

SUMMER 2020

# DEAD DROP



Diversity Matters: Expanding Diversity, Equity & Inclusion in the Intelligence Community

ICCAE Guest Speaker Series

Summer/Fall Semester Schedules

IIO Course Highlight



THE UNIVERSITY OF ARIZONA  
College of Applied  
Science & Technology

# PRESIDENT'S MESSAGE ON CAMPUS REENTRY

Dear Students and Colleagues,

The state of Arizona faces a significant challenge in slowing the spread of COVID-19 and mitigating its impact on public health. Our ability to do so impacts the well-being and livelihoods of all Arizona residents. Our state passed 100,000 confirmed cases this past week, and data released yesterday indicate we had the world's highest rate of new infections per capita. However, also yesterday, the White House Coronavirus Response Coordinator, Dr. Deborah Birx, indicated in the Coronavirus Task Force news conference that the seven-day average for new cases suggests a flattening of the curve. I again urge all of you to follow the public health practices that will help stem the tide of infections. This means wearing masks or other face coverings when you are in public, including on our campus, as well as washing your hands frequently, keeping at least six feet apart, and staying home whenever possible. There is irrefutable proof these actions will improve our local conditions.

We remain committed to welcoming you back to campus this fall, if health conditions allow it. We have 46 days remaining before the first official day of classes this fall, Aug. 24. Effective and efficient testing will be the crux of any successful strategy, and our Test All, Test Smart protocol is moving quickly toward implementation. I was very pleased to discuss it with attendees of a webinar co-hosted by the National Academy of Medicine and the American Public Health Association earlier this week, and we should all be proud of the work done by our public health team, which includes Cecilia Rosales, Michael Hammer and students.

Preparations continue on other fronts as well. Facilities Management has been working to prepare our buildings for the fall, with readiness of six public health measures being tracked for each building: installation of sneeze guards, availability of hand sanitizer dispensers, signage reinforcing public health behaviors and protocols, availability of surface disinfectant, availability of cloth masks, and availability of other personal protective equipment where appropriate. Each building has an assigned project manager working with the building manager, and to date, of 272 buildings being tracked, over 70 have at least one measure completed. Nearly another 90 buildings are in process, and this team is on track to complete their work prior to the beginning of the fall semester. The University's Incident Command System team continues to review all reentry plans to ensure we have the best and most complete information available as we make decisions affecting our students, faculty and staff.

**Supporting International Students:** The U.S. Immigration and Customs Enforcement rescinded its guidelines, announced last week, that placed restrictions on international students' presence in the United States if they were only taking online classes. The University had joined a coalition of 20 universities suing the federal government over these guidelines issued July 6. We are pleased that the Trump administration rescinded this guidance and that international students will not have to choose between their education and their health and safety. This change appropriately recognizes our international students for their perseverance and determination to complete their degree plans. We are very pleased to welcome international students back to the University of Arizona, and we are committed to ensuring they are treated equitably. I encourage our international students to reach out to the University's International Student Services for additional guidance and assistance.

Stay safe and Bear Down.

**ROBERT C. ROBBINS, M.D.**  
PRESIDENT  
THE UNIVERSITY OF ARIZONA

# WHAT IS INSIDE...

# DEAD DROP



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Identifying cognitive biases that hinder intelligence analysts during the intelligence analysis process. This issue highlights confirmation bias and mitigation strategies for resource.

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The Intelligence Community Center of Academic Excellence (ICCAE) Guest Speaker Series celebrates diversity as we invite career intelligence professionals to share their experiences in various intelligence industries. In this issue, we honor three of our distinguished speakers.

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New series that introduces structured analytic techniques (SATs) to global case studies of interest. SATs are useful tools in the production of quality intelligence analysis.

# DIRECTOR'S MESSAGE

We hope the summer edition of the Dead Drop finds you, your families, and colleagues safe and healthy. The unprecedented COVID-19 pandemic brought no shortage of challenges for the nation, the university, and our lives. The pandemic, albeit temporary, forced changes to our daily routines; the way we think about our health and safety; and how the university operates. We congratulate you for demonstrating resiliency, agility, and dedication to your education in the face of this adversity.

A special congratulations and job well done to our 2020 Graduates! I wish you the best of luck as you embark on your new journey. For our current and prospective students, while the university continues to develop and refine the re-entry plan for Main Campus for the 2020-2021 academic year, the College of Applied Science & Technology (CAST) will be offering all programs via the online modality only for the Fall 2020 semester. Despite the adjustments to CAST's operations for the fall semester, we have officially launched the new Bachelor of Applied Science (BAS) in Intelligence & Information Operations (IIO).

