



FBI SURVEILLANCE PROFESSIONALS: An Inside Look

As the eyes and ears of the Federal Bureau of Investigation (FBI), Surveillance professionals work with Special Agents to discreetly gather intelligence in support of ongoing counterterrorism, foreign counterintelligence and criminal investigations.

FBI Surveillance professionals understand the work environment can be challenging. They must be willing to meet requirements including: fulfilling long work assignments any day of the week; establishing familiarity with subjects; training in covert techniques; following up on cases to support continuing investigations; working with photography and other electronic equipment; and documenting all activities of subjects, locations and physical conditions without detection.

Supplying a Constant Stream of Intelligence

Despite the many resources the FBI has at its disposal, including electronic, GPS tracking and satellite surveillance, human surveillance operations rely on a variety of intricate maneuvers to obtain valuable, detailed intelligence.

This includes blending in seamlessly within crowds, exhibiting considerable patience and maintaining exceptional attention to detail, as well as remaining attentive throughout long periods of inactivity.

All in a Day's Work

Surveillance professionals must bring a high degree of professionalism, adaptability, patience and focus to their work every day.

- » Planning and implementing surveillance operations.
- » Covertly establishing either mobile or fixed surveillance posts.
- » Monitoring all communications between targets.
- » Being prepared for continuous watch at all times of the day and in all physical conditions.
- » Taking photographs, videos, sound recordings and other types of electronic surveillance for analysis and admission into a legal proceeding.
- » Analyzing intelligence and distributing information to the appropriate FBI personnel.
- » Maintaining a high level of attentiveness and professional performance during extended surveillance operations.



Help Behind the Scenes

Surveillance professionals utilized clandestine techniques to support investigations in the following notable U.S. espionage cases:



February 1994 Former CIA Officer Aldrich Ames and his wife Rosario were arrested by the FBI and accused of spying for the Soviet Union and later, Russia. It is estimated that Ames received approximately \$2.5 million from Russia and the Soviet Union for his years of spying. Ames received life in prison without the possibility of parole and his wife received 63 months in prison.

December 1996 Former FBI Agent Earl Pitts was arrested by the FBI and charged with conspiring and attempting to commit espionage for Russia and the former Soviet Union. He received in excess of \$224,000 for his years of spying; the sentencing judge noted Pitts's actions as "the most egregious abuse of trust." Pitts was sentenced to 27 years in prison.

February 2001 Former FBI Agent Robert Hanssen was arrested by the FBI and accused of spying for the Soviet Union and subsequently, Russia. Hanssen received approximately \$600,000 from the Soviet Union for spying. His actions were labeled as causing "megaton damage." Hanssen was sentenced to life in prison without the possibility of parole.

September 2001 Former DIA Analyst Ana Montes was arrested by the FBI and accused of conspiracy to deliver defense information to Cuba. She attributed her act of espionage to political ideology; thus, she received nominal financial payments from Cuba. Montes was sentenced to 25 years in prison.



Becoming an FBI Surveillance Professional Takes Dedication

The role of an FBI Surveillance professional is a demanding and rewarding job and requires stringent entry qualifications. Those who complete the process become part of an elite team that assists to preserve national security.

Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top-Secret Clearance.
- » Possess a valid driver's license.
- » Meet all educational requirements.

In addition, successful candidates for surveillance roles must have 20/20 corrected vision in one eye and no less than 20/40 in the other eye. In addition to a color vision test, the candidate must pass a hearing exam.

Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

OUR core VALUES:

Rigorous Obedience to the Constitution

Respect

Compassion

Fairness

Integrity

Accountability

Leadership

Diversity

Applicant Process

If you're inspired by our mission, here's what you need to know about the application process:

STEP 1 INFORM & APPLY

Visit FBIJobs.gov to view careers and open positions.

STEP 2 TESTING

The hiring process varies depending on the job and can take a year or more.

STEP 3 CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.

STEP 4 FINAL JOB OFFER & ONBOARDING

Once accepted, all employees attend the FBI Academy in Quantico, VA, for a short new employee introduction course. Employees may remain at Quantico for job-related training.

