acf
ANALYSIS CAREER FIELD

Advanced All-Source Methods
Infrastructure and Resources
Counterintelligence and Transnational
Military Capabilities
Scientific and Technical Intelligence
Strategic and Regional Analysis

February 2024

DIA ACF Now Hiring!

The Defense Intelligence Agency (DIA) Analysis Career Field (ACF) is now hiring! In this newsletter we share details on our latest opportunities for current students and recent graduates and provide helpful tips for applicants.

About DIA

At DIA, we provide military intelligence to warfighters, defense policymakers and force planners in the Department of Defense and Intelligence Community, in support of U.S. military planning and operations and weapon systems acquisition. We plan, manage and execute intelligence operations during peacetime, crisis and war.

About ACF

Officers in the Analysis Career Field perform a wide variety of tasks in support of DIA's mission. From technical operations to insider threat investigations, officers in the Analysis Career Field safeguard the Nation from foreign adversarial threats. As one of the few all-source intelligence agencies, our global mission requires a diverse workforce with unique skills and expertise. DIA's Analysis Career Field is hiring candidates with expertise in a variety of areas and accepts applicants from all majors. The ACF is especially interested in candidates with the following skills and/or backgrounds; China, Russia, supply-chain, cybersecurity, space/ counterspace, engineering and data science. Such candidates are highly encouraged to apply.

Are you ready to join the team?

The Hiring Process & FAQs

Are there citizenship requirements?
All applicants must be US citizens. Dual citizens may apply.

What majors can apply?
DIA accepts applicants from all majors. The ACF is seeking a diverse workforce and welcomes applicants from all majors and backgrounds. We're looking for candidates that can apply their experience to becoming good analysts and possess the following qualities: curiosity, integrity and personal fortitude, teamwork, and intellectual humility.

Do you hire STEM majors?
Yes! We are particularly interested in candidates with backgrounds in STEM fields, especially: data science; aerospace engineering, nuclear engineering, electrical engineering, mechanical engineering.

I haven't graduated yet, can I still apply?
Yes! The ACF is hiring for internships and entry-level positions that are perfect opportunities for current students and recent graduates. Read the details below for each upcoming vacancy announcement to learn if it's right for you.

I don't have any military experience, can I still apply?
Yes! Although DIA is part of the Department of Defense, our workforce is made up of mostly civilian employees. Roughly three quarters of our workforce is civilian, with the remaining quarter being service members from all branches of military.

Where do DIA Officers work?
DIA is headquartered in Washington, D.C, but 50% of our workforce is outside the DC area working at places such as US-based military facilities, Combatant Commands, and US Embassies in more than 140 different countries.

DIA's selection process is extremely competitive and lengthy – selections may take up to a year to complete.

Submit
Apply online at diajobs.dia.mil

Application Review
Human Resources and hiring managers review your application

Writing & Interview
Hiring managers score writing samples & interview candidates virtually

Security
DIA extends a conditional job offer and proceeds with your clearance process

Final Offer
DIA extends a final offer and establishes a start date

Now Hiring!

Job and Internship Opportunities

This Spring we are hiring for full time entry-level positions and Summer 2025 interns. See details on each of the vacancy announcements below. For full vacancy announcement details and to apply, please visit DIAjobs.dia.mil.

ANALYSIS (ACF) Summer 2024 Entry-level Virtual Hiring Event – All Source – VA # 124176

All applicants must be U.S. Citizens. Recent graduates and students graduating in 2024 are highly encouraged to apply.

This announcement is for external applicants (non DIA employees) only. Current DIA student interns need not apply. This is a DIA External Hiring Event that will take place in June 2024 via a virtual platform. Applicants selected to move forward with the employment process will be contacted via email in April 2024 to submit a writing sample and in late May 2024 to schedule an interview. Specific details with regards to the dates of the event will be provided within the email invite.

DIA is seeking entry-level candidates with expertise in a variety of mission areas. Analysis Officers come from diverse backgrounds and we welcome applicants from any educational track. For this event, the ACF is especially interested in candidates with the following skills and/or backgrounds; China, Russia, cybersecurity, space/counterspace backgrounds. Such candidates are highly encouraged to apply. Applicants that would like to be considered for STEM specialties should apply to the separate ACF STEM Entry Level vacancy announcement.

Application close date: March 3, 2024

ANALYSIS (ACF) Summer 2024 Virtual Hiring Event – STEM – VA # 124163

All applicants must be U.S. Citizens. Recent graduates and students graduating in 2024 are highly encouraged to apply.