Our first edition of the Dead Drop briefly covered some of the changes and upgrades expected for the program. I wanted to personally provide you an update on what is new for the BAS in IIO. The new IIO program is a complete redesign from its predecessor, the Intelligence Studies program. The IIO program boasts a brand-new intelligence centric core curriculum; primed with analytical and technically focused elective courses centered around the most current and critical intelligence topics and techniques from the field. The new IIO degree provides you with the option of three separate areas of emphasis in law enforcement intelligence, operational intelligence, or information warfare. The expanded coursework has been adopted and integrated into the university course catalog; and all of our new courses are being integrated into our CyberApolis virtual world, providing students with the opportunity for practical hands-on learning. We have also hired a number of seasoned intelligence practitioners as professors to teach the expanded coursework. Bottom line, the IIO program is a transformative degree. IIO is intended to engage, familiarize, and develop a student's understanding of current and future national security concerns, regardless of the student's academic or professional background. We have also paid special attention to ensure the IIO program will prepare students for successful employment as entry/mid-level analysts in the IC upon graduation. While the Intelligence Studies coursework will still be available and accessible for our current Intelligence Studies students, I highly encourage and urge you to discuss options for transitioning into the IIO program with your academic advisor.

## **JASON DENNO**

Program Director  
Cyber Operations/Intelligence and Information Operations

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## CONTRIBUTORS

### **JASON DENNO**

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### **IRIS ALMAZAN**

*IIO Program Manager*

### **CHARLES WALKER**

*Diversity and Inclusion Professional;  
Producer/Creative Design*

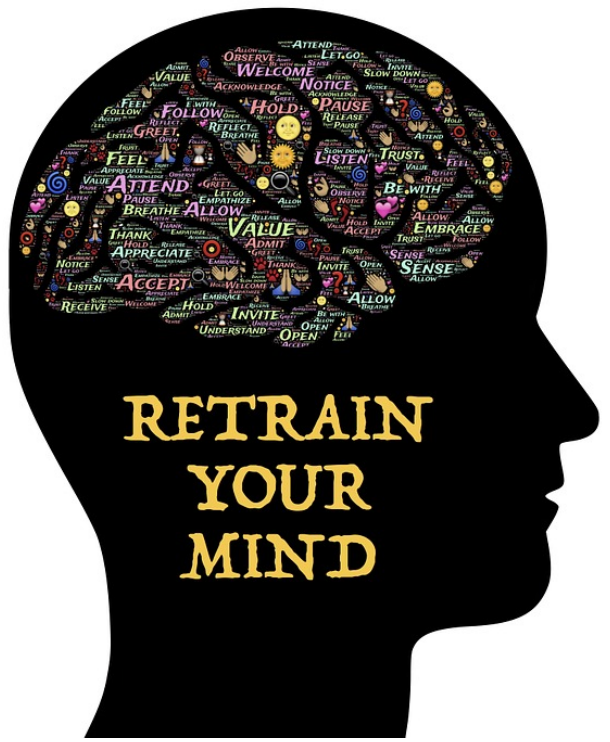




# CHECK YOURSELF!

MITIGATING OUR BIASES TO  
BECOME BETTER INTELLIGENCE  
PROFESSIONALS

## CONFIRMATION BIAS



**Confirmation bias** is a cognitive action that causes one to actively make decisions, draw conclusions, interpret information, and produce assessments solely on the basis of preexisting beliefs and experiences. To note, confirmation bias can cause an expert intelligence analyst to only draw conclusions from past target knowledge. When tasked to give predictive analysis, the analyst may fall into the pitfalls of confirmation bias when they choose to gather information that enhances their preconceived notions of the target in question.

We all are shaped by our personal and professional experiences. Intelligence professionals must be cognizant of how their biases can affect intelligence reporting and decision making processes. Here are a few ways to check yourself from confirmation bias:

1. **Leave your preconceived notions at the door.** Try not form conclusions too early in the analysis process. Develop key assumptions based on quality information, but be ready to challenge those assumption as well.
2. **Prove yourself wrong.** Determine if other alternative conclusions or assumptions are possible. Use structured analytic techniques such as Key Assumptions Check and ACH Matrix to guide this process.
3. **Be a critical thinker.** Allow your mind to think objectively with the ability to leave your emotions out of your analysis. Be free to think outside the box, but build
- 4 your conclusions by analyzing quality information in a more constructive way.

