DEAD DROP

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We Bring the IIO in CIIO!: Message from the IIO Program Director

The Read Book: Current Intelligence Topics

Course Highlights: Law Enforcement Intelligence Track

Spring 2023 Course Schedule

IC Scholarship, Internship & Job Opportunities

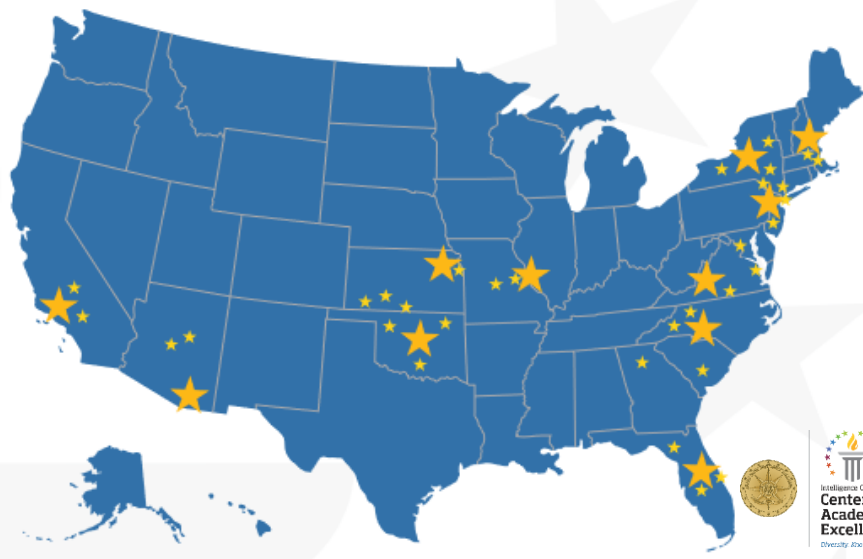College of Applied
Science & Technology

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

WHAT IS INSIDE...

DEAD DROP

College of Applied
Science & Technology

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

ICCAE INSTITUTIONS AROUND THE NATION

ON THE COVER

Our cover features an example of synthetic geospatial intelligence capabilities. The image shown depicts an top down view of an urban development on the Nevada /Arizona state line. Synthetic aperture radar (SAR) can produce images in all weather conditions, giving it a reliable advantage. Widely used in military operations, farming, and monitoring, geological research.

Photo: NASA JPL (Public Domain)

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

University of New Hampshire
College of Mount Saint Vincent *
Howard University *
Northern Essex Community College *
University of Massachusetts Lowell *

University of North Carolina in Charlotte
Johnson C. Smith University *
South Carolina State University *
Winston Salem State University *

University of Oklahoma – Norman *
Cameron University
College of the Muscogee Nation *
Langston University *

University of Southern California
Florida Agricultural and Mechanical University *
San Jose State University *
Santa Monica College *

Virginia Polytechnic Institute & State University
Danville Community College
Morehouse College *

* Denotes a Minority Serving Institution (MSI)

We bring the IIO to CIIO!

BY **PATRICK TORTORICI**
Program Director, IIO

Greetings to the CIIO community. I am your program director for the Intelligence and Information Operations program. As current or aspiring intelligence professionals, it is important to stay current with geopolitical hot spots. Here are a few websites that belong in your bookmarks:

Critical Threats: https://www.criticalthreats.org/

The Critical Threats Project's "...objective is to inform and educate policymakers, the intelligence and military communities, and all interested citizens who need to understand the nuance and scale of threats to America's security. The project conducts intelligence analysis on unclassified information to produce continuous assessments of threats to the U.S. and our allies."

Understanding War:
http://www.understandingwar.org/

This is a think tank started up by GEN (Retired) Jack Keane. This site has some excellent graphics and content centered on asymmetric threats. It has become a go to resource since the initiation of the Ukraine crisis.

We hosted an info session for our Law Enforcement Intelligence Program on LinkedIn on Monday, January 23rd at 1700 (AZ). If you are interested in learning more about our exciting new program at UA's College of Applied Science and Technology. The link for the session recording is listed below:

LinkedIn: UA CAST Law Enforcement Intelligence Info Session One

The University of Arizona is proud to offer a unique opportunity for both in-service law enforcement professionals and students who aspire to a career in Law Enforcement.
You will learn operational law enforcement intelligence and intelligence theories from "scholar-practitioner" faculty with real world law enforcement experience.

Course offerings include:

INTV 401: Intro to Law Enforcement Intelligence
INTV 402: Transnational Crime & Human Smuggling
INTV 403: Human Intelligence in Law Enforcement

All Courses are 7.5 WEEKS, FULLY ONLINE and designed for anyone interested in the dynamic interaction between operational law enforcement intelligence and intelligence theory. Degree seeking and non-degree seeking students are welcome.

