In case you missed it...

CAE Speakers Series: January 26th NSA Hiring Lead Session

Important Information for Employment at NSA:

Our success in helping preserve the nation's security depends on the dedicated members of our workforce; we cannot fulfill our mission without them. At NSA, we take pride in the opportunities we offer our workforce to grow and develop their skills. We do this by providing internal and external training opportunities that can help employees perform their current job.

We also encourage employees to explore the vast opportunities offered to transition into new positions that can offer new challenges and experiences. These experiences can take our employees from our headquarters in Fort George G. Meade, Maryland to our cryptologic centers and around the world.

To be eligible for consideration, you must meet our basic eligibility criteria:

- U.S. citizenship—If you hold dual citizenship, you are eligible to apply for employment.
- Successfully completing our suitability process, which includes both security and psychological processing.
- Personal integrity and conduct—we evaluate this during the suitability process.

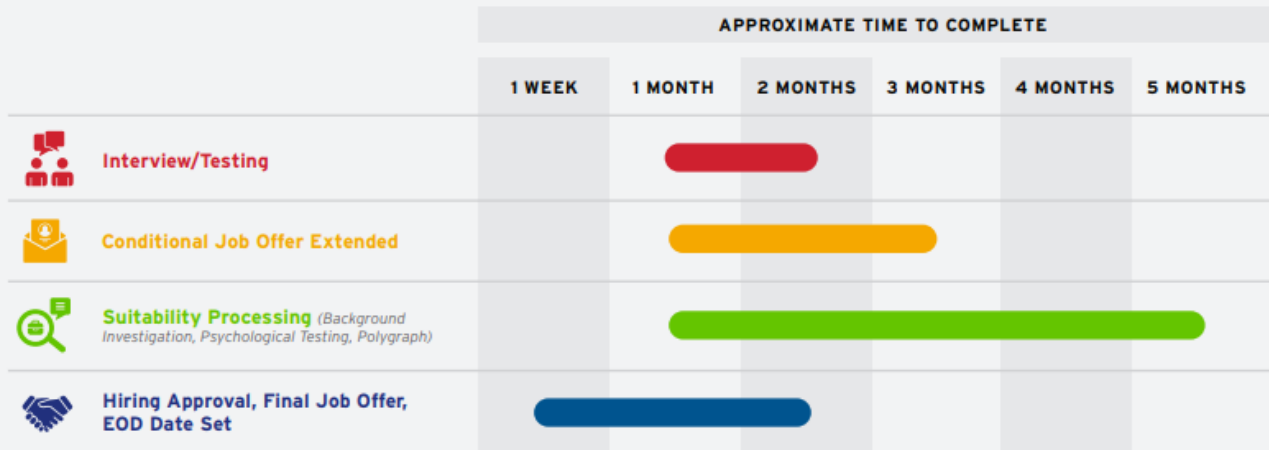### What to expect after you apply

We review all submitted applications against the requirements posted on the announcement, which include minimum qualifications and criteria specific to the hiring organization or student program. If you are selected for the pre-employment process, we will contact you for an interview. For some of our student programs, if you are selected, you will receive a conditional job offer (CJO) before you are scheduled for an interview; this offer will not include a salary.

Time frames may vary significantly by candidate and announcement.

NSA Pre-Employment Candidate Processing*

APPROXIMATE TIME TO COMPLETE

	1 WEEK	1 MONTH	2 MONTHS	3 MONTHS	4 MONTHS	5 MONTHS
Interview/Testing		▬				
Conditional Job Offer Extended		▬▬				
Suitability Processing (Background Investigation, Psychological Testing, Polygraph)		▬▬▬▬▬▬				
Hiring Approval, Final Job Offer, EOD Date Set	▬▬					

To be considered for NSA employment, you must apply online at IntelligenceCareers.gov/NSA. Only candidates who are deemed qualified and viable for the position they applied for will be contacted to schedule their initial pre-employment appointments (Interview and/or Testing).

*NOTE: Processing times shown are average. Time frames may vary significantly by candidate and job opening. To aid in this process, please be responsive when you are contacted to provide information or schedule your appointments to avoid unnecessary delays. Should you have any questions at any time during your pre-employment process contact your recruiter.

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For student programs, processing times are much shorter since each program has specific start times and processing is expedited so you can begin your program on time. If you cannot complete your processing on time, we may consider you for permanent employment opportunities if you are eligible.

Throughout the process, we will ask you for required information, to complete and return paperwork or to schedule your interview and suitability appointments. Respond quickly to avoid unnecessary delays in the process.

Interview
We conduct most interviews virtually or over the phone. We use a virtual interviewing platform called HireVue, which allows you to complete live or pre-recorded interviews. The hiring manager will contact you to schedule the interview. If using HireVue, you will receive an email invitation with instructions on whether it is a live interview or asking you to record your answers to a series of questions.

For permanent positions, the hiring manager will decide whether to offer you a conditional job offer (CJO). For student programs, the hiring manager will decide whether to continue with the suitability process.

Conditional job offer (CJO)

If the hiring manager wants to extend a CJO, a recruiter will contact you to verify the information provided in the application and collect additional information in your pre-employment paperwork. For permanent positions, we will use the information verified and provided to calculate a salary offer. We evaluate and base salary offers on education and work experience related to the position you were selected for, as well as the feedback from the hiring manager based on the interview.

Suitability process

Once you have a CJO, you will begin the suitability process.

Final job offer (FJO)

Once you complete the suitability process, a recruiter will contact you with a final job offer. For student programs, you will receive a salary offer based on your education level. For permanent positions, the recruiter will verify whether the information used for the conditional job offer is still accurate. Generally, salary offers do not change from the conditional job offer. However, changes in your education, work history or federal status may cause a change in salary at final job offer.

At this point, we will also discuss a start date, called the Enter on Duty (EOD) date.

New employee orientation

You will complete orientation during your first few days at NSA. The program offers you a comprehensive and cohesive onboarding process that introduces you to NSA and specific mission areas.

Reasonable accommodation

If you need reasonable accommodations during the application process or to help you perform your essential job duties due to a disability, please visit our Office of Reasonable Accommodations and Accessibility for more information.

Development programs

- Applied Computing Development Program (ACDP)
- Computer Network Operations Developmental Program (CNODP)
- Computer Science Development Program (CDP)
- Cryptanalysis Development Program (CADP)
- Cryptanalytic Computer Operations Development Program (C2DP)
- Cybersecurity Engineering Development Program (CSEDP)
- Cybersecurity Operations Development Program (CSODP)
- Data Science Development Program (DSDP)
- Digital Network Exploitation Analyst Development Program (DDP)
- Intelligence Analysis Development Program (IADP)
- Intrusion Analyst Skill Development Program (IASDP)

- Language Development Program (LADP)
- Math Development Program (MDP)
- Program Management Development Program (PMDP)
- Radio Frequency Development Program (RFDP)
- Signals Analysis Development Program (SADP)
- Systems Engineering Development Program (SEDP)

For questions, please email NSA_Development_Programs@uwe.nsa.gov.