# DIVERSITY MATTERS!

## Expanding Diversity, Equity and Inclusion within the Intelligence Community

BY **CHARLES WALKER**, DEI PROGRAM COORDINATOR, CAST

Wildcats preparing for careers in the Intelligence Community (IC) should recognize that our individual backgrounds, especially from diverse and underrepresented communities, are an essential component of team success. Diversity, equity and inclusion (DEI) initiatives bring us together as one collective community. When professionals of diverse backgrounds feel more included and appreciated in decisions that affect the success of work organizations, the organization retains quality personnel that are essential in support of critical missions. Toward this end, many senior leaders and executives are developing action plans aimed at creating a more diverse, equitable and inclusive workforce. This includes, but is not limited to, age, race/ethnicity, national origin, religion, gender identity, disability, sexual orientation, and/or military/veteran status. Diverse backgrounds and perspectives are strengths to many work organizations within the IC, sharing substantive cultural and professional experiences. The collaborative effort to value DEI in the workplace greatly enhances the exchange of ideas, sources and methods, which in action, ensures effective decision making based off of quality intelligence collection and analysis in added protection of national security.

To implement DEI initiatives throughout the IC, the Office of the Director of National Intelligence (ODNI) Office of Intelligence Community Equal Employment Opportunity and Diversity (IC EEOD) created and conducted DEI strategy forums with senior leaders, supervisors and teams. The IC EEOD first evaluated DEI programs for all 17 IC agencies and departments. Findings from these forums formed the basis of the Intelligence Community Equal Employment Opportunity and Diversity Enterprise Strategy (2015-2020). This

In brief overview, the Enterprise Strategy focuses on five strategic focus areas: 1) Leadership and Accountability; 2) Workforce Development and Succession Planning; 3) Recruitment, Hiring, and Retention; 4) Career Development and Advancement; and, 5) Equal Employment Opportunity and Inclusion.

The key takeaway from the ODNI strategy is that achieving DEI success requires organizational leaders achieve buy-in to diversity advocacy more broadly. This advocacy includes infusing DEI into policy development, data collection and statistics, recruitment strategies, community engagement and other critical organizational activities.

In future issues, we will continue to highlight key achievements and challenges as leaders develop diversity action plans that align with Enterprise Strategy. Today, more than ever, these initiatives are essential for achieving a more diverse, equitable and inclusive workforce. In the meantime, stayed tuned and reach out if you have suggestions. 🐱



To learn more about IC DEI strategies and news, please visit: <https://www.dni.gov>