Make sure to take a look at the information for our new course offerings. If you enjoy the challenging curriculum at CAST, tell a friend! We are always trying to build the program so we can offer even more dynamic content. Finally, I do not include my contact information for no reason. I genuinely enjoy speaking with students and offering guidance and assistance. We live in uncertain times, and sit's important to know we all care about and support one another. Call, text or email me any time you need to reach out to someone. Remember, I work for you, even though that may seem hard to believe when you are burning the midnight oil to turn in an assignment on time!

Contact the IIO Program Manager at:
ptortorici@arizona.edu or 602-451-9590 (mobile)

UNCLASSIFIED

MEMORANDUM FOR RECORD

SUBJECT: Russia-Ukraine War Update: Operational Considerations for Winter Offensive

REFERENCE(S): [CNBC](#), [Newsweek](#), [CNN](#) (*Other sources are non-attributional at request of the source)

The U.S. signed a $3.8 billion aid package for Ukraine and security assistance to NATO allies. The aid package includes "50 Bradley Fighting Vehicles" (CNBC, 2023) which may provide a maneuvering and targeting edge to Ukrainian forces against the slower Russian tanks. This is in the face of Russian desperation to create an operational win. Russia has mobilized new reserve forces and augmented the Wagner mercenary group, but it is unclear how Russia's operational ambitions will support Putin's political aims in the region.

Analyst Comment: We concur with Ukrainian intelligence that Russia is planning major operations to make decisive gains before March 2023. Earlier maneuvers failed to provide wins which can bolster the war effort. An indication of greater commitment is the continued mobilization of forces, a reinforcement of Russia's war footing economy, greater military industrial base mobilization, bomb shelter construction throughout Russia, specialized paramilitary training for Moscow security forces, emergency evacuation drills planned for the Duma (Russia's parliament), and a shift in Putin's strategic messaging (Newsweek, 2023). Putin referred to the conflict as a "war" (CNN, December 2022) for the first time since the start of the formerly dubbed "Special Military Operation".

Environmental Impacts: Climatology for Ukraine pegs average temperatures in February between 0 and 25o F, with dwindling daylight and frigid dawn hours throughout the winter. This will continue to challenge poorly trained and under-equipped personnel on both sides and has contributed to a humanitarian crisis in Ukraine on top of war atrocities. Russia will continue the assault on Ukrainian critical infrastructure to strain provisioning of oil and electricity during winter months. This will continue to exacerbate challenges for Ukrainian logistics/domestic support to military operations. The winter weather may give Russia an edge in increased mobility and maneuver along the frigid plains of Ukraine which Ukraine can offset with the more nimble Bradley Fighting Vehicles and anti-tank weapons.

-------------------------------NOTHING FOLLOWS---------------------------------
UNCLASSIFIED

MEMORANDUM FOR RECORD

SUBJECT: China/Taiwan Tensions and Possibility for Conflict

REFERENCE(S): Reuters, CNN, Taipei Times, China News, CSIS (*Other sources are non-attributional at request of the source)

President Xi vowed in October 2021 that China would seek a peaceful unification with Taiwan before 2050, just months after making more bellicose statements alluding to a forceful intervention to decisively end any possibility for Taiwan separatism (Reuters,2021). Taiwan's political establishment is taking these statements seriously. A Taiwanese official said that "…Beijing could coerce Taiwan into accepting unfavorable terms for unification by next year" (China News, 2023). Therefore, to create optimal conditions for competition amid ongoing tensions, Taiwan continues making necessary preparations for conflict. Taiwan's military authorized reserve mobilization for women on a trial basis, and extended enlistment bonuses to those who have already served (CNN and Taipei Time, 2023).

Analyst Comments: We assess that Xi will forego a military invasion in favor of continued pressure short of military conflict to subvert US-Taiwan relations and influence Taiwan's political elite's strategic calculations (why expend resources and lives if China can "strong-arm" Taiwan using soft power? Additionally, although President Xi won his 3rd term and has the clear support from China's military, China is still building the capability to see a military invasion through without heavy losses. The Center for Strategic & International Studies' recent war games lends credence to this assessment. The notional conflict involving China, the U.S., Taiwan, and other allies and partners, led to protracted losses for all parties and a continuance of the status quo, with no decisive win for China (CSIS, 2023).

-------------------------------NOTHING FOLLOWS----------------------------------

THE READ BOOK

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

EASTERN ARIZONA COLLEGE

estrellamountain.edu   **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
ciio@arizona.edu
Phone: (520)626-2442 ext. 2120

IC CAE Speaker Series 2023.

Open-Source Intelligence OSINT

Join us for our IC CAE Speaker Series in 2023! This is a series of virtual events that will highlight important themes in the Intelligence Community, providing students and faculty professional development.

