DEAD DROP

Forecasting the DPRK: An IIO Student's Experience with Intelligence Analysis

Course Highlights: Future Course Offerings - War in Ukraine and Transnational Crime & Human Smuggling

Fall 2022 / Spring 2023 Course Schedule

IC Scholarship, Internship & Job Opportunities

College of Applied Science & Technology

Intelligence Community
Centers for
Academic Excellence
Diversity Knowledge Partners

WHAT IS INSIDE...

DEAD DROP

College of Applied
Science & Technology

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

IIO PROGRAM MESSAGE

Greetings to the CIIO community. I am the new program director for the Intelligence and Information Operations program. We bring the IIO to CIIO! We are living in a dynamic period in history. There are innumerable hotspots flaring up with varying degrees of intensity around the globe which Professor Nazareth will cover in this issue. Our faculty works tirelessly to make sure our students are ready to hit the ground running as their careers begin. One of the ways we do this is staying on the intelligence edge by offering new courses and updating existing courses. Professor Chris Hilliard has put together a fascinating "Special Topics" course for the Spring 23 Semester (Seven Week One and Two). Chris is going to take a deep dive on the War in Ukraine from an intelligence standpoint. With Professor Hilliard's leadership, we are hoping to continue to offer these Special Topic "Hot Spot" courses to keep us on the intelligence edge. Take a look at the flyer for the Ukraine Course in this issue of the Dead Drop.

In our Law Enforcement Intelligence (LEI) track, our new adjunct, DPS Major Jennifer Pinnow has created a new course. This will also start out as a Special Topics course, and eventually enter as a cornerstone of the LEI track. "Transnational Crime & Human Smuggling" will be offered in Spring 23 (Seven Week Two). Professor Pinnow is a real coup for the faculty, she is a subject matter expert across a vast spectrum of LEI and the former Director of the Arizona Fusion Center, also known as the Arizona Counter Terrorism Information Center (ACTIC).

We look forward to hearing from our students, so if you have an idea for an article, please contact any of our faculty to assist you in putting something together. The opportunity to publish is an important resume builder which may distinguish you from competitors in your job search.

Patrick T. Tortorici, PhD.
Program Director, Intelligence & Information Operations
Assistant Professor of Practice

DEAD DROP

ON THE COVER

Our cover proudly pays homage to our active duty military intelligence personnel. Sailors are seen launching a fixed wing Scan Eagle. This intelligence sensor is designed to provide reconnaissance, surveillance and target acquisition data support for active battlefield damage assessment missions.
Photo Credit: U.S. Navy (Public Domain)

MEMORANDUM FOR RECORD

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

REFERENCE: [The New York Times](), [The Washington Post](), (*Other sources are non-attributional at request of the source)

As Russia and Ukraine make preparations for the winter, Russia is in the throes of a mobilization and consolidation of forces for a continued ground offensive through the winter. The United States and other Ukrainian partners are scrambling to deploy surface to air missiles and missile defense systems to Ukraine as Russia reshuffles the military's leadership and refines operational plans for the winter months. The New York Times reported on October 12th that the U.S. is "scouring the globe" to source soviet era munitions and equipment- which the Ukrainian military is more familiar using in combat. Former eastern-bloc countries that use Soviet-era equipment are not as willing to commit additional assets to Ukraine at the expense of their own national defense.

Analyst Comment: We assess Russia will consolidate forces in October and attempt counterattacks through the winter to solidify its hold on key cities in the Donbass region of Ukraine. Critical forces that would support this strategy are Russia's Wagner Group, Combined Arms Armies operating out of Crimea and Donbass, and the VKS, or Russian Aerospace Forces, including Russia's heavy bomber regiments and long-range missile capabilities, hence Ukraine desperately needs to deploy critical long range artillery/rocket batteries and missile defenses before winter.

Environmental Impacts: Climatology for Ukraine pegs average temperatures in November between 25 and 35°F, with dwindling daylight and frigid dawn hours throughout the winter. This will challenge poorly trained and under-equipped personnel on both sides and will potentially create a humanitarian crisis in Ukraine because Russia will continue the assault on Ukrainian critical infrastructure to strain provisioning of oil and electricity during winter months. This will also exacerbate challenges for Ukrainian logistics/domestic support to military operations. The winter weather will possibly give Russia an edge in increased mobility and maneuver along the frigid plains of Ukraine.