# THE INAUGURAL SOUTHERN ARIZONA INTELLIGENCE SUMMIT

THE FUTURE OF INTELLIGENCE

Thursday, April 8, 2021

7:30 AM – 7:00 PM

University of Arizona

Student Union Memorial Center - Grand Ballroom

**RESCHEDULED**  
NEW DATE ANNOUNCED



Explore careers in the intelligence community



Learn about the future of national intelligence



Meet with national, state and industry intelligence leaders

Learn more and register online at

>> <https://intelligence-studies.azcast.arizona.edu/content/summit>

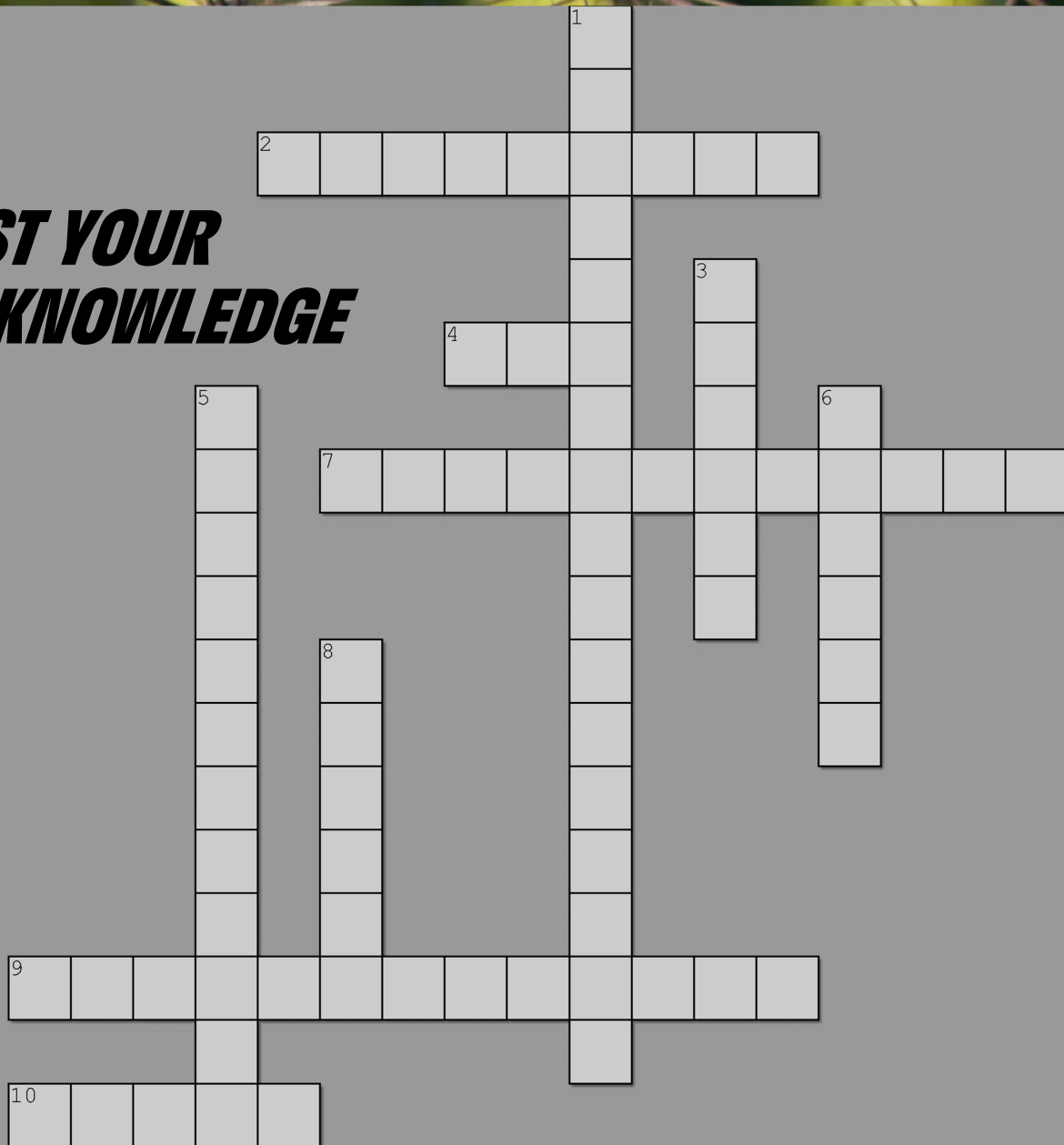
*University of Arizona and Community College students are FREE*

College of Applied  
Science & Technology



**APPLIED RESEARCH  
CORPORATION**

# TEST YOUR IC KNOWLEDGE



## Across

- 2. Recently assigned as the current Director of National Intelligence
- 4. Advises and assists the President on national security and foreign policies
- 7. Actionable information derived from the critical collection assets and analysis
- 9. Provides intelligence collection, sharing and analysis operations for domestic and locally dense populated areas (Two words)
- 10. Facebook, Twitter are useful sources in support of this intelligence discipline

## Down

- 1. "Critical" skill that is derived from maintaining objective analysis when solving an intelligence problem (Two words)
- 3. Analyzing heat signatures of a missile launch involves this type of intelligence collection
- 5. Common bias that leaves the analyst to make concrete assessments or judgments based on his/her personal and professional beliefs.
- 6. Derived from the exploitation and analysis of various geographical information and imagery
- 8. Established and signed EO 12333 initially giving the CIA direct control of U.S. intelligence agencies



## DESIGN YOUR PROGRAM YOUR WAY

Customize your experience by choosing from one of three program emphases. Each option meets the Defense Intelligence Agency (DIA) Intelligence Community – Center of Academic Excellence (IC-CAE) academic requirements.

### OPERATIONAL INTELLIGENCE

Learn defense focused intelligence collection, synchronization, and analysis. The Operational Intelligence emphasis prepares you for immediate employment within the intel community. Courses include:

- ▶ INTV326 Introductory Methods of Intelligence Analysis
- ▶ INTV455 Target Centric Analysis
- ▶ INTV459 Intelligence, Surveillance & Reconnaissance Synchronization

### INFORMATION WARFARE

Focus on both offensive and defensive information operations. Gain the skills necessary to detect, protect, and craft advanced information operation campaigns. Courses include:

- ▶ INTV305 Introduction to Intelligence & Information Operations
- ▶ CYBV437 Deception, Counter-Deception & Counter-Intelligence
- ▶ CYBV450 Information Warfare