Register Here

SPEAKER

CYNTHIA HETHERINGTON
Founder and President
Hetherington Group

MONDAY
January 30, 2023
Start at 4:00 PM AZ

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

College of Applied Science & Technology
Cyber Convergence Center

CYNTHIA HETHERINGTON

Cynthia Hetherington, MLS, MSM, CFE, CII is the founder and president of Hetherington Group, a consulting, publishing, and training firm that leads in due diligence, corporate intelligence, and cyber investigations by keeping pace with the latest security threats and assessments. She has authored three books on how to conduct investigations, is the publisher of the newsletter, Data2know.com: Internet and Online Intelligence, and has trained over 180,000 investigators, security professionals, attorneys, accountants, auditors, military intelligence professionals, and federal, state, and local agencies on best practices.
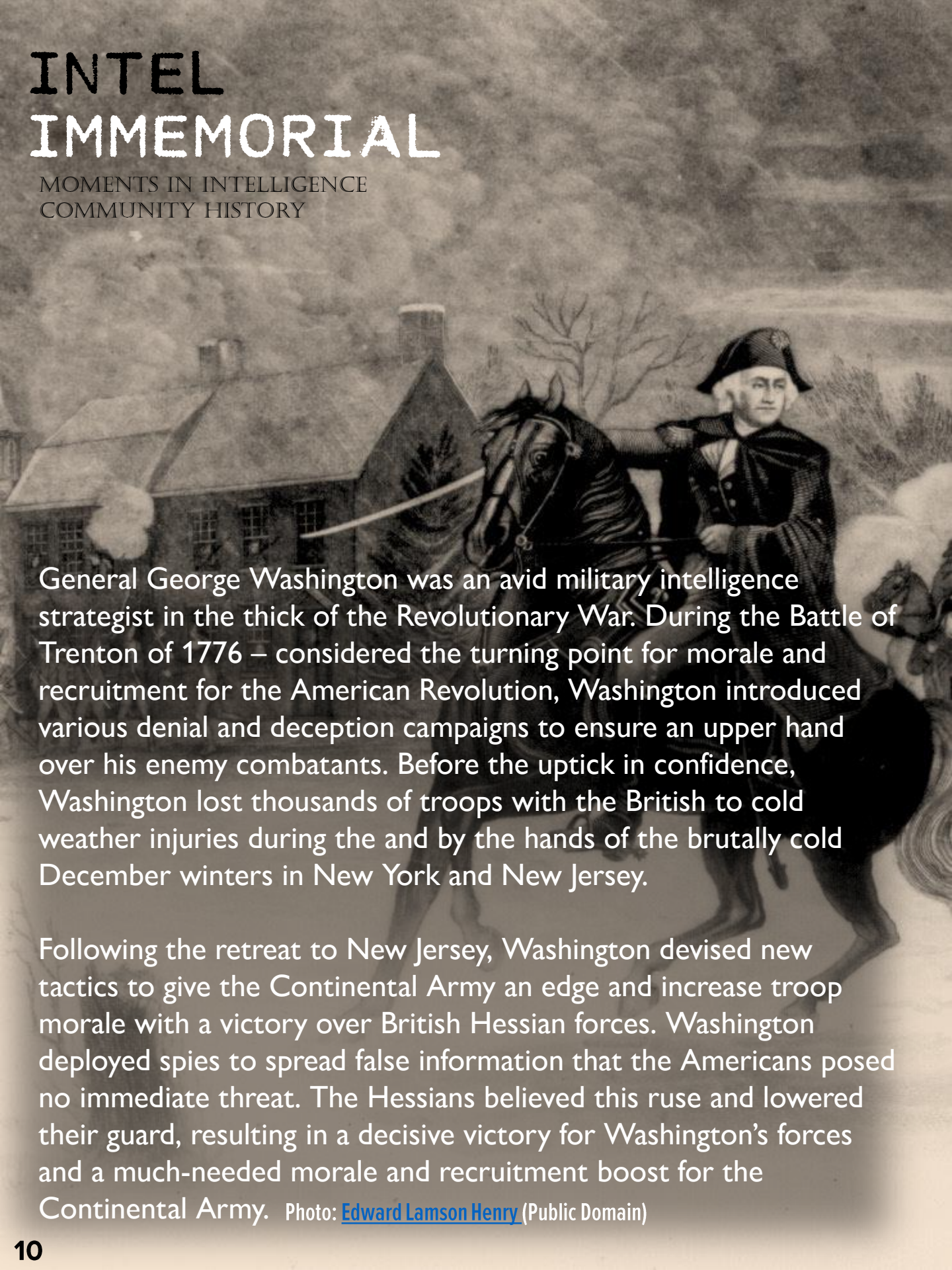
For more than 25 years, Ms. Hetherington has led national and international investigations in corporate due diligence and fraud, personal asset recovery, and background checks. With a specialization in the financial, pharmaceutical, and telecommunications industries, her investigations have recovered millions of dollars in high profile corruption cases, assisting on the investigations of the top two Ponzi cases in United States history.

In 2015, Ms. Hetherington founded the OSMOSIS Institute, host of the annual OSMOSIS Conference. Hundreds of investigators across the nation attend to gain insights into Open Source Intelligence and receive training from the most recognized social media and open source trainers in North America.

