



Civilian Personnel in the DoD

It takes more than soldiers to protect America

The Department of Defense employs more than 700,000 civilians in an array of critical positions worldwide, with opportunities for people from all walks of life. If a competitive salary, great benefits, unsurpassed training, and the pride of defending our nation interests you, then find your future with us.



Students

Get a head start on your career by taking advantage of one of the many Department of Defense (DoD) opportunities for students. The DoD is a great place to gain valuable on-the-job experience. We have full and part-time work opportunities for students while they are in school and during their summer breaks.

Internships

DoD's high quality programs for students, graduates and professionals are:

Student Temporary Education Program (STEP)

STEP provides temporary employment opportunities for students to work full-time, part-time or intermittent while they are in school and during summer breaks. The nature of the work does not have to be related to the student's academic or career goals.

Student Career Experience Program (SCEP)

SCEP involves a work-study partnership among students, an educational institution and the agency. Employment may be full-time, part-time or intermittent. Work assignments must be related to the participant's academic field of study. Upon completion of academic and work requirements, participants may be eligible for permanent employment.

Department of Defense Centralized Intern Program

The DoD Centralized Intern Program integrates academic theory with workplace experience that may serve as a pipeline to student employment programs and entry-level employment opportunities. The program allows students to gain valuable work experience, understanding of DoD operations and increased professional networks.

The DoD Centralized Intern Program is a 10 week paid summer internship for post secondary (college) students from two and four-year accredited institutions of higher education. The internship opportunities are located in the Washington D.C. Metropolitan area. Participants will receive a weekly stipend and round-trip transportation to the Washington D.C. Metropolitan area. Participants will be provided assistance with temporary housing arrangements on an as needed basis.

Participants selected to participate in the program must be U.S. citizens, be enrolled in a 2 or 4-year accredited institution of higher education, and have a grade point average at a minimum of 3.0 on a 4 point scale.

National Security Agency (NSA) Graduate Training Program

Today's job marketplace is competitive. To get a step ahead you need to gain practical experience before you graduate. Come work with the top professionals in your field at NSA. Our internships, co-op program, scholarships, and work study programs will help you to develop and shape your career well before your studies are through.

Programs we offer include:

High School

- Work Study Programs
 - High School Work Study Program
- Scholarships
 - Stokes Educational Scholarship Program

Undergraduate

- Internships
 - Computer Science Intern Program (CSIP)
 - Cryptanalysis and Exploitation Services Summer Program (CES SP)
 - Cryptologic Access Summer Intern Program (CAP)
 - Cyber Summer Program (CSP)
 - Director's Summer Program (DSP)
 - HR Intern Program
 - Installation & Logistics (I&L) Intern Program
 - Intelligence Analysis Summer Program
 - Occupational Health, Environmental and Safety Services (OHES) Intern Program
 - Semester Intern Program for Science and Technology (SIP/ST)
 - Summer Language Program
 - Summer Intern Program for Information Assurance (SIP/IA)
- Co-operative Education Program
- Scholarships
 - Information Assurance Scholarship Program (IASP)
 - Stokes Educational Scholarship Program
 - The SMART Program

Graduate

- Internships
 - Computer Science Intern Program (CSIP)
 - Cyber Summer Program (CSP)
 - Graduate Mathematics Program (GMP)
 - Summer Intern Program for Information Assurance (SIP/IA)

 - Summer Language Program
 - Summer Program for Operations Research Technology (SPORT)

- Scholarships
 - The National Physical Science Consortium (NPSC)
 - The SMART Program

Workforce Recruitment Program

The Workforce Recruitment Program for College Students with Disabilities (WRP) is a recruitment and referral program that connects federal sector employers nationwide with highly motivated postsecondary students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs.

In 2011, the Office of Personnel Management (OPM) highlighted the WRP as a model strategy in its guidance to federal agencies regarding the recruitment and hiring of people with disabilities in response to Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities.

Annually, trained WRP recruiters from federal agencies conduct personal interviews with interested candidates on college and university campuses across the country. Candidates represent all majors, and range from college freshmen to graduate students and law students. Information from these candidate interviews is compiled in a searchable database that is available through this website to federal Human Resources Specialists, Equal Employment Opportunity Specialists, and other hiring officials in federal agencies. You can request a password [here](#). If you are an employer in the private sector, or a student interested in private sector employment, you can take advantage of the WRP through the National Employer Technical Assistance Center at www.askEARN.org.

