

# DEAD DROP



The Corner: Agile Intelligence Architecture

Deep Dive: Regaining ISR Superiority

Fall 2024 Course Schedule and Course Catalog

IC Scholarships, Internships & Job Opportunities



College of Applied  
Science & Technology



FALL 2024  
VOL 5, ISSUE 3  
Intelligence Community  
Centers for  
Academic  
Excellence  
Diversity. Knowledge. Excellence.

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## DEEP DIVE: REGAINING ISR SUPERIORITY

The race to remain global leaders in intelligence, surveillance, and reconnaissance (ISR) activities has become a growing topic in the IC. Our Deep Dive touches the surface of this issue and learn more using the various resources provided.

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## FALL 2024 COURSE SCHEDULE & CATALOG

View our 2024 Fall Semester schedule and course and catalog offered to students in the IIO degree program along with many electives offered through our Cyber Operations program. Take the chance to plan your academic journey. Check out our comprehensive course schedule and catalog for the 2024 Fall Semester and enroll today!

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## STUDENT RESOURCES

Looking to start the journey to your career goals? Take a look at some great opportunities in the local Arizonan communities, as well as current scholarships and internships offered through the IC.

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## CHECK YOURSELF: RECENCY BIAS

This edition of the Dead Drop profiles Recency Bias—another cognitive bias that could impact efforts to create quality intelligence analysis and reporting. Learn more on ways to mitigate this bias.



Intelligence Community  
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# ICCAE INSTITUTIONS AROUND THE NATION



## Rutgers, The State University of New Jersey \*

Borough of Manhattan Community College \*  
New Jersey City University \*  
City College of New York \*

## Saint Louis University

Harris Stowe State University \*  
Lincoln University \*

## Syracuse University

CUNY-CCNY/Grove School of Engineering \*  
CUNY/John Jay College of Criminal Justice \*  
Norfolk State University \*  
Wells College

## University of Arizona \*

Eastern Arizona College  
Estrella Mountain Community College \*

## University of Central Florida

Seminole State College \*  
Daytona State College

## University of Kansas

Dodge City Community College \*  
Garden City Community College \*  
Kansas City Kansas Community College  
Seward County Community College

# DEAD DROP

FALL 2024

VOLUME 5 • ISSUE 3

## THE UNIVERSITY OF ARIZONA

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Patrick Tortorici, Dalal Alharthi, Angela Lucero

## ON THE COVER



*Our cover depicts link analysis – a process of forming networks that provide a visible connection to various intelligence activities or investigations. Link analysis is an effective tool for most intelligence disciplines used in various intelligence activities for targeting and the identification of terrorist and drug criminal networks, or mapping of cellular /satellite communications.*

*Photo: Adobe Stock*

*\* Denotes a Minority Serving Institution (MSI)*

**WELCOME  
BACK STUDENTS!  
ACADEMIC YEAR  
2024-25**



THE UNIVERSITY OF ARIZONA

**College of Applied  
Science & Technology**

# BECOME AN INTELLIGENCE COMMUNITY SCHOLAR



# EXCELLENCE STARTS HERE.

## WHY BE AN IC SCHOLAR?

IC Scholars are sought after by the U.S. Intelligence Community and receive hiring preference for government jobs. Specifically, IC Scholar graduate applications through USAJobs and IC Careers will be given more points than non-graduates, much like veterans are given more points more than non-veterans. The designation also sets graduates apart in the corporate sector.

## ARIZONA ICCAE CONSORTIUM

The Arizona Intelligence Community Center for Academic Excellence (ICCAE) Consortium is a pipeline from high school through community colleges and into the University of Arizona. After graduation, highly-qualified graduates have a natural pathway to a job in the intelligence community. Estrella Mountain Community College and Eastern Arizona College are flagship Arizona ICCAE schools each with degree programs that provide a pathway to finishing your four year degree and a career into the IC.



ESTRELLA MOUNTAIN  
COMMUNITY COLLEGE  
A MARICOPA COMMUNITY COLLEGE

[estrellamountain.edu](http://estrellamountain.edu)



[eac.edu](http://eac.edu)

## BENEFITS OF BEING AN IC SCHOLAR

- Selective entry into special internships
- Access to select Intelligence Community hiring events
- Preference for study abroad opportunities
- Competitive designation sets you apart for a corporate career

**LEARN MORE**

[cio@arizona.edu](mailto:cio@arizona.edu)

**Phone: (520)626-2442 ext. 2120**

# THE CORNER

## AGILE INTELLIGENCE ARCHITECTURE

### Welcome back students!

I have been deployed as the Director of Intelligence (J2) for the Special Operations Joint Task Force Central at “Spartan Base” located at Al Udeid Air Base, Qatar since late June of this year. Some of you are like “cool story, what does that even mean?” Essentially, I am assigned to one of the Special Operations components in the Central Command Area of Operation (See figure 1).

Now, full disclosure, I am not a Special Operations Soldier. However, Special Operations Commands require staff personnel, who are not necessarily Special Ops. One of the interesting things about this deployment is the agile nature of the Special Operations community, which has been taken on by the intelligence directorate. The command reacts to the operating environment with startling alacrity. Coming from the conventional Army intelligence world, this has been a real eye opener.

As many of you are embarking on intelligence careers, try to keep the idea of agility in mind. Name any operating environment and you will find a high operational tempo and constantly shifting threat actors and intelligence requirements. I will be back among you for the Fall 2025 semester. Please do not hesitate to contact me if you have any questions or need assistance with anything.



**Photo: Central Command (CENTCOM) Area of Responsibility (Public Domain)**

### Contact Information

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[Intelligence, and Information Operations](#)

[Law Enforcement Intelligence Website](#)

[Intelligence Community Center of Academic Excellence \(IC-CAE\) Website](#)

[College of Applied Science and Technology \(CAST\) Website](#)

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# PFIC 2024

TRAINING EVENTS DFIR, OSINT, CYBER

VIRTUAL EVENT - NOVEMBER 13



PFIC 2024 offers multiple 1-day events throughout the year, focusing on emerging issues DFIR, OSINT, and Cyber professionals. CIO students are guaranteed to learn something new.

Register for one or more of the events and receive access to the online sessions, interact with others in the PFIC Portal, and enjoy learning!