Ms. Hetherington won the prestigious Women in IT New York's 2022 Security Leader of the Year. In 2021, Ontic Center for Protective Intelligence honored Ms. Hetherington with the Protective Intelligence Pioneer Award. In 2019, she was honored with the Enterprising Woman of the Year Award by Enterprising Women Magazine and the CybHER Warrior Award by Dakota State University Madison Cyber Labs. Also in 2019, she was shortlisted for the coveted Women in IT New York's Entrepreneur of the Year Award and named a finalist in the esteemed Ernst & Young LLP New Jersey Entrepreneur of the Year Awards. Ms. Hetherington is a recipient of the Association of Certified Fraud Examiners' James Baker Speaker of the Year Award.

INTEL IMMEMORIAL

General George Washington was an avid military intelligence strategist in the thick of the Revolutionary War. During the Battle of Trenton of 1776 – considered the turning point for morale and recruitment for the American Revolution, Washington introduced various denial and deception campaigns to ensure an upper hand over his enemy combatants. Before the uptick in confidence, Washington lost thousands of troops with the British to cold weather injuries during the and by the hands of the brutally cold December winters in New York and New Jersey.

Following the retreat to New Jersey, Washington devised new tactics to give the Continental Army an edge and increase troop morale with a victory over British Hessian forces. Washington deployed spies to spread false information that the Americans posed no immediate threat. The Hessians believed this ruse and lowered their guard, resulting in a decisive victory for Washington's forces and a much-needed morale and recruitment boost for the Continental Army. Photo: Edward Lamson Henry (Public Domain)

WATER WAVES

Water is essential for the sustainability of life. Its power as a natural resource gives a strategic advantage to those with access to many areas worldwide, especially in those nations facing water scarcity. Increasingly, water scarcity is becoming a more prominent issue due to the effects of climate change, increased rates of overpopulated areas, and misuse and overuse of viable water sources. Consequently, the adverse impacts of depleted water sources can potentially disrupt global economies, incite mass migration, change the political landscapes of developed and underdeveloped nations, and even brew conflict into war.

As IIO students continue their studies, we inspire you to think critically about the significant factors [Political, Military, Economic, Social, Information, Infrastructure, Physical Environment, Time (PMESII-PT)] that shape your understanding of national motivations and actions. Take a look at the sources below to learn more about the global impacts of water and apply these lessons learned throughout your degree program.

Article: Water Wars: A Surprisingly Rare Source of Conflict

Article: Journal Article: The Role of Water in the Syrian and Iraqi Civil Wars

Map: Water Conflict Chronology

Article: What is Water Diplomacy and Why Should You Care?

Article: Water Scarcity: Forecasting the Future with Spotty Data

"D Q L N Z D Y

U Z G G

U Q P K T D G A V V

C Q T R Q."

-Maya Angelou,
American author and poet

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D	Q	L	N	Z	D	Y	U	Z	G	G	U	Q	P	K

T D G A V V   C Q T

"
R Q

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
F											G		D				P	V	L						

SATISFICING

Picture a time when you wanted to buy a new car. In your preliminary research, you find it better to purchase a brand-new vehicle with factory technology to reduce pending car payments. You suspect there may be other options and upgrades available that could fit within your budget, but you find that car research is too time-consuming (or even too stressful) to continue. So, you purchase your new car based on the satisfaction of your initial decision while knowing you could have gotten more for your money. This thinking process is an example of **satisficing**.

Satisficing is a decision-making process where an individual accepts a sufficient course of action but chooses not to do the proper analysis to identify the most optimal choice. Nobel prize recipient, economist, and applied psychologist Herbert Simon coined the term "satisfice" (a combination of the words satisfy and suffice) to explain the cognitive approaches to economic decision-making. Satisficing can easily apply to intelligence decision-making processes, as analysts are sometimes pressured to develop intelligence products with limited access to critical information and resources. Analysts often make assessments that are good enough to report but are limited due to a lack of time and resources that aid in the credibility and reliability of quality intelligence reporting.

Here are some things analysts can do to avert the inclination to "satisfice":

Develop the problem and identify key factors. Identify the issues at hand by actively writing them down and breaking them down into digestible parts. Investigate each section while using the available information to justify its importance in your research.

Challenge your assumptions. Develop more than one hypothesis challenging your assumptions that favor and disfavor your desired outcome. In many cases, you can think of many plausible scenarios based on the provided information. Be a devil's advocate and question whether biases overly swayed your analytical methods.

Be critical of your analysis and use SATs. SATs, such as Analysis of Competing Hypotheses (ACH), are very effective in mitigating the effects of satisficing. The **CIA Tradecraft Primer** is an excellent resource for finding other practical, structured techniques to guide the analytical process.

MESSAGE FROM YOUR ACADEMIC ADVISOR

**Enrollment for Spring 2023 is open.
Do not miss these exciting course opportunities!**

Courses often fill quickly, so enroll early to get the best selection! Please touch base with your academic advisor to verify the courses you plan on taking are in line with your degree plan.

Schedule an appointment with your advisor if you need additional academic support with your degree plan or any enrollment needs.