### LAW ENFORCEMENT INTELLIGENCE

Explore intelligence-driven policing, forensic analysis, and information sharing. The Law Enforcement Intelligence option conforms to essential federal, state, and local law enforcement agency academic requirements. Courses include:

- ▶ CYBV388 Cyber Investigations & Forensics
- ▶ INTV400 Counter Drug Operations
- ▶ INTV403 Crime Scene Investigations

### LEARN MORE

>> [iio.azcast.arizona.edu](http://iio.azcast.arizona.edu)

## LET'S TALK ABOUT YOUR FUTURE IN IIO

call | (520) 626-2422 ext. 2120

email | [sasteam@email.arizona.edu](mailto:sasteam@email.arizona.edu)

# BECOME AN INTELLIGENCE PROFESSIONAL



THE UNIVERSITY OF ARIZONA

College of Applied  
Science & Technology

**BACHELOR OF APPLIED SCIENCE  
INTELLIGENCE & INFORMATION OPERATIONS**



## YOUR FUTURE, YOUR PROGRAM

Earn your Intelligence & Information (IIO) degree from a recognized Intelligence Community – Center of Academic Excellence (IC-CAE). Classes are offered 100% online to fit your busy schedule, and you can choose from multiple course options to build a program that takes you exactly where you want to go.

### PROGRAM ADMISSION REQUIREMENTS INCLUDE:

- ▶ Minimum 2.5 GPA
- ▶ Resume
- ▶ Goal statement

Let us know your preferred pathway from a regionally accredited institution: Operational Intelligence Track, Information Warfare Track or the Law Enforcement Intelligence Track.



## YOU'LL BE IN DEMAND

Pragmatic curriculum delivery, hands-on learning, interactive assessments, and a focus on career-readiness, prepare graduates with the essential knowledge, skills, and abilities to excel in the intelligence field.

## GO BEYOND THE TEXTBOOK

You'll learn from accomplished IIO professionals who bring their academic expertise and industry experiences into the coursework. They know first-hand what employers are looking for and how to prepare you to succeed.

## EXPERIENCE APPLIED LEARNING

Meet CyberApolis. A virtual learning environment (VLE) you won't find anywhere else. Gain real-time experience in a sophisticated, non-scripted training environment that allows you to synthesize and apply your learnings.

>> [iio.azcast.arizona.edu/content/cyberapolis](https://iio.azcast.arizona.edu/content/cyberapolis)

- 
- ▶ **Intelligence Analyst**
  - ▶ **Counterintelligence Special Agent**
  - ▶ **Collection Operations Manager**
  - ▶ **Media Analyst**
  - ▶ **Intelligence Research Specialist**
  - ▶ **Security Officer**

# COURSE SCHEDULE

## SUMMER 2020

SUBJECT	COURSE	PROFESSOR
INTV314	National Security Policy	Hilliard, Christopher

## FALL 2020

### 7 WEEK 1

SUBJECT	COURSE	PROFESSOR
INTV305	Intro to Intel & Info Operations	Hilliard, Christopher
INTV314	National Security Policy	Hilliard, Christopher
INTV326	Introductory Methods of Intel Analysis	Nazareth, Craig
INTV350	Collection Operations	Hess, James
INTV471	National Security & Intelligence	Tortorici, Patrick

### 7 WEEK 2

INTV305	Intro to Intel & Info Operations	Nazareth, Craig
INTV326	Introductory Methods of Intel Analysis	Nazareth, Craig
INTV350	Collection Operations	Tortorici, Patrick
INTV455	Target Centric Analysis	Morgan, Cheryl
INTV473	National Security Operations & Issues	Schroeder, James
INTV496	Special Topics in IIO: PSYOPS	Hilliard, Christopher

### 15 WEEK

INTV498	Senior Capstone	Hilliard, Christopher
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# ADVISOR'S MESSAGE



**Enrollment for Fall classes is starting to fill! If you have not already enrolled, now is the time to do so. If you need assistance choosing your courses, please schedule an appointment with your Academic Advisor. Contact your Advisor at:**

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

**NOTE:** TUITION AND FEES ARE NOT DUE AT THE TIME OF ENROLLMENT. THE DEADLINE TO PAY FOR ALL UNITS REGISTERED AS OF **8/19/20** WITHOUT LATE FEES IS **8/24/20**. STUDENTS USING MILITARY BENEFITS HAVE CODES ADDED TO THEIR RECORD THAT KEEPS LATE FEES FROM BEING ADDED WHILE WAITING FOR BENEFITS TO PROCESS.