**[MORE INFO HERE](#)**

# National Security Challenges of REGAINING ISR SUPERIORITY

Recent discussions on global technological and national security threats have highlighted the U.S. Intelligence Community's increased focus on reclaiming global superiority in intelligence, surveillance, and reconnaissance (ISR) activities. The United States, facing many challenges, is at the forefront of this effort. Current ISR functionalities rely on complete and unfettered access to deploy sensors worldwide and to ensure that these sensors provide practical intelligence, counterintelligence, and dissemination capabilities. Still, U.S. ISR programs remain at risk as the rapid evolution of AI, cyber technologies, and other advanced counterinsurgency actions make it difficult to gain an edge over our foreign adversaries using traditional exploitation methods.

Budget constraints and shifting strategic priorities present additional hurdles to ISR modernization. The interconnected nature of global threats demands agile and resilient ISR frameworks, which are essential for adapting to the dynamic nature of modern threats. Balancing civil liberties with security imperatives adds another layer of complexity. However, despite these challenges, the ongoing investments in next-generation ISR systems and the establishment of international partnerships are pivotal steps toward restoring U.S. leadership in ISR operations. These partnerships reassure us that we are not alone in this endeavor, strengthening our collective security.

Recognizing the interconnected nature of modern threats underscores the need for robust ISR capabilities that can swiftly adapt to diverse and dynamic environments. By addressing these multifaceted issues comprehensively, the United States can strive to reclaim and maintain ISR superiority in an increasingly competitive global landscape.

## DIVE DEEPER

[Rethinking the Information Paradigm: The Future of Intelligence, Surveillance, and Reconnaissance in Contested Environments](#)

[Winning the Airwaves: Regaining America's Dominance in the Electromagnetic Spectrum](#)

[CSIS: 2024 Priorities for the Intelligence Community](#)

[Space Force, IC's Battle over Commercial ISR Reignites as Appropriators Add Fuel](#)

[Modernizing Intelligence, Surveillance, and Reconnaissance to 'Find' in the Era of Security Competition](#)

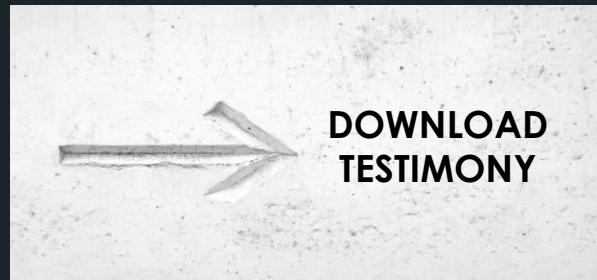
[YouTube: Tactical Space Intelligence, Surveillance, and Reconnaissance ISR](#)

[YouTube: How AI is Powering Defense, ISR & the Military Tech Stack w/ Modern Intelligence's CEO, John Dulin](#)

# 2024

# PRIORITIES FOR THE INTELLIGENCE COMMUNITY AND INTELLIGENCE COMMITTEE IN THE FACE OF WORLDWIDE THREATS

CSIS | CENTER FOR STRATEGIC &  
INTERNATIONAL STUDIES



# SOLVE THIS CRYPTOGRAM

"G J F M R A U K C U H  
C K A A D G K P Z R U V S  
F A A D G V U T D A U C T  
K P R P U Y G."

-William Butler Yeats,  
*poet/author*

!! A T N S N T T L L N  
G J F M R A U K C U H C K A A D G P U V V U C T  
A A L T T L T N  
K P R Z R U V S S F A A D G V U T D A U C T K P  
A R  
R P U Y G

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
R										V	C				Y	H	A								

# INTEL IN THE NEWS



## Defense Study Makes “Breakthrough” in Use of AI Protocols to Declassify Information

Department of Defense (DoD) researchers at one of DoD's University Affiliated Research Centers in Maryland reported positive results during a recent study using machine learning and artificial intelligence (AI) protocols to facilitate the declassification of intelligence records. This project, titled “Modernizing Declassification with Digital Transformation,” was conducted using AI as a viable method to manage volumes of classified documents and various declassification actions. [Federal News Network](#)



## New satellite images reveal new Chinese SIGINT Base in Cuba

U.S. intelligence sources have released geospatial images showing that China has established a new SIGINT/ELINT facility on a small island in Cuba. Concern is mounting as there are fears that this facility could be used by Chinese military forces to conduct counterintelligence operations, posing a potential threat to U.S. military bases near Cuba.

Current reporting followed previous intelligence assessments under the Biden Administration, where China was seen leading an operation to upgrade Cuban intelligence bases, one of which was noted to be 50 miles from the U.S. base in Guantanamo Bay. [CSIS](#)



## U.S. Intelligence Community Embraces Use of AI for Operations

Lakshmi Raman, Director of Artificial Intelligence Innovation at the CIA, revealed that the IC has been using AI for years during a keynote speech at an Amazon Web Service Summit in Washington, DC. Raman stated that AI has been instrumental in assisting with various operational functions for various “search and discovery assistance, writing assistance, ideation, brainstorming and helping generate counter-arguments.” The expansion of AI in IC activities will continue to expand in the years to come. [NextGov/FCW](#)