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

THE READ BOOK
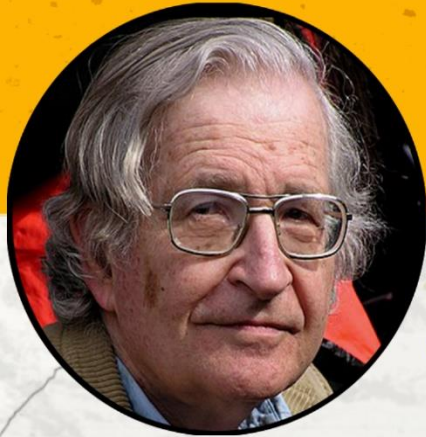
BECOME AN INTELLIGENCE COMMUNITY SCHOLAR

EASTERN ARIZONA COLLEGE

THE UNIVERSITY OF ARIZONA

ESTRELLA MOUNTAIN COMMUNITY COLLEGE
A MARICOPA COMMUNITY COLLEGE

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

EXCELLENCE STARTS HERE.

WHY BE AN IC SCHOLAR?

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

ARIZONA ICCAE CONSORTIUM

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

ESTRELLA MOUNTAIN COMMUNITY COLLEGE
A MARICOPA COMMUNITY COLLEGE

estrellamountain.edu

EASTERN ARIZONA COLLEGE

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
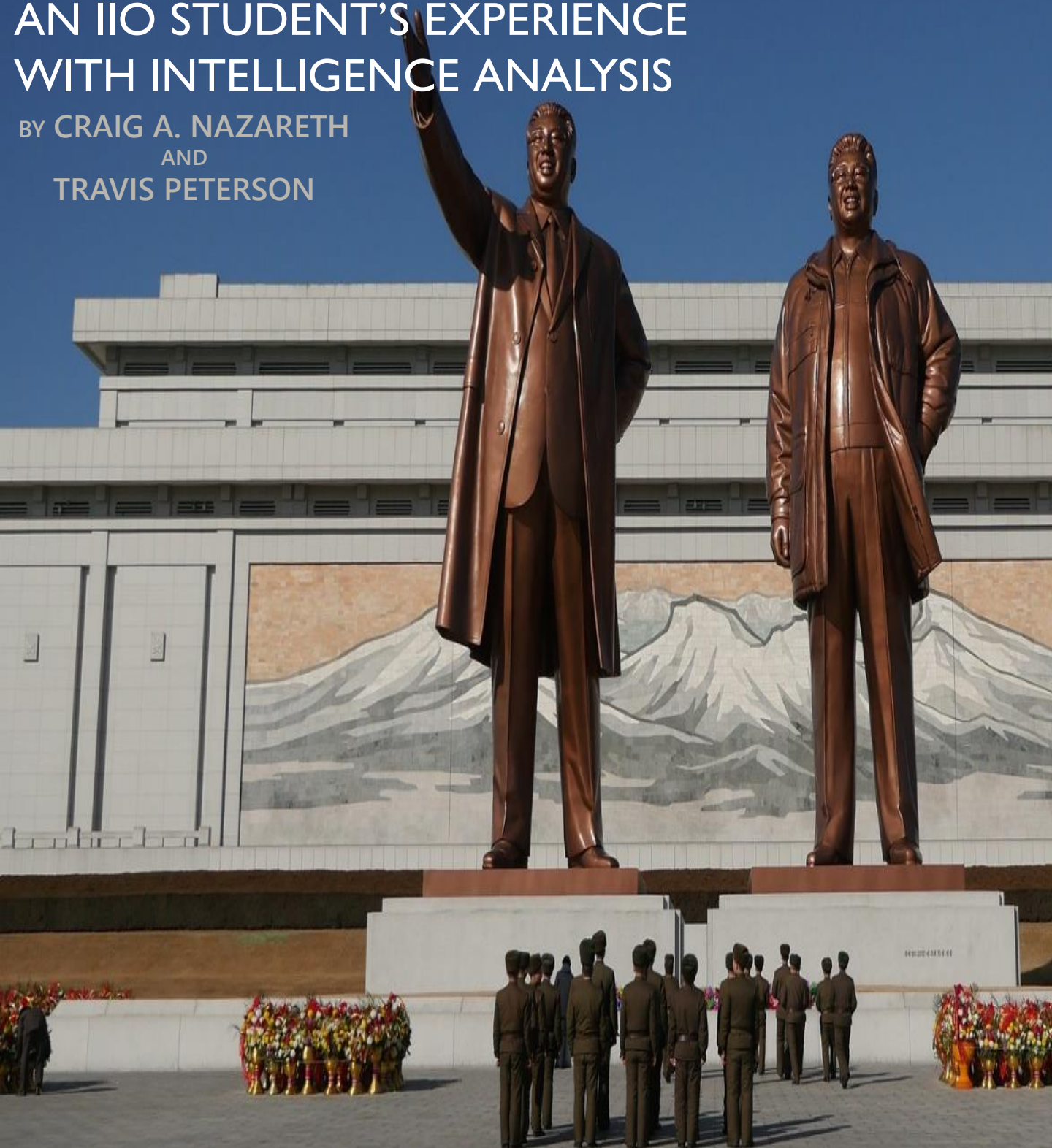- Competitive designation sets you apart for a corporate career