## **INTV496 SPECIAL TOPICS IN INTELLIGENCE & INFORMATION OPERATIONS: PSYCHOLOGICAL OPERATIONS (PSYOP)**

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 the effects. Students will plan a psychological operation against a notional target.

### **COURSE HIGHLIGHT: PSYOP**

This issue features one of our Special Topics courses in Psychological Operations (PSYOP). For more information, please logon to the CAST IIO page or your academic advisor.

Once enrolled in this particular course, live lectures/discussions will be held on Tuesdays from 3-6 PM AZ time via Zoom. The lectures/discussions will be recorded for asynchronous viewing if you are unable to attend. See the D2L page for the link.

# **CRUSH THE TERRORISTS**



# **WITH YOUR MIND**

## **U.S. DEPT. OF PSY OPS**



# ICCAE GUEST SPEAKER SERIES

BY CRAIG NAZARETH, PROGRAM DIRECTOR,  
CAST IIO



**A**s the leading Intelligence Community Center of Academic Excellence (ICCAE) in the nation, the University of Arizona provides unique professional development opportunities for current and prospective students and ICCAE consortium partners. UA CAST kickstarted their ICCAE guest speaker series in May 2020, and hosted 10 speakers from leading career fields, including Operational and Law Enforcement Intelligence, Cyber Security, International Relations and National Security, and Politics. Each event provided valuable insights into careers that may seem shrouded in mystery. The common theme from our guest speakers is that anyone can get into these career fields with the right attitude and preparation. In this issue, we highlight our cyber security panel, our senior collection strategist, and customs and border protection speakers.

Dr. Yonesi Nuñez and Mr. Larry Whiteside, cyber security professionals in the business sector, both credit willingness to learn new things that opened up opportunities for them. They had an appetite for improving the space where they were, no matter where they worked or went to school. That mindset for improvement helped them find a passion for computers. It was their positive attitude and willingness to learn that was the impetus for their supervisors to trust them with small jobs, and mentor them for bigger things. Dr. Nuñez is now the Group Information Security Officer for Wells Fargo, and Mr. Whiteside is sought after as a senior consultant on cyber security and minority career

paths as President of the International Consortium of Cyber Security Professionals.



Dr. Yonesy F. Núñez  
Information Security Leader  
Commercial and Corporate  
& Investment Banking  
Wells Fargo & Company

Our next highlighted speaker is former Senior Intelligence Collection Strategist, Mr. Adam Kraft, who was one of a handful with the authority and leverage to steer the United States Intelligence Collection effort in support of strategic and operational missions- some extremely sensitive. Mr. Kraft got to where he was through hard work. He also clearly demonstrated that broad work experience is a positive, mentioning that he was an assistant manager for Godiva Chocolates in high school. His mentor advised him to put that work experience on his federal resume after failing to make the cut with his professional military experience and West Point education detailed. It worked- he got hired. He stood out for having that broad experience. Focusing on career goals is one thing, but sometimes it is the unique experience that sets you apart. Adam also emphasized that the Intelligence Community stars are those people that are

Careful of their online presence. They don't keep to themselves and they have a healthy social and interpersonal life balance with social coping mechanisms. Adam advised to "...keep growing [your] brain..." and to "...keep an open mind..." In response to books he would recommend, Adam mentioned: *The Unraveling: High Hopes and Missed Opportunities in Iraq* by Dame Emma Sky, and *Plague Wars: The Terrifying Reality of Biological Warfare* by Tom Mangold and Jeff Goldberg. Adam concluded that the great analysts "...have a lot of hobbies, try everything..." and seek to excel. He also mentioned that prior law enforcement experience is in demand in the IC, especially given the environment where national security and law enforcement intersect due to criminal activities occurring in the cyberspace domain, across state and national boundaries.



Mr. Larry Whiteside, Jr.  
President  
International Consortium of  
Minority Cyber Professionals

Our final highlighted speaker discussion is our law enforcement panel with Customs and Border Protection (CBP), which was exceptional but sadly not recorded.

Students will be interested to know that CBP intelligence analysts start out as CBP field agents and later select the intelligence career path after successful job performance within CBP. Knowledge and skills regarding Intelligence, Surveillance, and Reconnaissance (ISR) collection, targeting, and analytical techniques in cyberspace and open source (social media) are in high demand for those seeking jobs with CBP. ([www.cbp.gov](http://www.cbp.gov) may have job postings of interest).