FOR MORE INFORMATION CONTACT YOUR ADVISOR AT:

>> **https://azcast.arizona.edu/student-services/advising/meet-your-advisor**

COURSE SCHEDULE

SEVEN WEEK - FIRST

CAT#	COURSE	PROFESSOR
CYBV437*	Deception, Counter-Deception & Counterintelligence	Benson, Michael
INTV305	Introduction to IIO	Phillippi, Emilee
INTV326	Introductory Methods of Intelligence Analysis	Nazareth, Craig
INTV350	Intelligence Collection	Nazareth, Craig
INTV353	Geospatial Intelligence	Zsambok, Billy
INTV459	Intelligence, Surveillance, and Reconnaissance Synchronization	Wisecup, Tyler
INTV496	Special Topics in IIO	Hilliard, Christopher

SEVEN WEEK - SECOND

CAT#	COURSE	PROFESSOR
CYBV450*	Information Warfare	Giordano, Joseph
INTV305	Introduction to IIO	Phillippi, Emilee
INTV326	Introductory Methods of Intelligence Analysis	Tortorici, Patrick
INTV350	Intelligence Collection	Nazareth, Craig
INTV377	Psychological Operations	Hilliard, Christopher
INTV401	Introduction to Law Enforcement Intelligence	Tortorici, Patrick
INTV427	Intelligence Support to Targeting	Tortorici, Patrick
INTV455	Target-Centric Analysis	Nazareth, Craig
INTV459	Intelligence, Surveillance, and Reconnaissance Synchronization	Wisecup, Tyler
INTV496	Special Topics in IIO	Pinnow, Jennifer

15 WEEK

CAT#	COURSE	PROFESSOR
INTV493	Internship in IIO	Tortorici, Patrick
INTV496	Special Topics in IIO	Tortorici, Patrick
INTV498	Senior Capstone in IIO	Hilliard, Christopher

* Courses offered as electives

INTV 401
Introduction to Law Enforcement Intelligence
Spring 2023, Seven Week - Second

INTV 401 teaches operational law enforcement intelligence and intelligence theories, providing a doctrinal approach for an increasingly asymmetric and chaotic policing environment. The course offers in-service law enforcement professionals and students interested in a law enforcement career an opportunity to explore the integration of intelligence-led and community-based policing to support real-world problem solving.

This course is 7.5 WEEKS, **FULLY ONLINE** Upcoming Classes: Spring 23 (Seven Week Two- March 13th to May 3rd , 2023), designed for anyone interested in the dynamic interaction between operational law enforcement intelligence and intelligence theory. Topics covered include:

- Fusion Centers and the National Criminal Intelligence Sharing Plan

- Digital Forensics and Technology in Law Enforcement Intelligence

- Transnational Organized Crime and Human Trafficking

- Counter Drug and Task Force Operations

- Intelligence Activities and Doctrine in Local, State and National Law Enforcement Agencies

- Intelligence Led Policing Theory and Practice

INTV 402
Transnational Crime and Human Smuggling
Spring 2023, Seven Week - Second

Do you want to better understand Transnational Crime and Human Smuggling? Currently offered as INTV 496 Special Topics in Intelligence and Information Operations (Transnational Crime & Human Smuggling), INTV 402 offers an in-depth examination of the causes, impacts, and mitigation opportunities for this fascinating subject. INTV 402 is a 7.5-week online course available Spring 2023, Seven Week - Second. Students in any major are welcome. Guest speakers from Federal and State Law Enforcement agencies will add their perspectives to some of our discussions. Students will conduct research, reach conclusions, and present their ideas as short briefings. Contact your advisor if you're interested in this exciting opportunity.

INTV 403
Human Intelligence in Law Enforcement
Coming Soon, Fall 2023

The issues within the fields of operational intelligence, law enforcement intelligence, and criminal profiling move at such a fast pace. This course will examine timely and relevant topics that impact support to federal, state, and local decision makers. Students will be expected to participate in frequent activities based on weekly readings and lectures; writing assignments and practical exercises; knowledge and performance based assessments, and other activities as assigned.