Co-sponsored by the Department of Labor's Office of Disability Employment Policy (ODEP) and the Department of Defense with the participation of many other federal agencies and sub-agencies, the WRP has provided employment opportunities for over 5,500 students since 1995. To be eligible for the WRP, students must be current, full-time undergraduate or graduate students with a disability, or have graduated within one year of the release of the database each December. Students must be U.S. citizens.

Washington Headquarters Services

Washington Headquarters Services (WHS) is searching for top performing interns in nearly all disciplines from administrative through highly technical to place in over 50 different areas of The Office of the Secretary of Defense (OSD). OSD is the principal staff element of the Secretary in the exercise of policy development, planning, resource management, fiscal, and program evaluation responsibilities.

Some of the areas available for internships are:

IT and Network Security	Intelligence
Acquisitions & Procurement	Graphic Design
Public Affairs & Communications	Test & Evaluation
International Affairs	Congressional Liaisons
Human Resources	Legal (General Counsel)
Defense Policy	Administration & Management
Logistics	Facilities Management
Finance (Accounting, Comptroller)	Engineering
Economics	Over 750 Career Areas...

Scholarships

The Department of Defense also offers a variety of scholarships to provide educational assistance to high school, college and graduate students.

High School Scholarships

Army, Navy & Air Force Junior Science & Humanities Symposia (JSHS)

High school students are afforded the opportunity to present the results of their own original research. Scholarships totaling more than \$340,000 are awarded by the Tri-services during the competitions.

Department of Defense (DoD) Information Assurance (IA) Scholarship Program

Recipients of the DoD IA Scholarship Program are required to serve a period of obligated service in DoD as a civilian employee or a member of one of the armed forces.

International Science and Engineering Fair (ISEF)

Each year nearly 1,200 high school students display their research projects at the ISEF. One winner in each of the 14 scientific disciplines receives an \$8,000 undergraduate scholarship.

Meyerhoff Scholars Program

Recruits outstanding minority scholars who have demonstrated an aptitude and interest in math, engineering, and the sciences. Meyerhoff scholars receive full scholarships to the University of Maryland.

Scholarships for Military Children

A scholarship funded through contributions is awarded annually. A minimum of one \$1,500 scholarship will be awarded at every commissary location where qualified applications are received.

Stokes Educational Scholarship Program

The Stokes Educational Scholarship Program recruits high school seniors interested in developing skills critical to the mission of the National Security Agency (NSA).

College Scholarships

Department of Defense (DoD) Information Assurance (IA) Scholarship Program

Recipients of the DoD IA Scholarship Program are required to serve a period of obligated service in DoD as a civilian employee or a member of one of the armed forces.

Stokes Educational Scholarship Program

The Stokes Educational Scholarship Program recruits college sophomores interested in developing skills critical to the mission of the National Security Agency (NSA).

Graduate Fellowships

Office of Naval Research (ONR) Historically Black Engineering Colleges(HBEC) Future Faculty Fellowship Program

To develop and attract qualified engineering faculty to Historically Black Colleges and Universities (HBCUs) with engineering programs. Each year, three recipients who have agreed to join the engineering faculty of an HBCU after receiving their degrees.

National Defense Science and Engineering Graduate Fellowship (NDSEG)

Annual awards of approximately 200 new three-year graduate fellowships to individuals who have demonstrated ability and special aptitude for advanced training in science and engineering.

National Physical Science Consortium (NPSC)

Through membership in the National Physical Science Consortium (NPSC), the National Security Administration (NSA) sponsors up to six years of Doctoral Degree (Ph.D.) studies for highly qualified women and minorities.

Careers

Entry Level Careers

The Department of Defense (DoD) is a fantastic place to get started on a fast-moving career. We are constantly looking to fill positions that are typically suited to those graduating from college with little or no work experience. We have hundreds of jobs available in a wide variety of fields throughout the U.S. and around the world.

Professional Development Programs

We also offer a number of dynamic professional development programs (entry-level internships) for recent college graduates that provide formal classroom and on-the-job training, and offer permanent positions within DoD. You will learn a great deal about skills necessary to carry you to the next level of your career. Our goal is to familiarize you with the skills and knowledge necessary to become an integral member of our team.