Some interesting facts about CBP is that the local station intelligence agents at stations such as the Brian A. Terry station in Bisbee, manage ISR collection and assess local threats to support station level requirements (station commander's priority intelligence requirements). This "tactical intelligence" perspective and reporting is shared with the sector level headquarters (HQ) in Tucson. This sector level HQ has its own Office of Intelligence, which is the primary pipeline for information and intelligence supporting law enforcement CBP operations/agents.

The bottom line for students is that all agents are collectors, and CBP analysts at the station level leverage their tactical level intelligence and sector level operational intelligence to provide insight to CBP operations. The sector level HQ relies on the various stations at the tactical level and counterparts at the regional and federal/national level such as the Department of Homeland Security and other law enforcement partners in the state to develop the intelligence situation (efforts that support targeting and trend analysis).

***"... Each event provided valuable insights into careers [that] anyone can get into with the right attitude and preparation...."***

The agents also shared special insights into how U.S. law impacts Intelligence collection, analysis and production. Every agent is cognizant that any information or intelligence can become evidence. Therefore, there must be a criminal nexus that supports the collection of information. The priority for these agents is to uphold U.S. law and the U.S. constitution- so reading all individuals the Miranda Rights at point of capture and maintaining security and chain of custody of collected information is paramount. Analysts must store all information/intelligence as if it would be used as evidence in criminal proceedings, so there are

safeguards for the access to and use of law enforcement sensitive data that govern the CBP's routine workflow.



**Mr. Adam Taichi Kraft**  
Collection Strategist  
Defense Intelligence Agency  
MAJ (Ret.), U.S. Army

The CBP Intelligence supervisor in Tucson stated that he was excited to learn more about UA's IIO program, since CBP needs entry level and career analysts. We can't wait to have him visit the College soon- we want to let him know more about our students and our program- that our students have what it takes to work with CBP.

All the links to the speaker series sessions highlighted in this newsletter are located:

**Cyber Threat Environment and Business Risk Mitigation Panel with Dr. Yonesi Nunez and Mr. Larry Whiteside**

[https://youtu.be/H8PxFM\\_B8B8](https://youtu.be/H8PxFM_B8B8)

**Intelligence Collection Operations with Mr. Adam Kraft**

<https://youtu.be/olBam3IRRe0>

Students are advised to view internship and career opportunities at:

<https://www.intelligencecareers.gov/icstudents.html>

Customs and Border Protection encourages students to find local employment opportunities through their website at:

<https://www.cbp.gov/careers/students-and-recent-graduates> 



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**What's the lowest number you can score?**

1. Start at the center and collect another four numbers by following the lines, taking care not to retrace your steps.
2. Add all five numbers together.
3. Based on the given information, which route gives you the lowest score?

@IQTestLabs

# SCHOLARSHIP OPPORTUNITIES



## **Louis Stokes Educational Scholarship (STOKES) Program**

[Recruit talent early to meet critical needs of national security](#)

DIA offers tuition assistance to undergraduate or graduate students currently enrolled at accredited colleges or universities in academic programs critical to DIA (i.e. computer science, intelligence analysis/studies, etc.). Students will be given summer work, and guaranteed employment in their field of study upon graduation. GPA of and 3.0 on a 4.0 scale.

► [dia.mil](http://dia.mil)

## **Undergraduate Training Assistance Program (UTAP)**

[Bring diversity through opportunity and education](#)

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.

► [diajobs.dia.mil](http://diajobs.dia.mil)

## **Science, Mathematics and Research for Transformation (SMART)**

[Create innovative ideas to solve global scientific and technological challenges](#)

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.

► [smartscholarshipprod.service-now.com/smart](http://smartscholarshipprod.service-now.com/smart)



# INTERNSHIPS

## Summer Language Program

Undergraduate and graduate students will learn to analyze foreign communications for vital intelligence missions by apprenticing with experienced language analysts. Geopolitical, cultural, and technical knowledge may be used to understand both overtly stated meaning and subtly implied intent as you scan, translate, and transcribe foreign communications, then report critical information to U.S. government customers. Must be eligible to be granted a security clearance, GPA of 3.0 on a 4.0 scale, one semester or quarter of college study remaining at the conclusion of the summer internship. Must have language proficiency in one of the critical foreign languages  
Application deadline: 2020-10-15

▶ [apply.intelligencecareers.gov/job-description/1145762](https://apply.intelligencecareers.gov/job-description/1145762)

## DHS Office of Intelligence & Analysis Internships

Students can prepare for careers as intelligence professionals by working as interns in the Department of Homeland Security's Office of Intelligence and Analysis. Interns support these mission areas: Intelligence Analysis, includes analysis of issues related to terrorism, cybersecurity, economic security and transnational organized crime and Intelligence Operations Students apply in the early fall for the following summer. Internship location: Washington, DC

▶ [dhs.gov/homeland-security-careers/office-intelligence-and-analysis-internship-program](https://dhs.gov/homeland-security-careers/office-intelligence-and-analysis-internship-program)

## National Security Education Program (NSEP)

Promotes language skills, cultural awareness and understanding of national security issues. In collaboration with the National Security Education Program Office, DIA has established a one-year, full-time internship program designed to provide a select number of recent college graduates the opportunity to apply their knowledge and gain practical work experience.