# INTEL IMMEMORIAL

## MOMENTS IN U.S. INTELLIGENCE COMMUNITY HISTORY

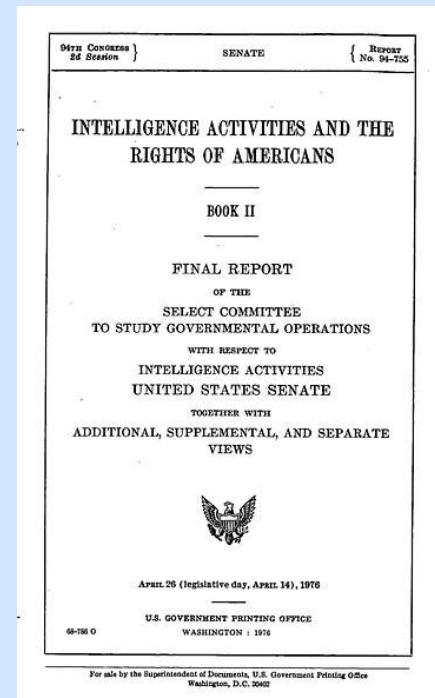


### OVERSIGHT IN THE INTELLIGENCE COMMUNITY 1975 CHURCH COMMITTEE HEARINGS

The Church Committee Hearings of the mid-1970s marked a watershed moment in U.S. history, uncovering significant abuses and misconduct within the Central Intelligence Agency (CIA) and Federal Bureau of Investigation (FBI). The hearings, chaired by Senator Frank Church, exposed various clandestine activities, including unauthorized domestic surveillance, covert operations aimed at foreign leaders, and attempts to manipulate political processes abroad. These revelations ignited public outcry and led to profound reforms to increase transparency and accountability within U.S. intelligence agencies. The resulting reforms included the establishment of congressional oversight committees, such as the Senate Select Committee on Intelligence, and the passage of laws to curb intelligence gathering on American citizens without proper legal authorization, thus reshaping the landscape of intelligence operations and oversight in the United States. The Church Committee's findings underscored the delicate balance between national security imperatives and civil liberties, influencing subsequent debates on the scope and limits of government surveillance powers.



Former Senator Frank Forrester Church (1924-1984); American politician and lawyer Photo: (Public Domain)



Church Committee's Final Report on Intelligence Oversight Activities Photo: U.S. National Archives (Public Domain)



# MESSAGE FROM YOUR ACADEMIC ADVISORS

## Confirm Your Assigned Academic Advisor

Whether you're a newly admitted student or a continuing student, it is important to know who you can contact for support. Continuing students, your Academic Advisor may have changed from who you worked with in previous semesters. To check who is listed as your assigned advisor, follow the steps below!

1. Log into your [Student Center portal](#) on the UAccess webpage.
2. Click on the Advising menu option towards the top of the page and select “View Advisors”, or follow the links below to find your appropriate Advisor.

ADVISORS

CERTIFICATE  
ADVISORS

3. You will see the name of your current advisor, their contact information, and a link to schedule an appointment.

## Confirm Your Enrollment

Please log into your [UAccess Student Center](#) and confirm your enrollment for Spring 2024. If you have holds you are unsure about, questions about the courses you're enrolled in or if you are not currently enrolled, [reach out to your Advisor](#).

Please feel free to contact our main number at 520-621-8219 and email address at [CASTAdvising@arizona.edu](mailto:CASTAdvising@arizona.edu)

**IIO SCHEDULE &  
COURSE CATALOG  
FALL SEMESTER**



# COURSE SCHEDULE

## FALL 2024

### SEVEN WEEK - FIRST

CAT#	COURSE	PROFESSOR
CYBV354*	Principles of Open Source Intelligence	McCary, John
CYBV437*	Deception, Counter-Deception & Counterintelligence	Graff, Jared
CYBV440*	Digital Espionage	Cota, Casey
CYBV450*	Information Warfare	Giordano, Joseph
INTV305	Introduction to IIO	Allen, Brent
INTV326	Introductory Methods of Intelligence Analysis	Phillippi, Emilee
INTV350	Intelligence Collection	Nazareth, Craig
INTV353	Geospatial Intelligence	Zsambok, Billy
INTV377	Psychological Operations	Longley, Carrick
INTV459	Intelligence, Surveillance, and Reconnaissance Synchronization	Wisecup, Tyler

### SEVEN WEEK - SECOND

CYBV351*	Signals Intelligence and Electronic Warfare	Cota, Casey
CYBV354*	Principles of Open Source Intelligence	McCary, John
CYBV450*	Information Warfare	Giordano, Joseph
INTV305	Introduction to IIO	Allen, Brent
INTV326	Introductory Methods of Intelligence Analysis	Phillippi, Emilee
INTV350	Intelligence Collection	Galbraith, Lachlan
INTV455	Target-Centric Analysis	Nazareth, Craig
INTV459	Intelligence, Surveillance, and Reconnaissance Synchronization	Wisecup, Tyler

### 15 WEEK

INTV493	Internship Study Abroad	Denno, Jason
INTV498	Senior Capstone in IIO (Section 101)	Nazareth, Craig
INTV498	Senior Capstone in IIO (Section 103)	Nazareth, Craig

# PROGRAM CORES

## INTV 305

### Introduction to Intelligence and Information Operations

#### Fall 2024, Seven Week – First & Second

Provides a broad overview of the American intelligence systems – collection, analysis, counterintelligence, and covert operations – and demonstrates how these systems work together to provide a “decision advantage” for policymakers. Students will also learn how U.S. adversaries have shifted away from directly challenging American forces and have moved to a less risky hybrid warfare model to achieve their tactical and strategic goals. Students will use a combination of research and critical thinking exercises to gain an understanding of the importance of how intelligence is used to inform the decision-making process. Students will also learn how to detect and guard against adversarial information operations designed to manipulate their own sources.

## INTV 326

### Introductory Methods of Intelligence Analysis

#### Fall 2024, Seven Week – First & Second

Provides students with an introduction to Intelligence Analysis and instruction on how to research national security topics and incorporate tradecraft, including critical thinking and structured analytic techniques, to challenge judgments, identify mental mindsets, stimulate creativity and manage uncertainty within the framework of providing sound assessments to decision-makers at the Strategic, Operational and Tactical level of war. Students will leverage scenario-based exercises to practice employing structured analytical techniques and other analytical methodologies in order to answer a decision maker’s critical information requirements.

# INTV 350

## Intelligence Collection

### Fall 2024, Seven Week – First & Second

This course provides students with an overview of the five U.S. intelligence Community recognized intelligence disciplines (Signals Intelligence (SIGINT), Human Intelligence (HUMINT), Geospatial Intelligence (GEOINT), Measurement and Signatures Intelligence (MASINT), and Open Source Intelligence (OSINT) to understand how to employ collection to answer information and intelligence requirements into the capabilities, limitations and applications of sensors, and discern the functional responsibilities between intelligence analysts, collection managers and decision makers across the national security enterprise.