LEARN MORE
ciio@arizona.edu
Phone: (520)626-2442 ext. 2120

FORCASTING THE DPRK:

AN IIO STUDENT'S EXPERIENCE
WITH INTELLIGENCE ANALYSIS

BY **CRAIG A. NAZARETH**
AND
TRAVIS PETERSON

DURING THE FALL SEMESTER, students taking INTV 326, Introductory Methods of Intelligence Analysis, were exposed to several structured analytic techniques used often in the United States Intelligence Community. One such technique is foresight analysis, which helps analysts understand how current events could shape future ones. Other techniques, such as Key Assumptions Check and Analysis of Competing Hypotheses, or ACH, are needed to help analysts challenge their own assumptions/biases and screen hypotheses against available evidence.

IIO student Travis Peterson applied several foresight tools, Alternative Futures and ACH to demonstrate how structured analytical techniques can help reduce ambiguity concerning a specific problem and aid the analyst in remaining objective. Specifically, the DPRK's intention to conduct a seventh nuclear test amid numerous recent missile tests has many policymakers clamoring to find out more concerning North Korea's intentions and future posture.

Below is an excerpt of Travis' key analytic judgments which convey the gravity of the problem:

"The DPRK has achieved major milestones in missile technology since 2016 including development of Intercontinental Ballistic Missiles (ICBMs), solid-fueled Short Range Ballistic Missiles (SRBMs), hypersonic weapons, Hypersonic Glide Vehicles (HGVs), and Sub-Marine Launched Ballistic Missiles (SLBMs)…" It is important to understand the DPRK's intent and capability to use these various weapons technologies to threaten the United States' national security and that of its allies/partners (Peterson, 2022).

DPRK vehicles transport intercontinental ballistic missiles (ICBM) during North Korea Victory Day
Source: Stephen Krasowski @Flickr

Foresight Analysis: Alternative Futures

Alternative Futures is a structured analytical technique, or SAT, presented in the book Structured analytic techniques for intelligence analysis (Heuer & Pherson, 2021, 270).

Using Alternative Futures, analysts examine the circumstances (also called key factors) driving a certain state or non-state actor's decisions/actions. The analyst brainstorms how these key factors under observation are impacted by other events.

In the DPRK case, Travis sought to understand the relationship between Chinese and Russian support to the DPRK (Key factor #1), and how that support would impact the DPRK's intention and capability to continue its weapons development programs at the current pace/trajectory (Key factor #2). Travis organized these factors along an x and y axis, which created clear quadrants for brainstorming how the positive and negative areas of the axis would result in various plausible outcomes (hypotheses). See figure 1 to study these hypotheses.
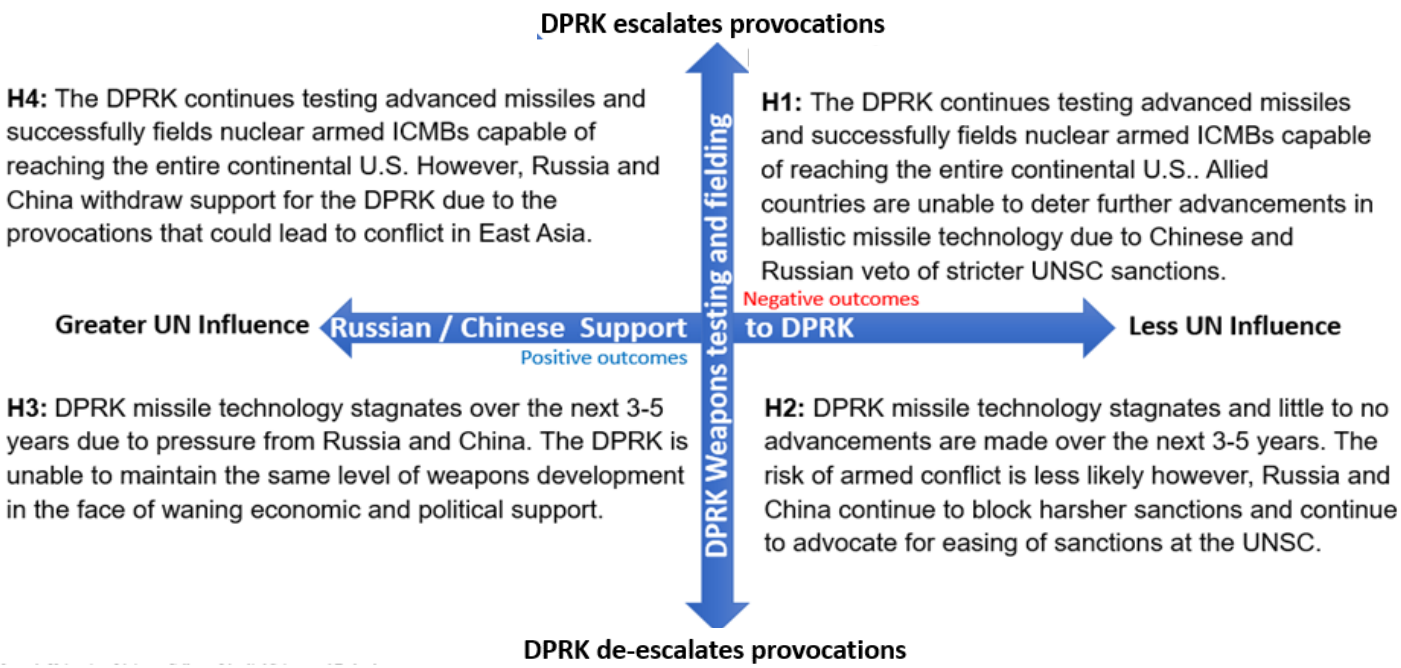
DPRK escalates provocations