National Security Agency (NSA)

Excellent opportunities exist for employees to participate in the Business Management, Program Management, Financial Management, and Contracting Specialist Intern Programs. These highly competitive programs are designed to develop aspiring professionals' skills and knowledge in preparation for challenging careers supporting the internal infrastructure of a federal agency comparable in size and budget to the top 10% of Fortune 500 companies. Candidates gain experience through rotational assignments and education obtained from colleges and universities, including the Defense Acquisition University (DAU), which is recognized across the entire Department of Defense.

Air Force PALACE Acquire Intern Program

Provides full-time employment with a structured 2-3 year training program. This program provides expedited, performance-based promotions in approximately 20 diverse occupations...

Defense Information System Agency (DISA) Career Development Intern Program

The Intern Program is designed to challenge and reward a select number of students from across the country. The goal of the program is to provide an outstanding educational experience within the offices of DISA. The program is intended to provide knowledge, skills, and experiences that an intern can readily apply to future challenges and professional pursuits.

Department of Defense Dependents Schools (DoDDS) Student Teacher Program

The Department of Defense Dependents Schools (DoDDS) is a worldwide school system, operated by the Department of Defense Education Activity (DoDEA) in more than a dozen

foreign countries. Our mission is to provide quality education for eligible children of the DoD military and civilian personnel on official overseas assignments. As a student teacher with DoDDS, you will be involved in preparing our youth for life in the global village of the new millennium. In this exciting age of the Internet and technology, we all live in a true global community--a community in which we can interact with our next door neighbors or with virtual neighbors halfway around the world with equal ease.

Master of Social Work Program, Army-Fayetteville State University

The Fayetteville State University Department of Social Work has partnered with the United States Army to establish a Master of Social Work Program at Fort Sam Houston, Texas in order to meet the military's increase demand for social work officers and Department of the Army civilian practitioners.

Army Contracting Command, Contracting Career (CP14) Intern Program

The Army Contracting Training Program pays you an attractive full-time salary and provides a great benefits package while you participate in a flexible combination of formal education and informal/on-the-job training. You benefit from challenging and rewarding opportunities that enable you to quickly build expertise and develop key leadership skills.

Department of Navy (DON) Financial Management Associates Program

The Department of the Navy (DON) Financial Management Associate Program is a mid-level career-development program within the financial management (FM) community of the Department of the Navy. Successful applicants will be assigned to an organization within the DON and given challenging developmental assignments for two years. Upon completion of these assignments, and given an appropriate level of performance, the Associate will be permanently placed within that organization, and will be fully integrated into that command's workforce.

Financial Management Trainee Program

Welcome to a great opportunity! If you are about to finish your undergraduate education, want to make a career change, or otherwise have the desire to serve your country, we hope you will strongly consider the opportunity to join the Department of the Navy Financial Management team. We are looking for talented, dedicated undergraduates to apply for our trainee program. Each year the program picks around 60 top candidates to participate in a 28-month trainee program.

TRICARE Acquisition Intern Program

The TRICARE Acquisition Intern Program (TRIUMPH) is designed to attract men and women to careers as Federal employees with TRICARE. This objective is accomplished by recruiting and selecting high-caliber candidates and training them to become competent, effective, and productive employees in a variety of occupational areas in the acquisition field; providing developmental opportunities necessary to gain the knowledge, skills, and abilities (KSAs) that

are useful in a career, and providing promotional opportunities for those interns who complete all required training and developmental assignments.

Military Health System (MHS) Intern Program

The Department of Defense is looking for the next generation of healthcare programs and operations leaders! The Military Health System (MHS) provides exceptional healthcare to military members, their family, and military retirees. In order to meet the demand for future leaders in a military medical environment, we have developed a two-year paid internship program for up to 15 positions. A strong mentorship component will guide each intern's individual development and success.

OSD Centralized Presidential Management Fellows Program

The Presidential Management Fellows (PMF) Program was established by Presidential Executive Order in 1977. It is designed to attract to the Federal service outstanding individuals from a wide variety of academic disciplines who have an interest in, and a commitment to, a career in the analysis and management of public policies and programs. The program draws graduate students from a variety of academic, social, and cultural backgrounds to help meet the future challenges of public service.

