

EARLY CAREERS OPPORTUNITIES

Once you've reflected on your strengths and identified which roles you want to apply for, put some time in the diary to start drafting your application. There are so many ways you can join the Intelligence Agencies, so we've made it easier for you by choosing three fantastically rewarding early careers roles that are either open now or coming soon. We hope there's something that piques your interest!

Read on to find out more about these opportunities, what skills you'll need and how your career could progress.

CONNOR

LANGUAGE TALENT PROGRAMME STUDENT

“I would definitely recommend the Language Talent Programme to anyone who is looking to develop their language skills. You get to work with so many talented Language Specialists on real-world projects, and I have learnt so much; I'm so pleased I applied.”



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LYDIA

INTELLIGENCE OFFICER



“I love being at the centre of a team, working towards a common goal. The Intelligence Officer Development Programme is perfect for learning how to do that at MI5, putting my skills into practice as a future Intelligence Officer.”

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BENJAMIN

BUSINESS ENABLER

“I joined the office as a Business Enabler in a recruitment team, where I run recruitment campaigns. I absolutely love my job and am looking forward to where the opportunities of being a Business Enabler will take me within the organisation; there's no limitations to success in this role.”



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INTELLIGENCE OFFICER DEVELOPMENT PROGRAMME

Agency: MI5

Location: London

Eligibility criteria: To be eligible to apply for this role you need to be;

- 18 years of age or over
- A UK resident
- A British citizen or hold dual British nationality
- Commutable distance from London

APPLY NOW >

THE ROLE:

The Intelligence Officer Development Programme gives you the skills you need to launch your career as an Intelligence Officer. As an Intelligence Officer your role will be about driving investigations forward; you'll set strategies, collaborate with colleagues, make evidence-based recommendations and assess information detailing threats to the UK.

You'll work with some fascinating teams, giving you a breadth of experience and knowledge that extends all the way through both the UK's Intelligence Agencies and wider government.

ABOUT YOU:

You'll either have or be expected to get a 2:2 degree or higher in any subject, or you'll have work experience that's given you the key skills and qualities you need to do the role.

You'll be naturally curious, have strong written and verbal communication skills,

and enjoy working collaboratively, with good attention to detail. You'll also be comfortable using your own judgement and making decisions.

TRAINING AND DEVELOPMENT:

The Intelligence Officer Development Programme includes an initial posting to help you learn about our work at MI5 and how we build the overall intelligence picture. Once completed, you'll move onto our 12-week Investigative Skills Training course where you will be trained in the practical skills you need to work in intelligence. Through a combination of classroom-based sessions and on-the-job training, you'll gain an accreditation enabling you to advance into your first Intelligence Officer role.

CAREER DEVELOPMENT:

Once you've completed the programme, you'll spend a minimum of two years putting your new skills into action with real

mission work, working on investigations that have a direct impact on National Security. If you're ready, there's also the potential to apply for promotion during your first Intelligence Officer role.



BUSINESS ENABLERS

Agency: MI5

Location: London, Cheltenham & Manchester

Eligibility criteria: To be eligible to apply for this role you need to be;

- 18 years of age or over
- A UK resident
- A British citizen or hold dual British nationality
- Commutable distance from London, Cheltenham or Manchester

APPLY NOW >

THE ROLE:

Being a Business Enabler at MI5 means you'll be at the heart of what we do. The support you give in one of our many mission enabling positions will help the wider intelligence business work smoothly, while giving you lots of interesting insights.

If you apply for London, you might be based in one of a variety of areas like: Finance, Legal, Information Management, HR, Project Management, Compliance, Recruitment, Policy, or Data Management. If you apply for Cheltenham, you can expect to work in areas such as Commercial, Audit, Vetting or Finance. And if you apply for Manchester you can expect to work in areas such as Recruitment or Vetting.

ABOUT YOU:

To join, you'll have, or be expected to get a 2:2 degree or higher in any subject, or you'll have work experience where you have developed the skills and qualities that will be crucial for success in this role.

You'll be able to communicate effectively, establish productive working relationships, work well in a team and be adaptable to new working environments. We are also looking for someone with great organisational skills, attention to detail, and a confident decision maker.

TRAINING AND DEVELOPMENT:

You'll enjoy varied work in a supportive and encouraging environment that puts the emphasis on teamwork. You'll get lots of dedicated support when you join. With an induction and your own mentor, you'll quickly get to grips with everything and have a friendly face to help you settle in.

CAREER PROGRESSION:

Your first post will typically last for a minimum of two years in a particular role, to help you to gain a breadth of experience, build relationships and develop detailed knowledge in one specific area of our organisation. After that, you'll take full control of your career as you can apply for a range of roles across MI5.



LANGUAGE TALENT PROGRAMME

Agency: MI5 & GCHQ

Location: London, Manchester & Cheltenham

Eligibility criteria: To be eligible to apply for this role you need to be;

- 18 years of age or over
- A UK resident
- A British citizen or hold dual British nationality
- Commutable distance from London, Cheltenham or Manchester

APPLY NOW >

THE ROLE:

The Language Talent Programme is an 11-week paid programme where you'll use your Mandarin or Russian language skills and gain a unique experience within the Intelligence Agencies. You'll play a key part in our mission as you work on a real project alongside our language colleagues.

From analysing, transcribing and translating foreign language materials to using bespoke tools and techniques, you'll assess data for intelligence value, help draft reports, conduct useful research, provide colleagues with key information and deliver briefings.

At MI5, you'll be in London where the course is for Mandarin speakers only. At GCHQ, you can bring either your Mandarin or Russian language skills to the organisation, and you'll be based out of Cheltenham or Manchester.

ABOUT YOU:

To apply, you'll need to be an undergraduate in your final year of university studying Mandarin or Russian – or have graduated in the last three years from when you apply, with a 2:2 degree or higher in Mandarin or Russian languages. You'll have a genuine interest in developing a career in languages, and be adaptable, dedicated, and always keen to use your language skills.

TRAINING AND DEVELOPMENT:

From day one you'll receive dedicated support, with a comprehensive training and development package to further your language and analytical abilities. With guidance from trained professionals and mentors, you'll learn every day as you work in a team of friendly, welcoming experts.

CAREER PROGRESSION:

At the end of the scheme, you'll have the opportunity to apply for a permanent position as a Language Specialist – subject to current vacancies.