H4: The DPRK continues testing advanced missiles and successfully fields nuclear armed ICMBs capable of reaching the entire continental U.S. However, Russia and China withdraw support for the DPRK due to the provocations that could lead to conflict in East Asia.

H1: The DPRK continues testing advanced missiles and successfully fields nuclear armed ICMBs capable of reaching the entire continental U.S.. Allied countries are unable to deter further advancements in ballistic missile technology due to Chinese and Russian veto of stricter UNSC sanctions.

Greater UN Influence ◄ Russian / Chinese Support | Negative outcomes to DPRK ► **Less UN Influence**

Positive outcomes

H3: DPRK missile technology stagnates over the next 3-5 years due to pressure from Russia and China. The DPRK is unable to maintain the same level of weapons development in the face of waning economic and political support.

H2: DPRK missile technology stagnates and little to no advancements are made over the next 3-5 years. The risk of armed conflict is less likely however, Russia and China continue to block harsher sanctions and continue to advocate for easing of sanctions at the UNSC.

DPRK Weapons testing and fielding

DPRK de-escalates provocations

Figure 1. Alternative Futures: Foresight Analysis Structured Analytical Technique; Source: Travis Peterson

Analysis of Competing Hypotheses: Diagnostic technique for screening hypotheses

Once the analyst develops the plausible hypotheses, the next critical step focuses on screening each hypothesis against available evidence to determine which of the hypotheses is more likely or more unlikely to come to fruition. Travis performed exhaustive research of publicly available information and selected credible sources for the screening. Each hypothesis is labeled as H1, H2, H3, and H4 below.

He rated the evidence Consistent, or Inconsistent if the evidence supported or did not support a particular hypothesis, and Neutral, if the evidence was not germane to the specific hypothesis being screened. After tallying all marks to identify the most consistent hypotheses, even greater analytical scrutiny is needed to rule out other explanations for the result.

Caveat: A glut of evidence for one hypothesis and an absence of evidence for another could also mean that information has not been collected or published to the public. In intelligence parlance, it could mean that there is an absence of intelligence reporting to make a fair assessment between all available hypotheses.

United Nations Headquarters, General Assembly; Potential Influencer for DPRK Analysis; Source: Davi Mendes

Evidence	H1	H2	H3	H4
First successful ICMB tests in 2017 of Hwasong-14 followed by another successful ICMB, Hwasong-15 (Missile Defense Project, 2022).	C	N	N	C
DPRK's ICMB program a primary motive for U.S. deployment of Ground-based Midcourse Defense System (Missile Defense Project, 2022).	C	I	C	C
China likely to participate in future UNSC resolutions related to DPRK nuclear activities, but denuclearization is unlikely a goal of Beijing. DPRK regime stability, not denuclearization, is a higher priority to China (Li & Li, 2020).	I	I	C	C
China voted for harsher UNSC sanctions in Feb 2017 in response to DPRK ICBM test (Li & Li, 2020).	I	I	C	C
Russia reinforcing ties w/ the DPRK to further Russian strategic goal of undermining U.S. influence in the Indo-Pacific region (Lee, 2022).	N	C	I	I
2021 Russia and China draft resolution to ease sanctions on DPRK's exports, lifting ban on North Korean's working abroad, and exempting inter-Korean rail and road projects from sanctions (Nichols, 2021).	C	C	I	I
Hwasong-17 tested for first time in Mar 2022 resulted in failure, tested again in late Mar, and claimed success, but likely Hwasong-15; new tactical guided missile tested in Apr (Cha & Katz, 2022)	C	I	I	C
DPRK has conducted 142 missile tests under Kim Jong-Un (KJU), 2012-2022, exceeding 62 conducted from 1984 – 2009, 13 tests conducted in 2022 alone (DIA, 2021), (Cha & Katz, 2022).	C	I	I	C
DPRK cyber actors generate estimated $860 million through illicit means, some likely going to DPRK's WMD and weapons programs (DIA, 2021).	C	N	I	C
TOTALS	19	6	7	20