# INTV 353

## Introductory Methods of Geospatial Intelligence (GEOINT)

### Fall 2024, Seven Week - First

This course provides students with an introduction to GEOINT operations and how intelligence professionals can incorporate tradecraft and technology to present visual depictions of critical information regarding enemy forces, and terrain, and provide combat operations support to decision-makers and operations planners. This course studies the electromagnetic spectrum and fundamentals of energy propagation as they pertain to GEOINT systems and phenomenology. Students will be introduced to the tasking, collection, processing, exploitation, and dissemination of GEOINT systems and data, and GEOINT contributions to National Security, Homeland Security, and Strategic Partnerships. This fundamental knowledge may be applied to a diverse range of constantly evolving GEOINT efforts including support to disaster relief, force protection, and combat operations.

# **INTV 377**

## **Psychological Operations**

### **Fall 2024, Seven Week - First**

This course is an introduction to the capabilities and uses of psychological operations. Students will examine psychological operations capabilities, limitations, history, and challenges. As part of their learning experience, students will establish when psychological operations are appropriate, how to know when they have become the target of an effort to manipulate their behavior, and how to mitigate its effects and plan a psychological operation against a notional target. Enrollment Requirements: Students enrolled in fully online programs only.

# **INTV 455**

## **Target-Centric Analysis**

### **Fall 2024, Seven Week - Second**

This course provides students with an in-depth analysis of the intelligence process; methodologies for evaluating data; threat modeling; and a process to evaluate the needs of the Intelligence consumer. Students will utilize practical analysis exercises to become familiar with threat modeling, the estimative process, and Intelligence reporting techniques to answer a decision maker's critical information requirements.

# **INTV 459**

## **Intelligence, Surveillance, Reconnaissance & Synchronization**

### **Fall 2024, Seven Week - First & Second**

This course provides an in-depth examination of how to optimize the coordination of all available collection capabilities to support intelligence operations and the military decision-making process.

Students will conduct research and engage in practical exercises to determine optimal sensor deployment schemes and sensor-to-target mix to address different collection requirements.

# **INTV 493**

## **Internship Study Abroad**

### **Fall 2024, 15 Week**

This course provides students with opportunities for specialized work on an individual basis, consisting of training and practice in actual service in a technical, business, or governmental establishment.

# **INTV 498**

## **Senior Capstone in Intelligence and Information Operations**

### **Fall 2024, 15 Week**

This course provides Intelligence & Information Operations majors with a capstone experience emphasizing the integration of knowledge acquired in previous courses. The course provides a culminating experience for majors involving a substantive project that demonstrates a synthesis of learning accumulated in the major, including broadly comprehensive knowledge of the discipline and its methodologies. Students are required to incorporate a field research study into their research project. This is a self-directed course in which students develop and produce a senior-level research paper grounded in relevant research.

# ELECTIVES

## **CYBV 351**

### **Signals Intelligence and Electronic Warfare**

#### **Fall 2024, Seven Week - Second**

CYBV 351 is an elective course that will provide students with an in-depth look at Signals Intelligence (SIGINT) and Electronic Warfare (EW) from a strategic, operational, tactical, and technological aspect, including the role of electromagnetic energy in SIGINT and EW operations. Students will use a combination of assessments, research, and practical exercises to gain a holistic view of SIGINT and EW applications in the National Intelligence Enterprise.

## **CYBV 354**

### **Principles of Open Source Intelligence (OSINT)**

#### **Fall 2024, Seven Week – First & Second**

CYBV 354 provides students with an overview of the fundamentals of Open Source Intelligence. Students will be presented with the most effective methodologies used by cyber professionals, law enforcement, and other investigative personnel to locate and analyze information on the Internet and Dark Web. Students will use interactive exercises to become familiar with the volume of sensitive data on the Internet and how it can be exploited to develop highly detailed intelligence products.

# **CYBV 437**

## **Deception, Counter-Deception & Counter-Intelligence**

### **Fall 2024, Seven Week - First**

CYBV437 will provide students with an introduction to the concepts of deception, counter-deception, counterintelligence, and psychological operations. A survey of how these concepts are used in adversarial Information Operations and why they are among the most effective mechanisms to sway public opinion will be presented. Students will use interactive exercises to become familiar with how to detect deception campaigns as well as the mitigation strategies to defend against them.

# **CYBV 440**

## **Digital Espionage**

### **Fall 2024, Seven Week - First**

CYBV440 teaches students about the theft of state secrets for political or economic reasons. It will provide students with a comprehensive overview of the concepts, tactics, and techniques adversaries use to steal secrets. Students will analyze case studies to become familiar with how to detect, identify, and mitigate digital espionage operations and the actors who conduct them.

# **CYBV 450**

## **Information Warfare**

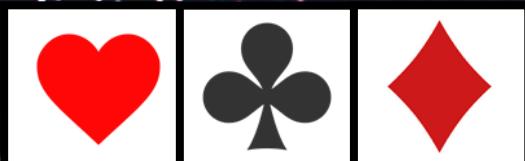
### **Fall 2024, Seven Week – First & Second**

CYBV 450 will provide students with an in-depth overview of the tactics, techniques, procedures, and tools used to conduct and defend against Information Operation campaigns. Students will analyze case studies involving nation-state actors' online influence efforts to detect, deconstruct, and counter adversarial Information Operation campaigns.

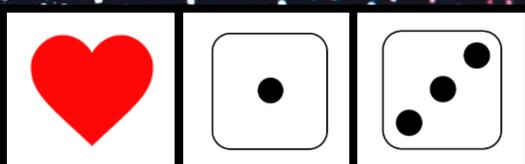


# CRACK THE CODE.

TEST YOUR DEDUCTIVE REASONING SKILLS TO DETERMINE THE CODE WITH THE GIVEN INFORMATION.



