



Discover your career

HUMAN SERVICES



DEFENSE INTELLIGENCE AGENCY

COMMITTED TO EXCELLENCE IN DEFENSE OF THE NATION



We will continue to develop a highly skilled, professional and agile workforce through a robust Talent Management System that grows employees from the entry-level to the senior ranks ... We will invest in developing those individuals through defined career paths. The Agency will actively steer employees into priority assignments when needed to cover mission.

We will promote officers who best meet our standards, represent our culture, and demonstrate the capability to contribute at the next level. This process will involve leadership at all levels and treat DIA's human capital as the most critical resource for the success of the Agency."

- DIA Strategic Approach

Are you ready for a career in Human Services?

From benefits to behavioral health, officers in the Human Services Career Field take care of DIA's most valuable resource — our people. As an officer in this career field, you will manage the health, well-being and development of our workforce by conducting and implementing diverse, people-focused practices.

DIA needs dedicated, service-oriented professionals who are ready to be a part of a team and mission that is larger than any one person. Your expertise in human resources, equal employment, training or behavioral sciences will be applied to support the highest priorities of national security.

Think this could be you? Explore how your unique contributions can make a national impact as a Human Services officer in one of our many specialty areas.

**LEFT:**

Equal employment officers provide consultation to internal customers, reinforcing DIA's commitment to a diverse and inclusive workplace.

Human Services Specialties

Behavioral Sciences

DIA relies on officers in this specialty to develop and facilitate programs that maximize mission readiness with a psychologically competent and resilient workforce. You will provide an array of advanced behavioral science services and support that focus on counseling and evaluation, organizational and workforce assessments, as well as research and operational support.

Serve on our team in one of these positions:

- Behavioral Scientist.
- Psychologist.
- Psychology Aid or Technician.
- Psychometrist.

**LEFT:**

DIA psychologists use state-of-the-art biofeedback equipment for employee support.

Equal Employment

The Equal Opportunity and Diversity Office at DIA is committed to our mission-essential imperative of building, developing, and maintaining an agile, inclusive, diversity-rich workplace. In the EO Office, you will apply your skills to support the world's most dynamic mix of civilian, military and contractor personnel. You will create, innovate, and be challenged on a daily basis to optimize the human potential of every DIA officer. As part of one of our teams- Strategy and Innovation, Diversity and Inclusion, Equal Employment Complaints, Disability and Reasonable Accommodations, Policy and Compliance and Data/Management/Analysis- you will conduct research, use evidence and data to make decisions, apply best practices from public and private industry, and develop your leadership skills and expertise in diversity, inclusion, equal employment opportunity, and reasonable accommodations. Join the EO team today!

- Inclusive Diversity, Equity, and Accessibility Consultant.
- Strategy and innovation Think Tank Leader.
- Equal Employment Expert Consultant.
- Policy and Compliance Officer.
- Complaints and Investigations Partner in Resolution.
- Inclusive Diversity Mission Integration Specialist.
- EO & Diversity Intelligence Community Liaison.
- EO & Diversity Whole-of-Government Integrator.
- DIA Mission Integration Intelligence Officer for Inclusive Diversity.

“DIA officers in the Human Services Career Field are dedicated to ensuring our Agency is one of the best places to work in the Defense Intelligence Enterprise. Recruiting the best talent, providing superior personnel services, facilitating diversity and inclusion, and ensuring employees receive the best training and education available is central to who we are and what we believe in.

HUMAN SERVICES CAREER FIELD MANAGER

Human Resources

Be a part of the team that makes mission success possible. You will lead the charge in recruiting, developing, and supporting DIA's global workforce by managing people-focused programs and initiatives. You will anticipate challenges, implement solutions and lead strategic processes and policy to execute the mission. Serve on our team as a Human Resources officer specializing in one of these functional areas:

- Alternate Dispute Resolution.
- Classifications.
- Employee Pay and Benefits.
- Military Human Resources.
- Performance Management.
- Policy.
- Recruitment.
- Talent Development.
- Staffing.
- HR Analytics.
- HR Records Management.

RIGHT:

At a local recruiting event, a prospective candidate chats with Melanie, a human resources specialist, about available career opportunities at DIA.



**LEFT:**

Training and education officers provide DIA officers with technical management and leadership coursework required to successfully execute DIA's mission.

Training and Education

Officers in this specialty provide world-class training and workforce development programs to prepare our global workforce for mission success. You will champion and contribute to collaborative Agency and Intelligence Community training and education initiatives. Serve on our team in one of these positions:

- Instructional Systems Designer.
- Learning Development Specialist.

Janice

Training Instructor

For many years, training and facilitation have been an important part of my professional career. During my tenure on DIA's Career Development team, my supervisor recognized that training was becoming more of my passion. With this in mind, she suggested that I take on the task of developing our first training course for career development officers. This sparked my desire to work in training on a full-time basis, and I am now an instructor for our Intelligence Information Systems course.

In addition to my instructor duties, I also work part-time as a professional coach, which gives me another opportunity to work in the field I love. It is so fulfilling when you can come to work every day and know that you are making an impact in someone's life. I am very appreciative to all who have helped me along my professional journey and supported me as I found my calling. And I feel extra fortunate that I get to employ myself and my skills in defense of our great Nation.



Do What Matters

DIA's Unique Role

DIA is committed to excellence in defense of the Nation. Leaders at all levels of the military and U.S. Government rely on DIA for cutting-edge analysis, targeted collection and advanced technological expertise to support global military operations. We provide defense intelligence on foreign militaries and operating environments that delivers decision advantage to prevent and decisively win wars. Excellence begins with the support that each member of DIA and the greater Defense Intelligence Enterprise receives every day to complete the mission. With a global workforce of over 16,500 employees, DIA requires a robust, agile and skilled mission support team to provide administrative, physical, and technical support while operating in complex threat environments.

DIA Career Fields and Specialties

Analysis

- All-Source Analysis
- Scientific & Technical Intelligence

Counterintelligence

- Counterintelligence Agent
- Cover Support

Finance & Acquisition

- Acquisition Program Management
- Budget
- Contracting & Procurement Analysis
- Finance & Accounting
- Requirements Manager & Contracting Officer Representative

Human Intelligence

- Clandestine Collection
- Operations Support
- Overt Collection

Human Services

- Behavioral Sciences
- Equal Employment
- Human Resources
- Training & Education

Information Technology

- Cyber Security
- IT Data Specialist
- IT Engineer
- IT Mission Support
- IT Specialist

Mission Management

- Collection Management
- Intelligence Operations Management
- International Affairs
- Joint Capability Development & Intelligence Support to Acquisition
- Joint Intelligence Planning
- Joint Target Intelligence
- Policy & Strategy

Office Management & Infrastructure

- Communications, Operations & Media
- Facilities
- Logistics
- Program Analysis & Management
- Staff Operations

Science & Technology

- Open-Source Intelligence
- Research & Development
- Technical Collection
- Technical Exploitation
- Technical Operations

Security

- Credibility Assessment
- Criminal Investigator
- Global Security
- Insider Threat
- Police
- Security Specialist



DIA&YOU

Your Career. Our Commitment.

For more information on a career at DIA, visit our website:

www.dia.mil/careers