C: Consistent   I: Inconsistent   N: Neutral

Figure 2. Sampling of evidence used in Analysis of Competing Hypotheses; Source: Travis Peterson

In sum, Travis selected Hypothesis 4, which affirms that, over the next 3-5 years, the DPRK will continue testing more advanced missiles and successfully field nuclear armed ICBMs capable of reaching the entire CONUS, regardless of Chinese and Russian support.

Although this problem may not be as complex as the problem of determining how the Russian-Ukraine war will evolve over the next 30 to 60 days, this example hopefully demonstrates the merits of the techniques used. There are several other techniques that are not highlighted above that were used to improve analytical rigor. Analysis of Key Drivers and Uncertainties, Quality of

information Check, and Key Assumptions Check are all SATs presented in Heuer and Pherson's book. For more information, feel free to reach out to Professor Craig Nazareth or enroll in INTV 326!

Beijing and Washington are on the cusp of even greater tension in 2023 with respect to Taiwan and United States freedom of navigation in the South China Seas and the Taiwan Strait. Given this environment, students should pay attention to the evolving security situation. We charge students to reflect on these readings and to apply the skills they learn in our programs to advance not only national security but personal and corporate security- no matter what career they find themselves in.

CHINA/TAIWAN RELATIONS

Why China-Taiwan Relations Are So Tense

Taiwan: Political and Security Issues

Fact Sheet: U.S. Relations With Taiwan

Executive Summary: An American Perspective on the Role of Taiwan in US-China Relations

Article: The World According to Xi Jinping

Taiwan and Cross-Strait Relations: Policy Solutions and In-depth Analysis of the Complex Relationship between Mainland China and Taiwan

Podcast: The Taiwan Take

Podcast: China in the World

Podcast (Fresh Air) : 'Danger Zone' author warns of growing tension between China and the U.S.

"Y Q B   R E V C   E Z   A

R T Z K S B."

-Robert Wilson,
Director/Playwright, American Theater

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CLUSTERING ILLUSION

A **clustering Illusion** is a cognitive bias where one sees patterns or "clusters" in random information where none exists. Think about a time when you looked up at the clouds in the sky and saw the shape of a person, animal, or structure. At this moment, you are experiencing a clustering illusion. Two prominent psychologists, Daniel Kahneman and Amos Tversky, state that clustering illusion derives from events of what is known as representativeness heuristic - a cognitive phenomenon where humans instinctively try to find relations to unfamiliar things by equating them to items that are more familiar (e.g., people, places, thoughts, etc.). Humans often try to draw from their own experiences when making decisions, assumptions, or conclusions to solve a given problem.

Intelligence analysts could fall victim to this bias, given they are in the business of developing and investigating patterns more than most. However, analysts must never attempt to develop reporting based on small clusters of information. Information alone does not serve well as pieces of intelligence.

So, how can you "check yourself" from the traps of clustering illusion? Do this:

Let the intelligence speak for itself. Let the intelligence speak for itself. Never make intelligence assessments based on limited intelligence sources. Fuse other available and reliable data with other intelligence disciplines to strengthen your findings (SIGINT, HUMINT, GEOINT, MASINT, etc.).

Be critical of your analysis and use SATs. Be critical of your analysis and use SATs. Approach your research with a fair amount of skepticism. Ask questions, and look for new ways to critique your findings. Ask your peers to provide feedback. Take advantage of structured analytic techniques to process your thoughts before making any final assessments.

MESSAGE FROM YOUR ACADEMIC ADVISOR

Enrollment for Spring 2023 is opening soon. 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

FALL 2022

SEVEN WEEK - FIRST

CAT#	COURSE	PROFESSOR
INTV305	Introduction to IIO	Phillippi, Emilee
INTV326	Introductory Methods of Intelligence Analysis	Nazareth, Craig Tortorici, Patrick
INTV350	Intelligence Collection	Nazareth, Craig
INTV353	Geospatial Intelligence	Zsambok, Billy
INTV377	Psychological Operations	Hilliard, Christopher
INTV459	Intelligence, Surveillance, and Reconnaissance Synchronization	Wisecup, Tyler