Positions include:

- Aerospace Engineer (0861)*
- Biological Scientist/Molecular Biologist (0401)*
- Chemical Engineer (0893)*
- Chemist (1320)*
- Computer Engineer (854)*
- Computer Scientist (1550)*
- Data Scientist (1560)*

- Electronics Engineer (0855)*
- General Engineer (0801)*
- Mechanical Engineer (0830)*
- Nuclear Engineer (0840)*
- Physical Scientist (1301)*
- Physicist (1310)*

This is a DIA External Hiring Event that will take place in June 2024 via a virtual platform. Applicants selected to move forward with the employment process will be contacted via email in March 2024 to submit a writing sample and in late May 2024 to schedule an interview. Specific details with regards to the dates of the event will be provided within the email invite.

Application close date: March 4, 2024

To apply to either of these vacancy announcements, follow these instructions:

Note: These are hidden, invitation-only vacancy announcements.

1. Log in to diajobs.dia.mil.
2. On the left hand side is a text box that says "Administrative Processing."
3. Enter the appropriate VA number in the "Administrative Code" box.
   a. All Source: 124176 (Non-STEM majors/backgrounds).
   b. STEM: 124163 (STEM majors/backgrounds).
   c. (Note: Be sure to apply to the right VA based on your qualifications! When in doubt, you can apply to both).
4. This will direct you to the VA and application.
5. Tip: fill out the application completely! Do not rely on attachments.

Now Hiring!

Job and Internship Opportunities

ANALYSIS (ACF) Summer 2025 Internship Program (SIP) Virtual Hiring Event – VA # 124220

All applicants must be U.S. Citizens.

The Analysis Career Field Summer 2025 Internship Program (SIP) application is open now through March 16th, 2024 at 11:59PM EST. Due to the lengthy security clearance process, Summer 2024 interns have already been hired.

The Summer Internship Program (SIP) provides promising undergraduate and graduate students the opportunity to gain practical, on-the-job experience working side-by-side with intelligence, technology, human resources, and other professionals in their field of study while providing support to the mission at DIA.

While at DIA, interns will gain insight into a career in the Intelligence Community, what it takes to support the warfighter, and how to become a permanent employee at DIA. Gain valuable on-the-job experience through providing direct support to the mission at DIA while employed on full-time basis during the summer! This paid internship occurs May through August over a 10–14 week period. To be eligible, students must be U.S. Citizens, enrolled in a full-time degree program or university, and have a minimum of 30 semester hours with a minimum 3.0 GPA.

For full details and to apply, visit DIAjobs.dia.mil and search for 2025 Analysis Summer Internship Program, VA ID # 124220

Application close date: March 16, 2024

ANALYSIS (ACF) Cooperative Education Program (CO-OP) Virtual Hiring Event – VA # 124223

All applicants must be U.S. Citizens.

The Cooperative Education Program (CO-OP) application is open now through Friday, March 15th, 2024 at 11:59PM EST. The CO-OP provides a select number of talented undergraduate and graduate students the opportunity to gain valuable work experience in combination with their academic studies by exchanging one academic semester for full-time paid employment.

This is an excellent opportunity for students seeking to serve their country to participate in the critical work of the Agency through an extended work period. Gain valuable on-the-job experience through providing direct support to the mission at DIA while employed on full-time basis during one academic semester.

The internship will occur in January - May of 2025. To be eligible, students must be U.S. Citizens, enrolled in a full-time degree program or university cooperative education program that is critical to the Agency's mission and have a minimum of 60 semester hours with a minimum 3.0 GPA.

For full details and to apply, visit DIAjobs.dia.mil and search for 2025 Cooperative Education Program, VA ID # 124223.

Application close date: March 15, 2024

Now Hiring!

Helpful tips to ensure a successful application

Read the vacancy announcement carefully before applying to ensure you are applying to the right vacancy announcement. (Tip: you can apply to more than one vacancy announcement and/or career field).

All applicants must fill out the application online. Do not rely on attachments! All information must be entered into the application. (Tip: Having trouble finding your school or degree program? You can enter details in the Work Experience section of the online application for further consideration).

Keep an eye on your email after you apply! Applicants that make it through the initial application screening will be contacted via email to submit a writing sample. (Tip: Be sure to check your junk/spam mail folders).

Want to learn more?

Join us for one of our upcoming virtual info sessions to hear from Career Development Officers and learn tips on how to apply. We have several info sessions at a variety of times to fit your schedule. The date/times are:

- Tuesday, February 20th, 6:00 PM EST
- Wednesday, February 21st, 2:00 PM EST
- Tuesday, February 27th, 6:00 PM EST
- Wednesday, February 28th, 2:00 PM EST
- Friday, March 1st, 12:00 PM EST
- Thursday, March 7th, 4:00 PM EST
- Monday, March 1th, 6:00 PM EST

Information sessions are open to everyone interested in learning more! Join any of the virtual sessions by using this link: http://bit.ly/dia-info.