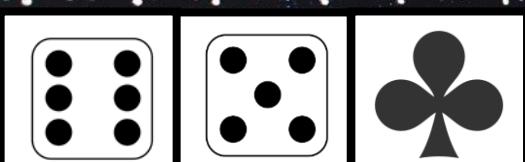
One image is correct, and in the right place



One image is correct, but in the wrong place



Two images are correct, but in the wrong place



None of these images are correct



One image is correct, but in the wrong place

>>>



# United States Intelligence Community Internship Opportunities for Students

To learn more, visit [www.IntelligenceCareers.gov/ICStudents.html](http://www.IntelligenceCareers.gov/ICStudents.html) or individual IC element websites linked below

## NATIONAL RECONNAISSANCE OFFICE

[www.nro.gov/careers/](http://www.nro.gov/careers/)

- Application open until July 24th, 2022 with selections typically made by October
- Paid undergraduate and graduate internship programs for summer 2023

### Specific programs of interest include:

- |                     |                  |                    |
|---------------------|------------------|--------------------|
| • STEM              | • Business       | • Human Resources  |
| • Economics         | • Administration | • Physical Science |
| • Political Science | • Data Science   |                    |

## DEPARTMENT OF HOMELAND SECURITY

<https://www.dhs.gov/homeland-security-careers/office-intelligence-and-analysis-internship-program>

- Application open from July 2022 to August 2022
- Paid undergraduate and graduate internship programs for summer 2023

### Specific programs of interest include:

- |                                   |                                     |
|-----------------------------------|-------------------------------------|
| • Intelligence Analysis           | • Cybersecurity                     |
| • Health/Science                  | • Public Affairs Management/Support |
| • Law Enforcement                 |                                     |
| • Technology Emergency Management |                                     |

## AIR FORCE INTELLIGENCE

<https://afcivilianscareers.com/paq-intel/>

- Applications are currently being accepted and are accepted at various times during the year.
- Paid undergraduate and graduate 3-year internship

An Internship in the Intelligence Community (IC) is a great experience that can help launch your career path. Many of the opportunities highlighted here are for summer internships, but some IC elements offer internships during the academic year or that could span many years. Upon graduation and successful completion, some internships lead to non-competitive conversion to full-time employment



## DEFENSE INTELLIGENCE AGENCY

<https://www.dia.mil/Careers-Opportunities/Students/>

- Application opens and closes at various times, typically in March the year before your internship begins
- Paid undergraduate & graduate internship programs for summer 2024

### Specific programs of interest include:

- |                     |                        |                    |
|---------------------|------------------------|--------------------|
| • Political Science | • Business             | • Natural Sciences |
| • Global Studies    | • Human Resources      | • Engineering      |
| • Computer Science  | • Law/Criminal Justice | • Logistics        |



## OFFICE OF NAVAL INTELLIGENCE

[www.oni.navy.mil/Careers/Intern-Programs/](http://www.oni.navy.mil/Careers/Intern-Programs/)

- Application open from September 2022 to October 2022
- Paid undergraduate and graduate internship programs for summer 2024



## NATIONAL SECURITY AGENCY

[www.intelligencecareers.gov/nsa/nsastudents](http://www.intelligencecareers.gov/nsa/nsastudents)

- Application open from September 2022 to October 2022
- Paid undergraduate and graduate internship programs for summer 2023

### Specific programs of interest include:

- |                         |                          |                            |
|-------------------------|--------------------------|----------------------------|
| • STEM                  | • Information Management | • Information Technology   |
| • Computer Science      | • Foreign Language       | • Research/Development     |
| • Logistics             | • Cyber Security         | • Strategic Communications |
| • Human Resources       |                          |                            |
| • Intelligence Analysis |                          |                            |



Intelligence Community  
**Centers for  
Academic  
Excellence**  
*Diversity. Knowledge. Excellence.*

# United States Intelligence Community Internship Opportunities for Students

To learn more, visit [www.IntelligenceCareers.gov/ICStudents.html](http://www.IntelligenceCareers.gov/ICStudents.html) or individual IC element websites linked below



## Virtual Student Federal Service (VSFS)

<https://vsfs.state.gov/apply>

- Apply in July 2022 for an internship during the upcoming academic year
- VSFS is an unpaid, remote internship which requires no security clearance



## The Presidential Management Fellowship (PMF)

[www.pmf.gov](http://www.pmf.gov)

- The application is open from 13 September until 27 September
- Only graduate students (MA, PhD, JD, MBA, etc) who graduated between September 13, 2020, and September 13, 2022, or will graduate before August 31, 2023, may apply.
- Selected PMFs will have the opportunity to apply to positions across the federal government, including within the IC



## CENTRAL INTELLIGENCE AGENCY

<https://www.cia.gov/careers/student-programs/>

- Applications accepted year-round for most programs: apply one year before preferred start date
- Paid undergraduate and graduate internship programs

### Specific programs of interest include:

- |                          |                    |                           |
|--------------------------|--------------------|---------------------------|
| • Political Science      | • Data Science     | • International Relations |
| • STEM                   | • Media Analysis   | • Graphic Design          |
| • Education/Training     | • Cyber Security   | • Cartography             |
| • Economics              | • Computer Science | • Human Resources         |
| • Information Management | • Library Science  |                           |



## DEPARTMENT OF STATE

<https://careers.state.gov/interns-fellows/student-internships/>

- Application opens in the fall on USA Jobs (typically opens and closes in September)
- Paid undergraduate and graduate internship for summer 2023
- Positions in many bureaus, including the Bureau of Intelligence and Research (INR)

### Specific programs of interest include:

- Student Internship Program: opportunities to work in U.S. Embassies and Consulates throughout the world
- Pathways Internship Program: opportunities to explore federal careers
- Numerous Fellowship Programs
- Workforce Recruitment Program for disabled persons



## NATIONAL GEOSPATIAL- INTELLIGENCE AGENCY

<https://www.intelligencecareers.gov/NGA/ngastudentprograms.html>

- Application closes in September 2022
- Paid undergraduate and graduate internship programs for summer 2023
- Positions based in Virginia & Missouri

### Specific programs of interest include:

- |                   |                |                    |
|-------------------|----------------|--------------------|
| • Business        | • Intelligence | • Finance          |
| • Geophysics      | • Analysis     | • Computer Science |
| • Human Resources | • STEM         | • Social Sciences  |
| • Earth Sciences  | • Geography    |                    |



## FEDERAL BUREAU OF INVESTIGATION

[www.fbijobs.gov/students](http://www.fbijobs.gov/students)

- Application opens in September 2022
- Paid undergraduate and graduate internship programs for summer 2023
- Internships offered in Washington DC as well as at many of the FBI's field offices across the country

### Specific programs of interest include:

- Honors Internship Program
- Visiting Scientist Program



## Intelligence Community Centers for Academic Excellence

*Diversity. Knowledge. Excellence.*



## The Department of Energy

[www.energy.gov/careers/student-recent-graduates](https://www.energy.gov/careers/student-recent-graduates)

Three internship programs of interest:

- **Minority Educational Institution Student Partnership Program (MEISSPP)**- Typically apply by March for a paid internship. [Learn More](#).
- **DOE Scholars Program**- Typically apply by September for this internship with opportunities around the country as well as a stipend. [Learn More](#).
- **National Nuclear Security Administration Graduate Fellowship Program (NGFP)**- Apply by Early October 2022 for this paid opportunity. [Learn More](#).