SEVEN WEEK - SECOND

CAT#	COURSE	PROFESSOR
CYBV450*	Information Warfare	Benson, Michael
INTV305	Introduction to IIO	Phillippi, Emilee
INTV314	National Security Policy	Nurullayev, Dmitriy
INTV326	Introductory Methods of Intelligence Analysis	Bradberry, David
INTV350	Intelligence Collection	Nazareth, Craig Hilliard, Christopher
INTV401	Introduction to Law Enforcement Intelligence	Tortorici, Patrick
INTV455	Target-Centric Analysis	Nazareth, Craig
INTV459	Intelligence, Surveillance, and Reconnaissance Synchronization	Wisecup, Tyler

15 WEEK

CAT#	COURSE	PROFESSOR
INTV498	Senior Capstone in IIO	Hilliard, Christopher

* Courses offered as electives

COURSE SCHEDULE

SPRING 2023

SEVEN WEEK - FIRST

CAT#	COURSE	PROFESSOR
CYBV354*	Principles of Open Source Intelligence	Hetherington, Cynthia Mccary, John
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: Ukraine War	Hilliard, Christopher

SEVEN WEEK - SECOND

CAT#	COURSE	PROFESSOR
CYBV351*	Signals Intelligence and Electronic Warfare	Cota, Casey
CYBV354*	Principles of Open Source Intelligence	Hetherington, Cynthia
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	Intro 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: Ukraine War	Hilliard Christopher
INTV496	Special Topics in IIO: Transnational Crime and Human Trafficking	Pinnow, Jennifer

15 WEEK

CAT#	COURSE	PROFESSOR
INTV496	Special Topics in IIO: Study Abroad	Tortorici, Patrick
INTV498	Senior Capstone in IIO	Hilliard, Christopher

* Courses offered as electives

INTV 496 Special Topics in Intelligence and Information Operations (Ukraine War)

Offering an in-depth examination of the causes, impacts, and next steps of the war in Ukraine, INTV 496 is a 7.5-week online course available in Spring 2023. Students in any major are welcome. Students will use analytic formats like Intelligence Preparation of the Operating Environment (IPOE) to organize their investigation of the setting, participants, effects, and possible outcomes of the war in Ukraine. We'll have weekly discussions via Zoom. Guest speakers from the U.S. Intelligence Community will add their perspectives to some of our discussions. Students will conduct research, reach conclusions, and present their ideas as short briefings.

How to Enroll: Enrollment is limited to **20** students, and the course is open to all students at CAST. Priority Registration for Spring 2023 begins on Monday, Oct. 31. Contact your advisor if you're interested in this opportunity.

Class Dates: Spring 23 (Jan. 11 to March 3 and March 13 to May 3).

INTV 496
Special Topics in IIO - Transnational Crime and Human Trafficking

Do you want to better understand Transnational Crime and Human Smuggling? Join other curious students taking INTV 496 Special Topics in Intelligence and Information Operations (Transnational Crime & Human Smuggling), an in-depth examination of the causes, impacts, and mitigation opportunities for this fascinating subject. INTV 496 is a 7.5-week online course available in Spring semester 2023. 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.

Enrollment is limited to 20 students. Contact your advisor if you're interested in this opportunity.

COURSE HIGHLIGHTS

INTV 401 Introduction to Law Enforcement Intelligence

INTV 401 "Introduction to Law Enforcement Intelligence'" 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 , 2022), 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

WHAT LETTER REPLACES THE QUESTION MARK?