The Department of Defense (DoD) is proud to give each of its employees an outstanding benefits package and a competitive and fast-growing salary.

Mid Level Careers

The Department of Defense (DoD) is constantly seeking creative, team-oriented colleagues who bring intensity and integrity, intellectual curiosity and leadership potential to our team. Individuals at this level possess extensive experience and are technically competent in one or more areas. You'll gain access to global resources and take on new challenges.

The developmental focus at this level is on team building, interpersonal skills, and program management. We'll also help you find ways to sustain the flexibility that makes broader success possible: Achieving professional goals, while enjoying your life outside of work.

Executive Level Careers

The Department of Defense (DoD) needs executives and managers who can lead and motivate people, who are results-driven and achieve those results through partnerships and building coalitions, and who have a keen business sense about using their resources-especially their valuable human resources-to get the best results possible.

We need exceptional leaders with the ability to design and implement strategies that maximize employee potential and foster high ethical standards that will enable DoD to serve the American people effectively. Individuals at this level are developed through broad-based assignments requiring staff contacts with top management, officials within DoD, outside agencies, and industry.

Careers For Individuals with Disabilities

The Department of Defense (DoD) is proud to offer employment opportunities for Individuals with Disabilities (IwD). As the nation's largest employer, DoD employs thousands of workers with disabilities. DoD has long been a leader in recognizing the strengths and value IwD bring into the workforce and is committed to providing every disabled person opportunities for a meaningful career. As civilians in DoD, IwD play an important role in the defense of our nation and in helping support our men and women in the military.

Special hiring authorities are in place to assist Individuals with Disabilities. More information is available at the following web sites:

[Office of Personnel Management \(OPM\) Disability Programs](#)

[Office of Disability Employment Programs \(ODEP\)](#)

[Workforce Recruitment Program \(WRP\) for Students with Disabilities](#)

[Computer /Electronic Accommodations Program \(CAP\)](#)

[Federal Disability Workforce Consortium \(FDWC\)](#)

Disabled Veterans

Those who honorably served on behalf of our nation and were disabled merit special consideration. As the largest employer of veterans, DoD understands that disabled veterans have special needs and are committed to providing them with an opportunity for an important career.

Veterans

Employment of Veterans in the Federal Government "Executive Order"

On November 9, 2009, President Obama signed the *Employment of Veterans in the Federal Government* Executive Order making hiring Veterans a top priority in all federal agencies.

The Department of Defense (DoD) is honored to have veterans join our civilian workforce. In fact, DoD is the nation's number one employer of veterans—you can continue to serve the defense mission with the Army, Navy, Air Force, Marine Corps, Coast Guard or any one of the many other defense agencies. DoD affords preference in employment to eligible veterans, along with world-class benefits, opportunities for personal and professional growth, travel, and advancement. We invite our nation's veterans to become part of our rich and proud tradition of civilian service.

The Department of Defense (DoD) Transition Assistance Program (TAP)

In partnership with the Departments of Labor and Veterans Affairs, DoD TAP aims to help veterans move into civilian life, whether they are retiring, going back to school, or looking for a new career. DoD has a portal site designed specifically to assist Service members leaving active duty.

Veterans Rights and Privileges

Veterans enjoy special rights and privileges in Federal civil service employment. Details about these special rights and privileges are available on the U.S. Office of Personnel Management's Veterans Information site.

Multilingual

Do you speak other languages?

Department of Defense (DoD) has an urgent and growing need for Americans with foreign language skills critical to national security and defense. Some examples of foreign languages in demand: Arabic, Chinese, Dari, Hindi, Japanese, Korean, Kurdish, Pashto, Persian-Farsi, Tagalog and other Philippine languages, Russian, Somali, Turkish and Urdu/Punjabi.

Language training opportunities

Members of DoD have opportunities to further enhance their language proficiency through online training and other educational opportunities. Individuals must meet high standards to develop functional language skills for professional use in real-world communication situations.