## U.S. Army Cyber Command

<https://bit.ly/3nU0JEw>

- Applications are currently being accepted and are accepted at various times during the year.
- Apply for paid positions over the summer or for 2-year fellowship opportunities
- Positions located at Fort Gordon, Georgia



# Tips on Securing an Internship

1. **Read the eligibility requirements before applying to ensure that you are eligible for the internship.**
2. **Write a federal resume.** Work with your university career office and your IC CAE Program to understand the content required for a top-tier federal resume.
3. **If an application requires a cover letter, tailor it to the position.** This is your opportunity to connect your education and unique experience and skills to the position.
4. **Be proactive and move quickly.** Check often for internship openings as some agencies cap the number of applications they will accept.
5. **A background investigation is typically required and some agencies also require a medical exam, foreign language, and/or military service.**



Intelligence Community  
**Centers for Academic Excellence**  
Diversity. Knowledge. Excellence.

# JOIN OUR RANKS



## **U.S. Customs and Border Protection (CBP) Internship Program**

CBP seeks high-performing University of Arizona students in the Intelligence Information and Operations (IIO) Program to seasonally support the [Southern Border Intelligence Center \(SBIC\)](#).

Students will assist the Executive Director in coordinating meetings, compiling deliverables, engaging with other senior leaders across the southern border, and conducting tasks as needed. This position allows selected candidate(s) to participate in intelligence planning at various strategic and operational support levels across the U.S. Government. Read more on the details on the next page.

## Purpose of the Internship:

Selected applicants will have the unique opportunity to delve into the world of intelligence. They will learn how to conduct research, form analytical conclusions, make critical judgments, and perform a variety of analytical techniques to answer key intelligence questions. The internship will provide a comprehensive understanding of the intelligence cycle, Intelligence Community Standards, and the complex border security environment.

**Internship Available:** Summer – Yes    Fall – Yes    Spring – Yes

**Deadlines:** To ensure your application is considered, please note that applications must be received by the first week of the previous semester. For example, if you're interested in an internship starting in the Spring semester, please submit your application within the first week of the previous Fall semester.

## Agency Minimum Qualifications:

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- Primary U.S. residency for at least three of the last five years
- **Background Investigation:** CBP is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation before employment to promote the agency's core values of vigilance, service to the country, and integrity. During the screening or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information, visit [this link](#).

## Agency Preferred Qualifications:

- Current University of Arizona student within good standing, with a minimum of **3.0 GPA**.
- Students in their 2nd or 3rd year of study in an Intelligence, Criminal Justice, or National Security related field

## Internship Description: Unpaid (Potential to earn college units/credits)

- Providing support to senior leadership that informs and enhances their ability to make strategic decisions;
- Providing support to senior-level engagements on a variety of intelligence programs and activities;
- Assisting with the management of intra-office relationships across multiple intelligence organizations.

## To Apply:

Please submit a resume, school transcript, and a writing sample (2-5 pages) to [lillian.abril@cbp.dhs.gov](mailto:lillian.abril@cbp.dhs.gov).

## Expected Contact:

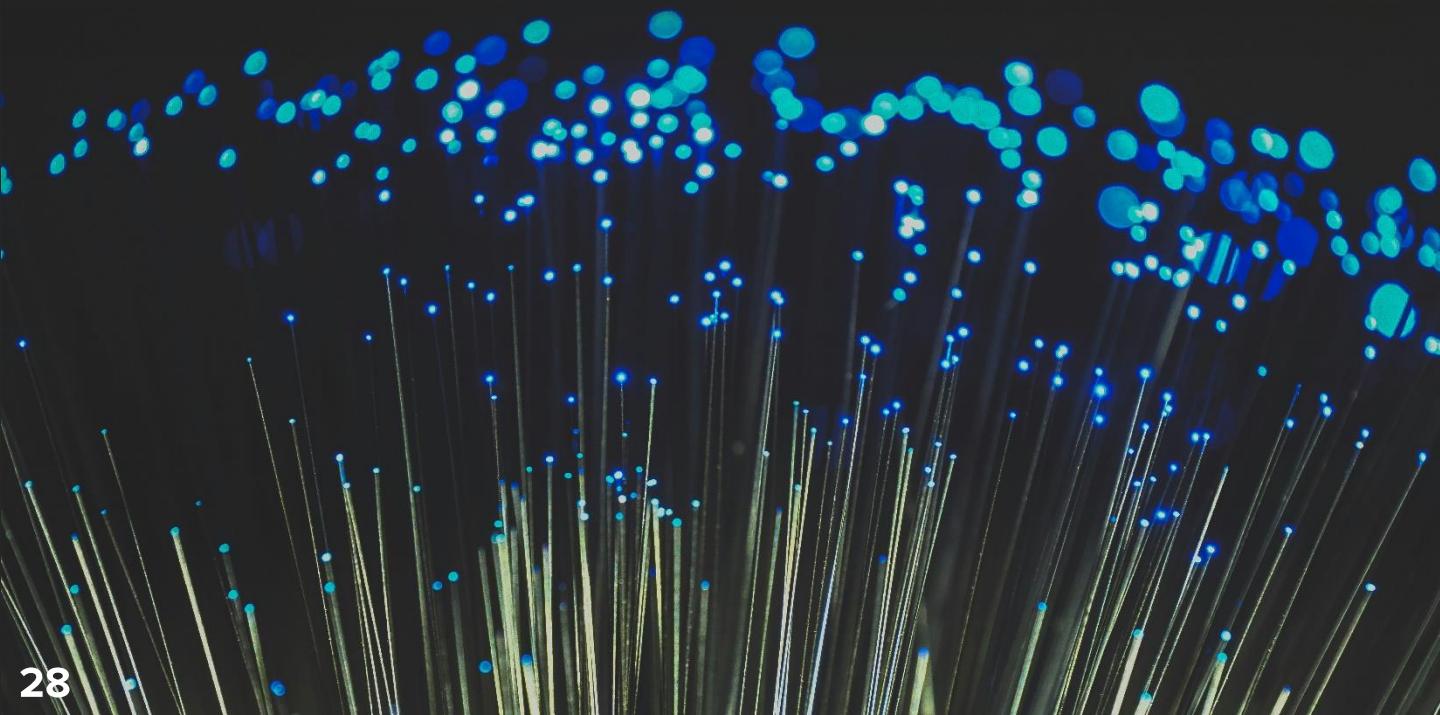
We will email you within 3-5 business days of receiving your application to set up an in-person interview.



