Recruiting Cybersecurity Professionals

Overview: Ft. Meade, MD
Hiring efforts: Nationwide
Student Programs: Over 20 programs
Development Programs: Over 10 programs

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Important factors to consider when developing the structure of a diversity recruitment program:

Resources

Expectations

Timeline

Student Programs

High School Work Study

Scholarships

Cooperative Education

Internships (Semester/Summer)

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High School Work Study

Application Timeline: 1 September – 15 November

Eligibility: High school Juniors apply, 2.5 preferred GPA

Tour:

Up to 32 hours per week during summer and school closings

Up to 20 hours per week during the school year

Salary: GG-1/1 (approx. $10.59/hr)

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STOKES Scholarship

Application timeline: 1 September – 15 November

Majors: Computer Science, Electrical or Computer Engineering

Eligibility: High school seniors, min. 1600 SAT or composite ACT of 25, min. 3.0 preferred GPA

Tour: Full time during the summer

Benefits: Full-tuition to college of their choice/books and fees, F/T salary while in school. Summer: F/T work; Round trip travel, Housing

Salary: Based on education. Start as GG-2 and increase each year based on favorable review and maintaining GPA
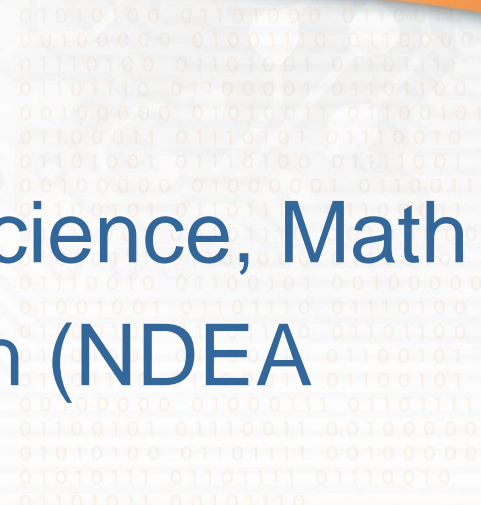
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Scholarships

National Defense Education Act Science, Math and Research for Transformation (NDEA SMART)

National Security Scholarship Program (NSSP)

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Cooperative Education Program

Application Timeline: 1 September – 15 December & 1 February – 15 May

Majors: Computer Science, Electrical and Computer Engineer

Eligibility: 2nd Semester freshman or college sophomores, 3.0 preferred GPA

Tour: 52 weeks of alternating semesters of school and work

Benefits: Round trip travel; housing availability; tuition for 1 technical course each semester

Salary: Based on education level; salary increases in increments of 20 credits earned

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Summer Internship Program

Application Timeline: 1 September – 15 October for Math/15 November for all other summer interns

Majors: Computer science, Language, Information Assurance, Installations and Logistics, etc.

Requirements: Math applicants must submit resume, transcripts, and two letters of recommendation from professors

Other majors – 3.0 GPA preferred, resume and transcripts

Tour: Full time for 12 weeks during the summer

Benefits: Round trip travel; housing available

Salary: Based on education

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Semester Internship Program

Application Timeline: Fall – 1 January to 15 March

Spring – 15 June to 15 October

Majors: Computer Science, Computer or Electrical Engineer, Computer Systems Engineer, Network Engineer or Telecommunications

Eligibility: College Junior, 3.0 preferred GPA

Tour: 16 week tour during Spring or Fall academic semester

Benefits: Round trip travel

Salary: Based on education level

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Development Programs

Application Timeline: Rolling

Disciplines: Computer Science, Information Assurance, Signals Analysis, Technology, Engineering, Math, Business, Language, Intelligence Analysis and more

Tour: Full-time, Up to three years in duration

Requirements: Bachelor's Degree, recruiting for mostly entry level hires, varies

Benefits: Training, rotational opportunities every 6-8 months and assignments are in mission related competency areas

Upon completion, placed in an office related to core competencies.

NSA Day events and Career Invitationals

Examples: NSA Day: Student Programs Diversity Showcase

NSA Day: Women in Intelligence

Career Invitationals

- Leadership buy in

- Well coordinated logistics

- Career Panels

- Showcase the diversity of our work through technical demos

- Interviews

- Networking and Interviewing

Effective recruitment programming works well with leadership buy in, internal collaboration, and follow through.

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