



Discover your career

HUMAN INTELLIGENCE



DEFENSE INTELLIGENCE AGENCY

COMMITTED TO EXCELLENCE IN DEFENSE OF THE NATION



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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.”

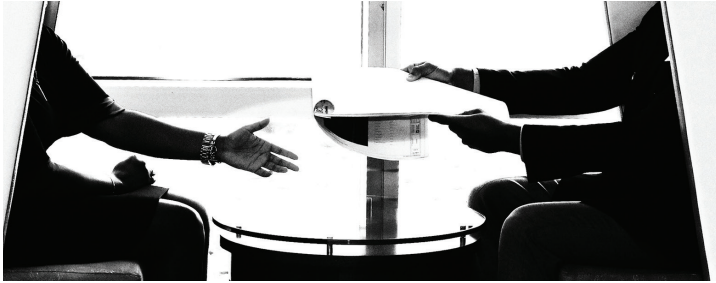
–DIA Strategic Approach

Are you ready for a career in Human Intelligence?

From overt collection to clandestine operations, Human Intelligence officers often put their lives at risk to collect and disseminate actionable intelligence to the Nation's warfighters, policymakers and defense planners. As an officer in this career field, you will perform a wide variety of functions to manage every aspect of the collection reporting cycle.

Using a spectrum of sources and methods, you will employ your sound judgment and interpersonal skills to manage DIA's global collection priorities. We need you to keep the Nation safe.

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



LEFT:
Human Intelligence is all about gathering critical information from human sources. Photographed is a clandestine officer obtaining information from a source.

Human Intelligence Specialties

Clandestine Collection

Clandestine human intelligence solves the Department of Defense's hardest problems. Join our elite team of officers who operate globally to plan and conduct clandestine human intelligence collection. Gaining expertise in technology, foreign culture and languages, you will report on intelligence information obtained from human sources to answer the priorities of the Nation's analysts, warfighters, combatant commanders and the secretary of defense. In addition to field tours, you may specialize in the following areas:

- Liaison Activities.
- Operations Policy.
- Training.

Operations Support

Officers in this specialty manage, guide and oversee our global human intelligence collection operations. Collaborating across DIA and the Intelligence Community, you will ensure quality intelligence reporting to increase our target knowledge and accomplish mission-critical requirements. Without you, our human intelligence operations would not succeed. Serve on our team in one of these positions:

- Collection Manager.
- Desk Officer.
- Targeting Officer.

RIGHT:
Operations support officers meet to discuss collection priorities.

OPPOSITE PAGE:
Good communication skills are key to Human Intelligence collection.







LEFT:
Overt collectors
discuss latest
technology.

Overt Collection

Officers in this specialty acquire critical human intelligence information through worldwide, open collections. You will employ a variety of techniques, such as observation, elicitation, debriefing and interrogation, to keep the Nation safe. Serve on our team in one of these positions:

- Interrogator.
- Strategic Debriefer.

Ed

Human Intelligence Officer

"I joined the Human Intelligence Career Field with a background in journalism, Linguistics and political science. HUMINT is a spectrum of skills and tools to acquire information from people — some of these skills are innate, like natural curiosity and mental fortitude, while others can be taught, like language and tactical skills. I was able to move along this spectrum and become a fully-proficient collector with the support of great leadership and talented mentors who pushed me into challenging training and experiences. When I reflect back on all of the worldwide opportunities I've taken and the myriad of collection requirements I've supported, I feel fortunate to have had such a diverse and satisfying career.

Now, after conducting HUMINT in warzones, urban centers and combatant commands, I am a career development officer, mentor and professional management coach. I assist DIA officers in developing their careers, broadening their skill sets and imagining and attaining their future goals. The best part of the job is seeing officers' renewed energy and initiatives after they get out of their comfort zones, get out into the Intelligence Community, and get out in support of the warfighter."



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