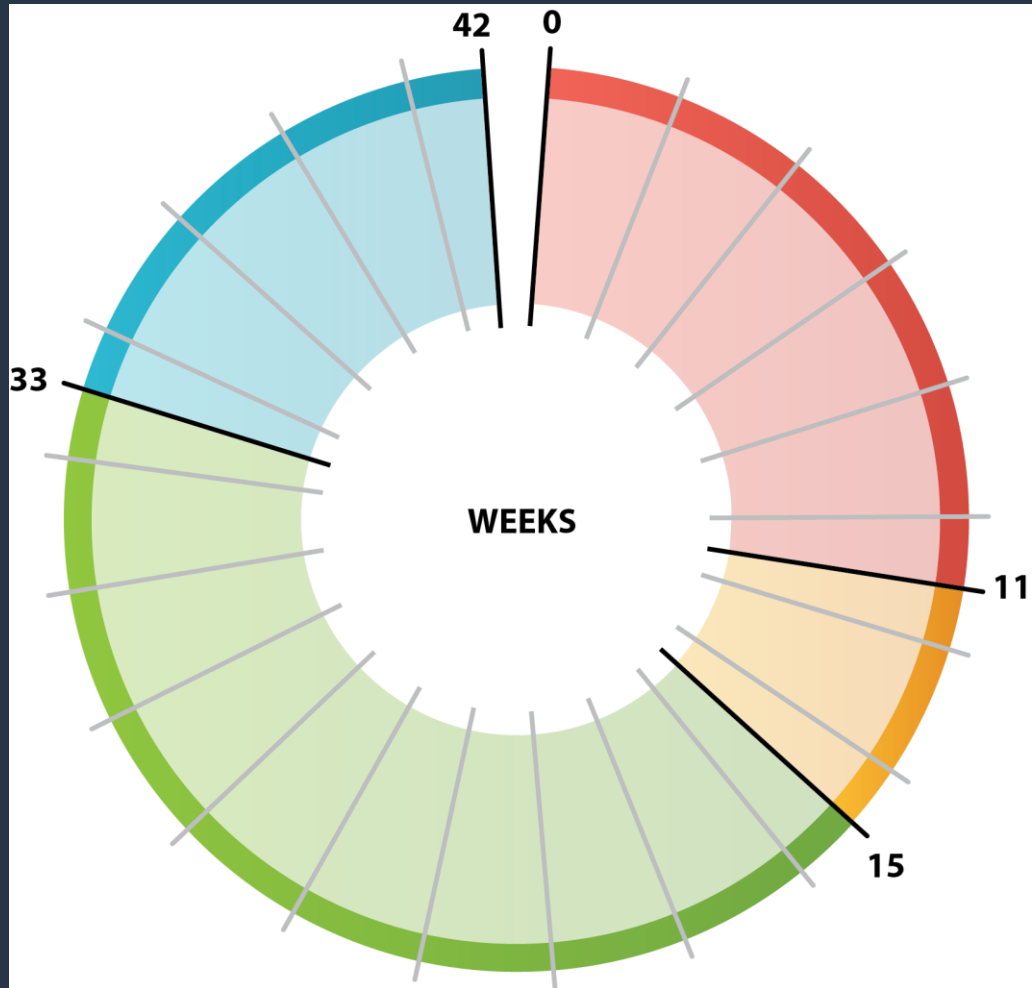
Polygraph and
Psychological
Assessment



IntelligenceCareers.gov/NSA

Application Timeline

Ultimately, the timeline depends on your individual case and background – the wait will be worth it



- HR Screening, Conditional Job Offer Extended
- Security Forms Completion
- Suitability Processing (Background Investigation, Psychological Testing, Polygraph)
- Hiring Approval, Final Job Offer, EOD Date Set

Appendix Slides

Diversity and Inclusion

Diverse experience and perspectives equal creative, unique solutions

- Employee Resource Groups
- Reasonable Accommodations
- Diversity Awards

ERG | Employee Resource Groups



African-American



American Veteran



Women



People with Disabilities



Next Gen



Hispanic/Latino



Islamic Cultural



English as A
Second Language



Lesbian, Gay, Bisexual,
Transgender and Allies



American Indian/
Alaska Native



Asian-American/
Pacific Islander



Diversity and Inclusion

Employee resources



Reasonable Accommodations

NSA seeks to empower people with disabilities by innovating assistive technologies and providing interpreters, attendants and accessible workspaces.



Professional Development

Educational support and mentorship guidance help employees reach their goals. The National Cryptologic School provides coursework in a variety of fields to help employees build their knowledge.

Benefits Beyond Serving Your Country



Professional

- Challenging and innovative work
- Creative, dynamic environment
 - Health and life insurance
 - Employee assistance
 - Travel opportunities
 - Competitive pay
- Supportive leadership
 - Paid days off



Work-Life Balance

- Flexible work schedule
- Relocation assistance
- On-site fitness centers
- Networking and social clubs
 - Casual dress
- Licensed on-site childcare
 - Sports leagues



Advancement

- Continuing education and professional development
- Pay for further education
- Leadership opportunities
 - Job stability
- Career tracks and advancement
 - Mentorship opportunities

Put Your Intelligence to Work

IntelligenceCareers.gov/NSA



Visit us online and connect with us through social media.

Top 5 Career Goals

- 1 Work-Life Balance
- 2 Security & Job Stability
- 3 Dedication to a Cause & Serving a Greater Good
- 4 Competitively & Intellectually Challenging Work
- 5 Entrepreneurial, Creative & Innovative



"Any opinions, findings, conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the Networking and Information Technology Research and Development Program."

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