USE YOUR CRITICAL THINKING SKILLS TO FIND YOUR WAY THROUGH THIS MAZE

START
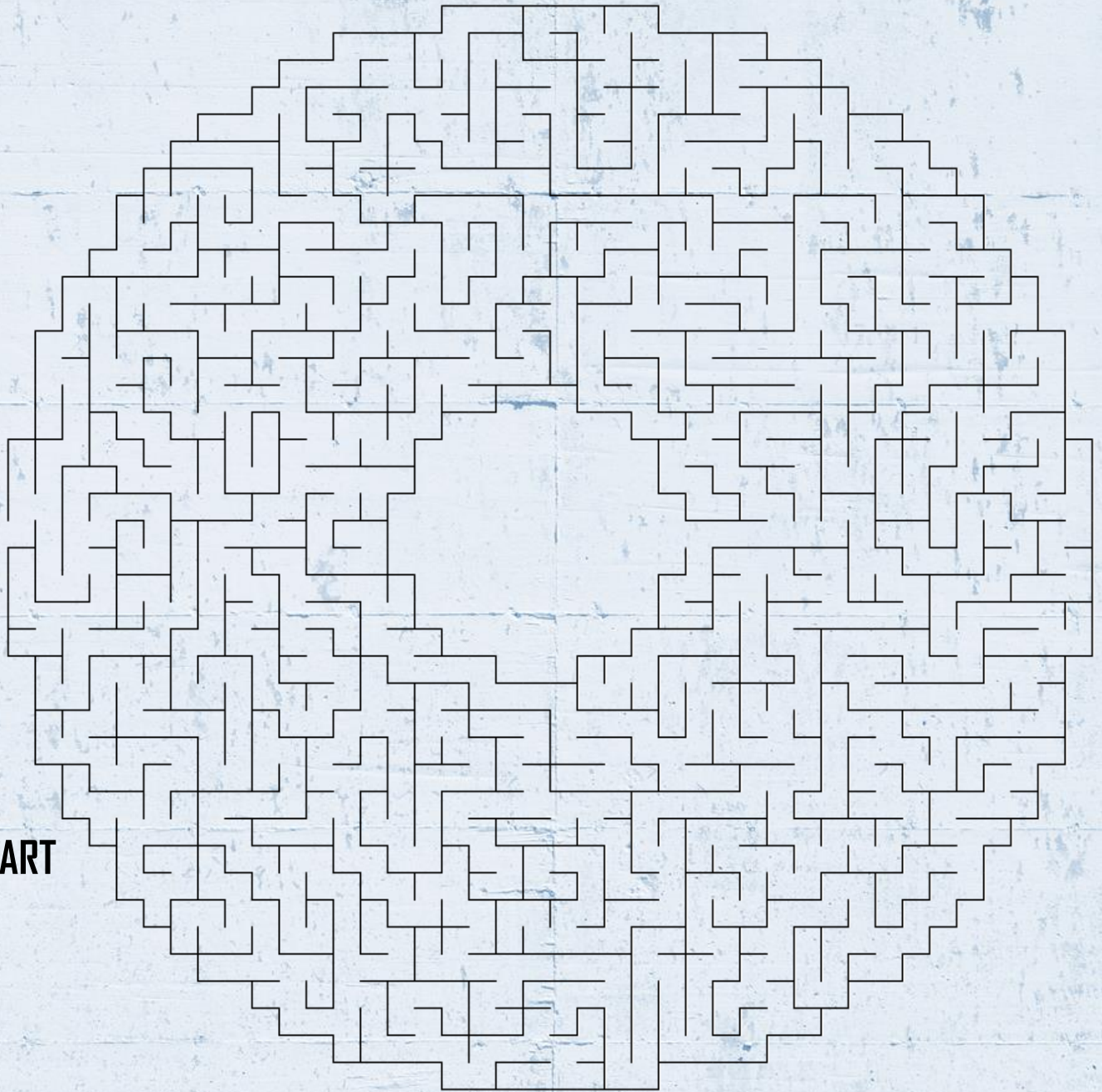
WiCyS

Women in Cybersecurity

We are looking for passionate student leaders to establish the WiCyS Student Chapter in the University of Arizona.

Want to drive the change needed in the cybersecurity workforce and gain access to industry and academic leaders who are eager to help you succeed?

CONTACT DR. DALAL ALHARTHI

EMAIL: DALHARTHI@ARIZONA.EDU

INTERNSHIP OPPORTUNITIES FOR STUDENTS

TO LEARN MORE VISIT:WWW.INTELLIGENCECAREERS.GOV/ICSTUDENTS.HTML

NATIONAL RECONNAISSANCE OFFICE
www.nro.gov/careers/cia-intern.html

Application period opens September, selections are typically made by October
Paid undergraduate and graduate internship programs
CIA assigns interns from their applicant pool to work at NRO

Specific programs of interest include:

STEM	Computer Science	Human Resources
Economics	Physical Science	Business Administration
Political Science	Data Science	Science and Research

DEPARTMENT OF HOMELAND SECURITY
www.dhs.gov/ia-internship

Application period opens early-to-mid October
Paid undergraduate and graduate internship programs
Secretary's Honor Program for recent graduates

Specific programs of interest include:

Intelligence Analysis	Law Enforcement
Cybersecurity	Legal
Health/Science	Public Affairs
Information Technology	Management/Support
Emergency Management	

NAVAL INTELLIGENCE ACTIVITY
http://www.oni.navy.mil/Join-Us/Intern-Programs

Application period opens September - October
Paid undergraduate and graduate internship programs

Specific programs of interest include:

Intelligence Analysis	Geospatial Analysis	Intelligence Analysis
Sceincetific Analysis	Technical Analysis	Information Technology
Engineering	Workforce Planning	Research & Development

NATIONAL SECURITY AGENCY
www.intelligencecareers.gov/icstudents.html

Application period opens April – September/October for Language Program
Paid undergraduate and graduate internship programs

Specific programs of interest include:

STEM	Intelligence Anlaysis	Research/Development
Cyber Security	Human Resources	Information Technology
Logistics	Foreign Language	Information Management
Computer Science	Science and Research	Strategic Communications

DEFENSE INTELLIGENCE AGENCY
www.intelligencecareers.gov/icstudents.html

Application period opens and closes at various times
Paid undergraduate, graduate, and foreign language internship programs
Workforce Recruitment Program for disabled persons (www.wrp.gov)

Specific programs of interest include:

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

DEPARTMENT OF STATE
Careers.state.gov/intern/student-programs

Application period opens in the fall
Paid undergraduate and graduate internship programs

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
- Virtual Foreign Service Internship Program
- Workforce Recruitment Program for disabled persons (www.wrp.gov)

MARINE CORPS INTELLIGENCE ACTIVITY
www.hqmc.marines.mil/intelligence/Student-Employment/

Application period opens early-to-mid September
Paid undergraduate and graduate internship programs

Specific programs of interest include:

Intelligence Analysis	Geospatial Analysis	Intelligence Analysis
Sceincetific Analysis	Technical Analysis	Information Technology
Engineering	Workforce Planning	Research & Development

CENTRAL INTELLIGENCE AGENCY
www.cia.gov/careers/student-opportunities

Applications accepted year round for most programs; apply one year before preferred start date - For DO and scholarship programs apply December-March and Feburary-July, respectively
Paid undergraduate and graduate internship programs

Specific programs of interest include:

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

INTERNSHIP OPPORTUNITIES FOR STUDENTS

TO LEARN MORE VISIT:WWW.INTELLIGENCECAREERS.GOV/ICSTUDENTS.HTML

DEPARTMENT OF ENERGY
www.energy.gov/jobs/services/students-recent-graduates

Application period opens and closes at various times
Paid internships available for current undergraduates, current graduates and recent graduates

Specific programs of interest include:

STEM	Engineering	Research & Development
Engery Law	Information Technology	Sciences
Social Sciences	Business	Information Management

FEDERAL BUREAU OF INVESTIGATION
www.fbijobs.gov/students

Application period opens early-to-mid August
Applications accepted throughout the year for Visiting Scientist Program
Paid undergraduate and graduate internship programs

Specific programs of interest include:

- Honors Internship Program which includes opportunities at FBI field offices throughout the U.S., FBI Academy, FBI Headquarters, and other off-sites
- Visiting Scientist Program which includes opportunities for undergrad, graduate, recent grads, postdoctoral fellows, and university faculty to work at the FBI Laboratory

MARINE CORPS INTELLIGENCE ACTIVITY
www.hqmc.marines.mil/intelligence/Student-Employment/

Application period opens early-to-mid September
Paid undergraduate and graduate internship programs

Specific programs of interest include:

Intelligence Analysis	Geospatial Analysis	Intelligence Analysis
Sceincetific Analysis	Technical Analysis	Information Technology
Engineering	Workforce Planning	Research & Development

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

V S F S

VIRTUAL STUDENT FEDERAL SERVICE

The U.S. Department of State is currently accepting applications for the [Virtual Student Federal Service (VSFS)](#).

The **Virtual Student Federal Service** is the largest virtual internship program in the world! This year we will offer 3,000 positions with 52 federal agencies. VSFS offers unique mentoring and exposure to job opportunities within the U.S. government.

Each year, applications are open to U.S. college students during the entire month of July. Go to [VSFS](#) to see the 950+ projects available. Then, create an account on USAJOBS.gov, build a resume, and apply to the [VSFS Vacancy Announcement](#). VSFS does not require any documentation, but you may upload transcripts in your USAJOBS profile if you like. The most important part of your VSFS application is your personal statement of interest.

VSFS interns should expect to spend ten hours a week on their project from September through May. This is unpaid, volunteer work, but interns make connections that make a difference, gain valuable experience, and sometimes get course credit. All applicants must be U.S. citizens in student status at a university or college in the U.S. or abroad. VSFS is open to undergrad through PhD candidates taking classes full or part-time, in-person or online.

U.S. DEPARTMENT of STATE

★ CAREERS REPRESENTING AMERICA ★

SCHOLARSHIPS

▼ ▼ ▼

Undergraduate Training Assistance Program (UTAP)

Offers tuition assistance, summer work, and a guaranteed position in the awardee's field of study upon graduation. Minorities, women are strongly encouraged to apply. UTAP students are obligated to work at the DIA for a period of time that is one and 1/2 times the amount of time they were in school. **https://www.dia.mil**

Science, Mathematics and Research for Transformation (SMART)

The National Geospatial Agency (NGA) offers STEM undergraduate and graduate students an opportunity to receive a full scholarship, stipend for living expenses, and employment in the Federal Government upon degree completion.
https://www.smartscholarship.org/smart

National Security Education Program (NSEP)

Awards David L. Boren fellowships and scholarships to graduate and undergraduate students who are dedicated to public service and the immersive study of foreign languages. This national security scholarship awards $20,000 to scholars studying the culture and languages of countries that pose the greatest risk to the nation's security. Boren scholars and fellows must agree to use their skills in the service of the federal government for one year following graduation.
https://nsep.gov/content/david-l-boren-scholarship