5	2	3	4
1	H	I	2
8	Q	?	9
7	2	6	7
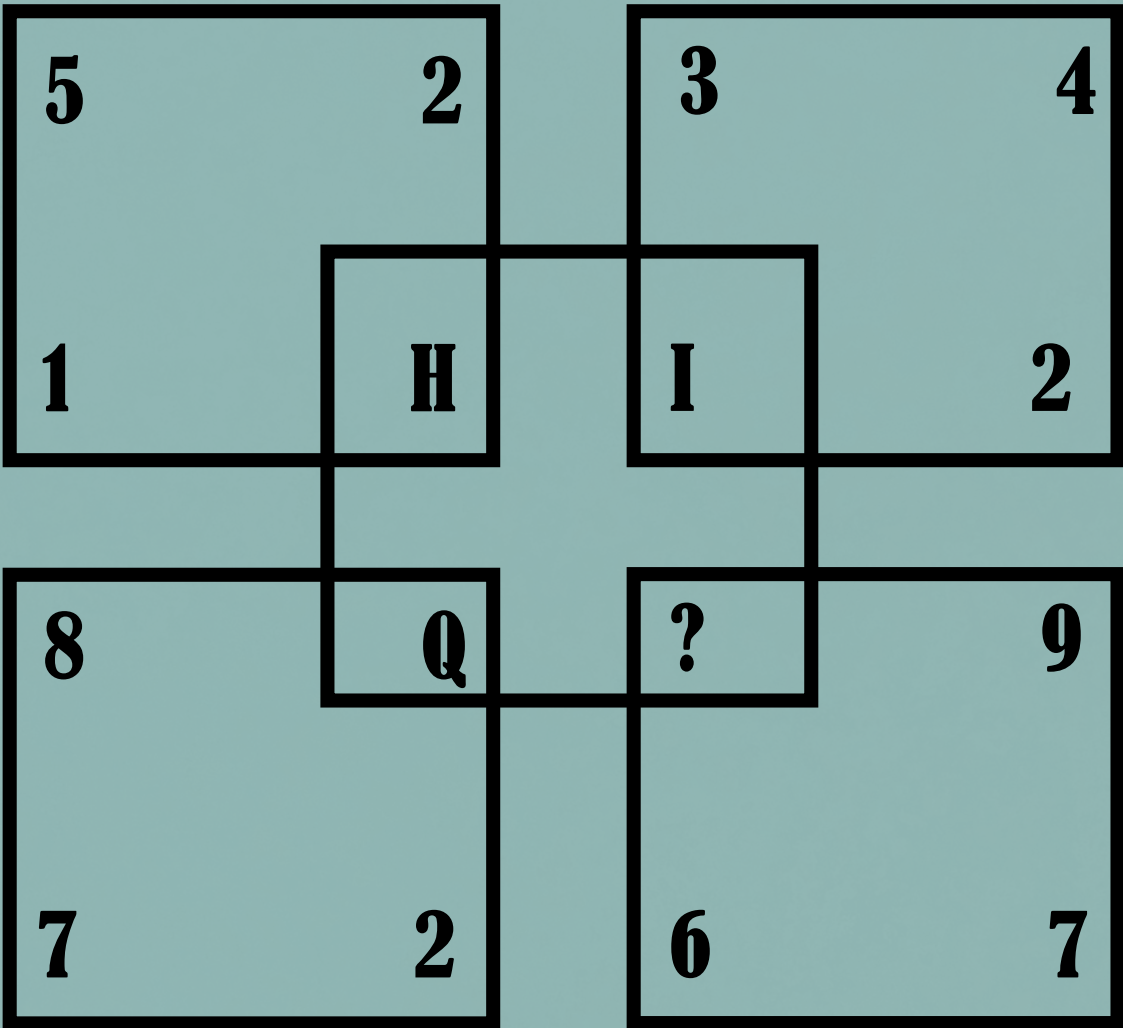
Women in Cybersecurity

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?

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EMAIL: DALHARTHI@ARIZONA.EDU

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

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

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

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 Analysis Development Program (IADP) - Entry to Mid level (MD, TX, GA, CO, UT, HI)
National Security Agency
Job Location: (NSA-Washington)
Pay Plan: GG
Open: 2022-07-01 – 2022-12-10
Job Posting

Cryptanalysis Development Program (CADP) - Entry to Experienced Level
National Security Agency
Job Location: All NSA Locations
Pay Plan: GG
Open: 2022-07-01 – 2022-12-01
Job Posting

GEOINT Hybrid Analyst
National Security Agency
Job Location: Charlottesville, VA
Pay Plan: IA
Open: 2022-10-11 – 2022-10-22
Job Posting

Student Trainee (CBP Technician)
US Customs and Border Protection
Job Location: Tucson, AZ
Pay Plan: GS
Open: 2022-1-19 – 2022-10-25
Job Posting

Counterintelligence Trainer Developer
Jacobs
Location: Fort Huachuca, AZ
Pay Plan: N/A
Open: 2022-10-01 – TBD
Job Posting

Threat Intelligence Analyst
Raytheon Missiles & Defense
Location: Tucson, AZ
Open: 2022-10-01 – 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: "The mind is a muscle."*

Logic Lounge: Q *(Add the three numbers in each square together giving the numerical value of the letter at the center of each square.)*

ii Handshake

Talent, Meet Opportunity.