Opportunities for Language Students

The National Security Education Program (NSEP) - David L. Boren Scholarship Program

The NSEP Scholarships offer a unique opportunity for U.S. undergraduates to study abroad. NSEP awards scholarships to American students for study of world regions critical to U.S. interests (including Africa, Asia, Central & Eastern Europe, Eurasia, Latin America & the Caribbean, and the Middle East and fields of study deemed critical to U.S. national security. It draws on a broad definition of national security applied by the President in his annual National Security Strategy, recognizing that the scope of national security has expanded to include not only the traditional concerns of protecting and promoting American well-being, but also the challenges of global society, including: sustainable development, environmental degradation, global disease and hunger, population growth and migration, and economic competitiveness.

The NSEP - David L. Boren Graduate Fellowships

The NSEP enable U.S. graduate students to add an important international and language component to their education through specialization in area study, language study, or increased proficiency. Boren Fellowships support students pursuing the study of languages, cultures, and world regions that are critical to U.S. national security. NSEP is especially designed to support students who will make a commitment to Federal service. Recipients of NSEP scholarships and fellowships incur an obligation to work either for an office or agency of the Federal Government involved in national security affairs (broadly defined) or in higher education.

National Flagship Language Initiative (NFLI) Fellowships

The NFLI represents the nation's first major partnership between the Federal government and higher institutions of education to implement a national system of programs designed to produce advanced language proficiency in languages critical to the nation's security. NFLI programs have been developed at several U.S. institutions of higher education for advanced language training in Arabic, Korean, Mandarin Chinese, and Russian. These Flagship Programs, coupled with directed and targeted fellowships for individual students, have produced graduates, many of whom will be candidates for employment with agencies and offices of the Federal government, across a broad range of disciplines with advanced levels of proficiency in languages critical to national security.

For additional career opportunities for individuals with language skills please visit: www.intelligence.gov

Civilian Expeditionary Workforce

Civilian Expeditionary Workforce (CEW)

A new call to service has been sounded across the nation. A call for each of us to be part of a greater purpose. A call each of us can heed by being a part of the Civilian Expeditionary Workforce.

The Civilian Expeditionary Workforce serves alongside our military men and women at the forefront of America's mission around the globe. A mission to protect. A mission to build communities and renew nations. A mission to spread freedom and democracy.

The Defense Department is forming the Civilian Expeditionary Workforce that will be trained and equipped to deploy overseas in support of military missions worldwide. The intent of the program is to maximize the use of the civilian workforce thereby allowing military personnel to be fully utilized for operational requirements.

Program participants are eligible for military medical support while serving in their overseas duty station. All participants will undergo pre- and post-deployment medical testing, including physical and psychological exams. Civilians reassigned from their normal duty to serve overseas will be granted the right to return to the positions they held prior to their deployment or to a position of similar grade, level and responsibility within the same organization, regardless of the deployment length. Families of deployed civilian employees shall be supported and provided with information on benefits and entitlements and issues likely to be faced by the employee during and upon return from a deployment.

The Civilian Expeditionary Workforce participants' service and experience is valued, respected and recognized as career-enhancing. Our uniformed forces deploy around the globe in service of

this mission, but we will not ask them to do it alone. Stand up and join them because when we go, we go together.

A new call to service... Be a part of the Civilian Expeditionary Workforce. A list of available opportunities and benefits, including pay differentials is available on the CEW website: www.cpms.osd.mil/cew.

Nonappropriated Fund Positions

Nonappropriated Funds (NAF) Opportunities

The Department of Defense (DoD) has a wide variety of opportunities available in hospitality, sports and recreation, child development, youth programs, food and beverage services, as well as retail operations. These Nonappropriated Fund (NAF) positions are available within the DoD Morale, Welfare and Recreation (MWR) program. Over 135,000 NAF employees work all over the world, in support of our military.

Benefits

- Flexible schedules and possible telecommuting
- Family and medical leave
- Family-friendly workplace including childcare centers
- 10 paid holidays each year plus sick leave-13 days earned annually
- Up to 26 vacation days each year
- Health insurance-numerous plans to choose from
- Long Term Care insurance
- DoD retirement plan
- Additional pay for overtime, and work on holidays or Sundays
- Life insurance-with available additions for family coverage
- Transit subsidies
- Leave-sharing programs
- Student loan repayment
- Recruitment and relocation bonuses
- Retention allowances
- Higher than minimum pay for superior qualification

Salary

Salaries ranges are included with each career posting. If you are in need of explanation of the DoD pay grades, including calculating the GS system, please visit the [Federal Employee Pay Tables](#) page.