CIA Undergraduate Scholarship Program

Offers undergraduate and graduate students a salary plus up to $18,000 per year in tuition assistance. Successful applicants are required to work for the CIA during summer breaks and to continue working for the CIA after graduation. The mandatory work period following graduation is equal to 1.5 times the number of years that the CIA provided educational benefits to the student. The work completed during the student's summer breaks will be related to the student's major. **https://www.cia.gov/careers/student-programs**

DHS Scholarship Program

Department of Homeland Security (DHS) offers several internships, fellowships, scholarships and other opportunities to students who wish to pursue a career in national security, to include work in law, information technology, or cybersecurity. Other programs include the Pathways programs, which lead to a federal government career; the DHS Scholarship Program; the Nuclear Forensics Research Award; and the Office of Intelligence and Analysis (I&A) Internship Program.
https://www.dhs.gov/homeland-security-careers/health-science

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.

Intelligence Analyst (IADP) – Experienced (MD, TX, GA, CO, UT, HI)
National Security Agency
Job Location: (NSA-Washington)
Pay Plan: GG
Open: 2023-01-18 – 2023-02-18
Job Posting

Cryptanalysis Development Program (CADP) - Entry to Experienced Level
National Security Agency
Job Location: All NSA Locations
Pay Plan: GG
Open: 2023-01-12 – 2023-03-09
Job Posting

Collections Intelligence Analyst
Jacobs
Job Location: Davis-Monthan AFB, AZ
Tucson, AZ
Pay Plan: N/A
Open: 2023-01-20 – TBD
Job Posting

Intelligence Research Support Specialist II
Chenega MIOS
Job Location: Fort Huachuca, AZ
Pay Plan: N/A
Open: 2022-1-19 – 2022-10-25
Job Posting

Joint CI and HUMINT Management Course (JCHMC) Instructor
Jacobs
Location: Fort Huachuca, AZ
Pay Plan: N/A
Open: 2023-01-15 – TBD
Job Posting

Intelligence Specialist
City of Tempe
Pay Plan: ASRS
Location: Tempe, AZ
Open: 2023-01-20 – TBD
Job Posting

GIS Analyst/Technician
(Hybrid Remote)
Stantec
Pay Plan: N/A
Location: Chandler, AZ
Open: 2023-01-20 – TBD
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**

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**

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**
> **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**

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**

Solve This: Cryptogram *Phrase:* "*Nothing will work unless you do.*"
Logic Lounge:

Handshake

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

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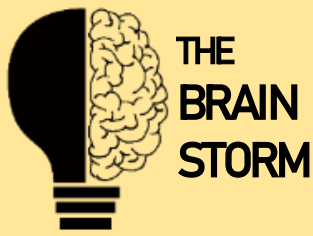
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THE BRAIN STORM

IMPACT MATRIX

An **impact matrix** provides a structured way to assess risks and determine courses of action when analyzing complex problem sets. It allows users to identify key actors and their levels of impact on decisions made addressing the problem at hand. Impact matrices are also beneficial for managers to gauge audience reactions of those affected by their decisions

When to Use It: Intelligence analysts can use impact matrices as a viable tool for various operational and research tasks (e.g., development of target packages, building historical/chronological profiles on foreign countries, feedback on new intelligence tactics, etc.). It offers analysts a structured way to assess the efficiency of the decision made for challenging intelligence issues.

How to Do It: 1. Determine and display the primary goal of your analysis. **2.** Identify which entities (persons, institutions, factors) could potentially impact your goal's decision-making. **3.** Scale the level of the importance of the issue for each of the actors involved, whether it is low (L), moderate (M), or high (H). 4. Evaluate the level of impact affecting each actor, whether positive (P), neutral or mixed (O), or negative (N). 5. Determine the course of action to mitigate any potential impact risks.
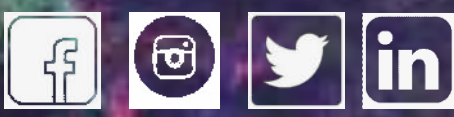
EXAMPLE: Impact Matrix: Assessing National Critical Infrastructures
Framework adapted by : Pherson Associates, LLC, 2022

GOAL	ACTOR(S)	LEVEL OF INTEREST (Low, Moderate, High)	IMPACT [Positive (P), Neutral of Mixed (O), Negative (N)]	DELIVERABLES
Investigate the impacts of national critical infrastructures	**Communications/ Information**	M	O	**Develop counter-information strategies**
	Electric power grids/plants	H	N	**Produce backup electrical grids**
	Financial institutions	H	N	**Create security action plan**
	Transportation	M	O	**Upgrade/Secure IT control systems**
	Emergency services	M	N	**Conduct risk assessment scenarios**
	National Utilities (Water/Gas, Oil)	H	N	**Determine optima emergency preparedness practices**

DEAD DROP

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

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