# CIA Directorate of Analysis Fellows Program

Central Intelligence Agency (CIA) Directorate of Analysis offers fellowships for undergraduate and graduate students attending four-year Minority Serving Institutions (MSIs). As an Intelligence Analyst Intern for CIA, you will work on teams alongside full-time analysts, studying and evaluating information from all available sources—classified and unclassified—and then analyzing it to provide timely and objective assessments to customers such as the President, National Security Council, and other U.S. policymakers.

**Application Deadline:** 6-12 months before the intended start date. Follow [here](#) for more on this unique opportunity.





# 2025 SUMMER NRO STUDENT INTERNSHIP PROGRAM

The NRO Summer Internship Program provides students pursuing advanced education with paid opportunities to work at the NRO and explore career paths related to their academic field or career interests. Interns will receive training and guidance to prepare them to support NRO projects and initiatives.

Summer interns are full-time employees on a temporary appointment for the period of 10 weeks between June and August. With a successful evaluation at the end of the summer, there may be an opportunity to return during subsequent summers based on mission requirements, continued eligibility, and the student's availability.

## BASIC ELIGIBILITY:

- Must be a U.S. Citizen
- Be suitable for federal employment, as determined by a background investigation
- Be able to obtain and hold a TS/SCI security clearance, including polygraph
- Have favorable results on a pre-employment drug test
- Register for the Selective Service System if male, over 18 years of age and born after Dec 31, 1959

**Application Deadline: October 15, 2024**  
**Apply Today!**





U.S. DEPT OF  
**DEFENSE**

# **SMART** SCHOLARSHIP FOR SERVICE



The SMART Scholarship-for-Service Program is a combined educational and workforce development opportunity for STEM students. SMART offers scholarships for undergraduate, master's, and doctoral students pursuing a STEM degree. SMART offers two scholarship opportunities, the SMART Scholarship and the Ronald V. Dellums Memorial SMART Scholarship. All scholarship recipients receive full tuition, annual stipends, internships, and guaranteed civilian employment with the Department of Defense after graduation.

Applications are open annually from August 1 to the first Friday in December. Check your eligibility to see which scholarship you qualify for and watch our [informational webinar recording](#) for more program details.

**Application Deadline: December 6, 2024 [Apply Today!](#)**



## NAVAL RESEARCH ENTERPRISE INTERNSHIP PROGRAM

NREIP gives academically talented college students, graduating seniors, and graduate students pursuing STEM careers the opportunity to learn about Naval research and technology while receiving first-class mentoring by top scientists and engineers.

NREIP is a competitive program with over 800 placements in 51 laboratories around the country in which many participants go on to careers within the Department of Navy (DoN). Interns are selected based upon academic achievement, personal statements, recommendations, and career and research interests. **Application Deadline: November 1, 2024 [Apply Today](#)**





**H A C U**

HISPANIC  
ASSOCIATION  
OF COLLEGES &  
UNIVERSITIES



## **Hispanic Association of Colleges and Universities (HACU) National Internship Program – Spring 2025**

The Hispanic Association of Colleges and Universities accepts applications from college students and recent graduates for the spring 2025 HACU National Internship Program session. The spring internship session dates are Jan. 6 – April 18, 2025. **The online application deadline is October 18, 2024. [Apply Today](#)**

Internships are available to currently enrolled undergraduate, graduate, and recently graduated students in any major. Students must have completed their first year of undergraduate studies.

### **BASIC ELIGIBILITY:**

- Any race/ethnicity - does NOT need Hispanic heritage
- All MAJORS
- Currently enrolled in a degree-seeking program
  - Any degree level acceptable - associate's, bachelor's, master's, J.D., Ph.D., etc.
  - Students pursuing a credential or certificate program are not eligible
- Limited positions available for recent graduates
  - Spring graduates are eligible to apply up to the summer session of the same year
  - See Library of Congress Conduit Program highlighted below
- Must have completed first year of undergraduate studies
- Most positions require U.S. citizenship, per security clearance requirements
  - Students legally authorized to work in the U.S., DACA students, and permanent residents are still encouraged to apply
  - HACU participates in e-Verify



women in  
CYBERSECURITY

WiCyS

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WiCyS  
women in cybersecurity

UNIVERSITY OF ARIZONA  
STUDENT CHAPTER



# JOB BOARD



IC agencies and industry partners are looking for future intelligence professionals like you! Below are current positions currently offered in IIO fields. For more job listings, please look at the job search engines on the Career Resources page.

## **Investigative Analyst (Entry Level)**

Internal Revenue Service

Job Location: Multiple Locations

Pay Plan: GS 7-9

Open: 2024-02-22 – 2024-12-06

[\*\*Job Posting\*\*](#)

## **Criminal Intelligence Analyst**

Maricopa County Sheriff's Office

Job Location: Phoenix, AZ

Pay Plan: NA

Open: Rotating

[\*\*Job Posting\*\*](#)

## **Intelligence Systems Analyst**

Agile Defense

Job Location: Fort Huachuca, AZ / Fort

Meade, MD

Pay Plan: NA

Open: 2024-04-26 – TBD

[\*\*Job Posting\*\*](#)

## **Intelligence SME - IBL**

Nemean Solutions

Job Location: Sierra Vista, AZ

Pay Plan: NA

Open: 2024-07-66 – TBD

[\*\*Job Posting\*\*](#)

## **Data & Research Analyst**

City of Tempe

Job Location: Multiple Locations

Pay Plan: N/A

Open: Until Filled

[\*\*Job Posting\*\*](#)

## **Gang Intelligence Analyst I**

Akima

Location: Phoenix, AZ

Pay Plan: N/A

Open: Open rotation

[\*\*Job Posting\*\*](#)

## **GSOC Analyst/Operator**

Crisis24

Location: Phoenix, AZ

Pay Plan: NA

Open: 2024-07-06 – Until Filled

[\*\*Job Posting\*\*](#)



# CAREER RESOURCES

Industry employers partners, contractors, federal agencies are looking for the best job candidates to fill a number of critical positions in the Intelligence Community.