▶ [diajobs.dia.mil](https://diajobs.dia.mil)

## CIA – Undergraduate Internship/Co-op Program – Intelligence Analyst

As an Intelligence Analyst Intern for the CIA, you will work on teams alongside our 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 US policymakers. US citizenship required (dual-national US citizens eligible). All positions require relocation to the Washington, DC metro area. Must have a GPA of at least 3.0 on a 4-point scale, attending school on a full-time basis before/following this internship, available to work at least one 90-day tour prior to graduation with the possibility to do additional tours depending on availability. Application deadline:

▶ [cia.gov/careers/student-opportunities](https://cia.gov/careers/student-opportunities)

# 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.



## Cleared Intelligence Analysts (Multiple Disciplines)

Atlas Advisors, LLC  
Job Location: Multiple Sites  
Pay Plan: Negotiated  
Open: 2020-07-01

[Job Posting](#)

The logo for PayPal Jobs, with "PayPal" in its signature blue font and "Jobs" in a white sans-serif font, set against a black rectangular background.

## OSINT Analyst, Global Investigations

PayPal  
Job Location: Scottsdale, AZ  
Pay Plan: Negotiated  
Open: 2020-07-08

[Job Posting](#)



## Criminal Investigator

Department of Homeland Security – U.S. Secret Service  
Job Location: Multiple Sites (Local: Phoenix, AZ)  
Pay Plan: GL 07-09  
Open: 2019-11-22 – 2020-11-21

[Job Posting](#)



## Investigative Analyst

Department of Justice – U.S. Marshals Service  
Job Location: Multiple Sites  
Pay Plan: GS 9  
Open: 2020-07-01

[Job Posting](#)



Due to the current issues surrounding the COVID-19 pandemic, some government agencies are experiencing hiring freezes, but will still process applications for hire. Please remain flexible with hiring officials during this time.

# 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. Below you will find some job search tools to assist you in finding you new your career path after graduation.

## 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

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*IC Crossword : Across: 2. Ratcliffe 4. NSC 7. Intelligence  
9. Fusion Centers 10. OSINT; Down: 1. Critical Thinking  
3. MASINT 5. Confirmation 6. GEOINT 8. Reagan  
Logic Lounge: 5-6-8-6-7 (32)*

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# THE BRAIN STORM



Syria’s oil industry collapsed after the peaceful revolution against the Assad regime turned into a bloody conflict. Additional constraints occurred after armed groups took control over key refineries and oil fields, in addition to increased targeting from U.S. led coalition and Russian adversaries.

Given the rise of makeshift oil refining, crude oil became a viable source of income for local civilians to compensate for unemployment. Armed groups also capitalized on these practices for income generation and smuggling networks to finance their war machines, making these refineries a common business in Syria.

**Question:** How will the rise in makeshift oil refining impact Syria and its citizens? *Develop three hypotheses and determine the strongest course of action based on the given evidence.*

Hypotheses:

H1:

H2:

H3:

	H1	H2	H3
E1. Available information from open source satellite imagery data showed the establishment and active operation of approximately 1500-5000 Syrian refineries.			
E2. Analysis shows an increase in refined oil production from makeshift oil refineries, where Syrians sought training to produce oil and build their own sustainable mining infrastructures.			
E3. Extremely hazardous work conditions were reported, where many Syrian refinery workers noted numerous unexpected wildfires and explosions for oil barrels, which exacerbated hazardous environmental conditions including the contamination of local water systems.			
E4. Displaced civilians were employed as cheap labor in larger clusters of refineries, among them many children and teenagers, while living in nearby camps.			
E5. Documentation shows that at least 10 makeshift oil clusters were bombed by Syrian and Russian fighter planes in the period 2015-2019.			
E6. Refining operations were halted after armed assailants took over the facilities in Idlib and Aleppo. Refining was further ceased after they were ceased by Coalition military forces.			

# DEAD DROP



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