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

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

Get connected. Build social networks with peers for tips to land your desired job or internship.
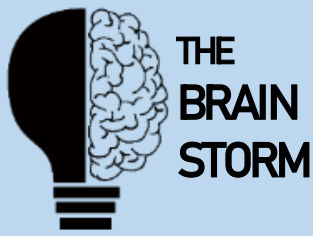
Get involved and make an impact. Discover on-campus and virtual career-focused training events.

arizona.joinhandshake.com
login with your NetID and password

THE UNIVERSITY
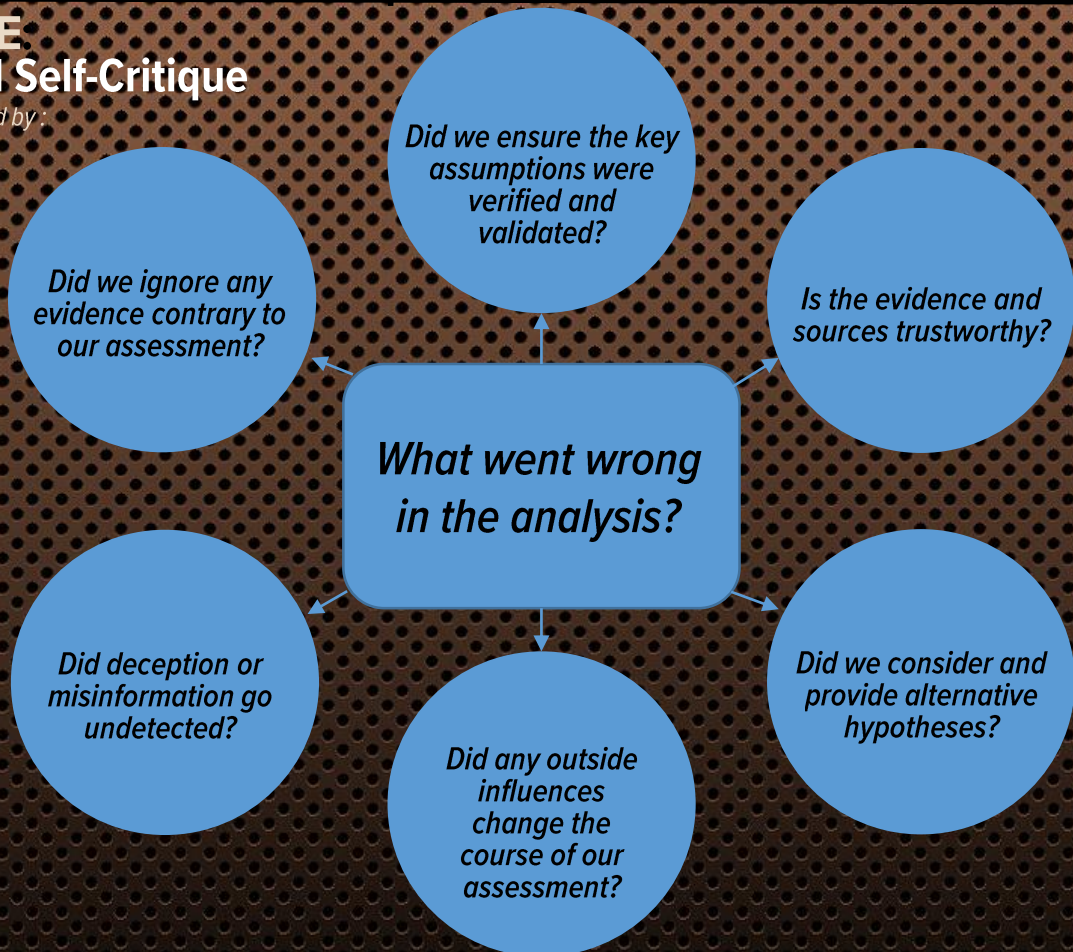OF ARIZONA

THE BRAIN STORM

PREMORTEM ANALYSIS

Premortem Analysis is helpful for analysts to identify strengths and weaknesses in intelligence analysis before making final reportable assessments. It is beneficial to detect any potential flaws in your research by double-checking your evidence, sources, and hypotheses in a structured way. This helps to mitigate any likelihood of any potential intelligence surprises based on your reporting.

When to Use It: Premortem Analysis is most effective right before an analyst determines any conclusive analytical assessments. Analysts are more likely to support critique of their findings before deciding a final judgment than afterward. Take advantage of the opportunity to critique your analysis as an exercise to strengthen the conclusions of your findings.

How to Do It: 1. Open yourself to critique your analysis objectively. **2.** Begin to develop questions by asking a leading question: "What could have gone wrong in the analysis process?" **3.** Branch off the lead question, and develop sub-questions critiquing your sources, key assumptions, hypotheses, or unforeseen circumstances **4.** Answer each of your sub-questions by checking each component in your research. **5.** Make a final assessment after investigating all factors.

EXAMPLE
Structured Self-Critique

Framework adapted by : Pherson Associates, LLC, 2022.

Did we ensure the key assumptions were verified and validated?

Did we ignore any evidence contrary to our assessment?

Is the evidence and sources trustworthy?

What went wrong in the analysis?

Did deception or misinformation go undetected?

Did any outside influences change the course of our assessment?

Did we consider and provide alternative hypotheses?

DEAD DROP

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

College of Applied
Science & Technology

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