## U.S. Intelligence Careers

Great resource to research jobs throughout the Intelligence Community seeking various intelligence and information analysis skills. You can also find the latest scholarships and internships offered year-round.

> [intelligencecareers.gov](http://intelligencecareers.gov)

## Indeed

One of the most trusted job search engines in nation! You will be able to find a number of job postings that serve many sectors of the intelligence industry. Indeed also offers a resume uploader where you can store your pre-produced resume for easy application submissions.

> [indeed.com](http://indeed.com)

## Clearancejobs/ Clearedjobs.net

Both sites offer pathways to employment for those students that currently hold an active or current security clearance. Most jobs listed are for federal and contract positions. Create and account and search these offerings.

> [clearancejobs.com](http://clearancejobs.com)  
> [clearedjobs.net](http://clearedjobs.net)



## USAJOBS

Widely known and respected job search tool. Find job listings with various government sectors in and out of the Intelligence Community. In addition, this site offers the ability to draft both federal and standard resumes through its internal resume builder.

> [usajobs.gov](http://usajobs.gov)



## LinkedIn

One of the most effective ways to find employment is through your professional network. LinkedIn has become the industry standard social platform to connect professionals with industry leaders and hiring managers. Create your profile, engage and communicate with colleagues and recruiters, and plan your new future today!

> <https://www.linkedin.com>

Brain Games:  
Butter Yeats



Solve This Cryptogram: Phrase: "Education is not  
the filling of a pail, but the lighting of a fire." — William

Puzzle Answers

# Handshake

Talent, Meet Opportunity.



**Get hired.** Apply for jobs and internships offered on campus, in your local area or across the nation.



**Get discovered.** Stand out among your peers to reach employers actively recruiting Wildcat candidates.



**Get connected.** Build social networks with peers for tips to land your desired job or internship.



**Get involved and make an impact.** Discover on-campus and virtual career-focused training events.

[arizona.joinhandshake.com](http://arizona.joinhandshake.com)

login with your NetID and password



THE UNIVERSITY  
OF ARIZONA

# WE WANT YOU FOR THE SOC

Join the UofA's Security Operations Center today for a rewarding, for credit, cybersecurity intern experience!

## What Will You Do As A SOC Intern?

### INVESTIGATION



Review vulnerability data, and record and track IT security incidents, including:

- Compromised Accounts
- Phishing
- Abuse reports

### CORE OF THE INTERNSHIP

### OPERATIONS



Get hands-on experience with security tools and practices within a professional business environment:

- SIEM
- IPS
- Netflow

### EXPERIENCE THE SOC WORKFLOW



Perform threat hunting to detect and eradicate threats using various paid and open source intelligence tools!

### LEARN AND USE OSINT SKILLS

This internship is available to be taken for credit with advisor approval and provides opportunities to develop your skills as a professional in the industry.

**Interested? Apply Now On Handshake:**

<https://app.joinhandshake.com/emp/jobs/8260025>



### MINIMUM Qualifications

- Located in **Tucson, Arizona**
- Access to reliable **internet connection** and **computing resources**
- Internship is available for **credit** — with advisor approval
- **15-25 hours** per week **Mon-Fri || 9a -> 5pm**
- Must be a current **UofA student** studying **Cyber Operations**, **Computer Science**, or related degree



### PREFERRED Experience

- The **Incident Handling Process**
- Networking (**TCP/IP, UDP, DNS, DHCP, HTTP**, etc.)
- Security technologies and concepts (**Firewalls, Network Intrusion Detection systems, SIEM, CIA Triad**)
- **NIST Cybersecurity Framework**
- Common **data analysis** tools and techniques
- Understanding of **Information Security best practices** at a individual and/or organizational level



MITIGATING OUR BIASES TO BECOME  
BETTER INTELLIGENCE PROFESSIONALS



# RECENCY BIAS

**Recency bias** (a form of availability bias) can lead intelligence professionals to overemphasize the significance of recent incidents or developments, potentially overlooking deeper underlying factors or broader historical patterns. This bias may result in underestimating persistent threats or misallocating resources based on short-term fluctuations rather than sustained trends. Moreover, decision-makers influenced by recency bias might react impulsively to recent events, neglecting the careful consideration of long-term consequences or strategic implications. Recency bias presents a formidable challenge for intelligence professionals striving to provide accurate and insightful assessments in complex and dynamic environments. Mitigating recency bias is essential for fostering informed decision-making and ensuring intelligence professionals effectively anticipate and respond strategically to evolving threats and opportunities.

Here are a few constructive ways to check occurrences of recency bias:

- 1. Historical Analysis and Trend Recognition:** Encourage intelligence analysts to conduct thorough historical analysis and identify long-term trends. Analysts can contextualize recent developments by examining past events and understanding their evolution and distinguish between transient incidents and enduring patterns.
- 2. Structured Analytical Techniques:** These are powerful tools to implement structured analytical techniques such as scenario analysis, red teaming, or alternative futures analysis. These methodologies empower analysts to explore multiple scenarios and consider a range of possibilities beyond the most recent events. Analysts can mitigate the tendency to focus excessively on recent data points by systematically evaluating diverse outcomes.
- 3. Peer Review and Diverse Perspectives:** Foster a culture of constructive criticism and peer review within intelligence teams. Encouraging analysts to challenge each other's assumptions and interpretations helps counteract individual biases, including recency bias. Additionally, seeking input from subject matter experts with diverse backgrounds and perspectives can provide broader insights and mitigate the tunnel vision associated with recency bias.

# DEAD DROP

1140 N. Colombo Ave  
Sierra Vista, AZ 85635  
(520) 458-8278  
(520) 626-2422 from Tucson  
[azcast.arizona.edu](http://azcast.arizona.edu)



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