



FBI VICTIM SPECIALISTS: An Inside Look

FBI Victim Specialists play important roles in supporting and assisting victims of crimes in navigating the aftermath of their experiences with dignity and resilience. Ensuring that crime victims are provided their rights, as well as the support, services and resources needed to recover from their experiences, is just one of many services Victim Specialists provide.

Victim Specialists assist people who have suffered direct or threatened physical, emotional, psychological or financial harm as a result of violent crime, crimes against children, domestic and international terrorism, civil rights violations, human trafficking crime, cybercrime, white-collar crime and/or fraud. These services include crisis intervention directed toward de-escalating a situation, establishing physical and emotional safety, providing concrete/basic needs services, identifying emergency needs and reinforcing the victim's ability to make choices regarding possible courses of action.

Beyond offering emotional support, Victim Specialists provide information on victimization, crime prevention, legal rights and protections, the criminal justice process and referrals for services.

People Skills Required

It's imperative that Victim Specialists have experience in establishing and maintaining effective relationships with persons of different cultures, ethnicities and socio-economic status, as well as a variety of personnel in varying positions both internal and external to the FBI. Preferred skills include the ability to speak another language, as well as provide direct services to victims of violent crimes and Indian Country victims.

Specialized Experience

Applicants must have specialized experience in victim assistance, demonstrating a minimum of three years full-time experience providing direct victim services, including working within a law enforcement agency, system-based government agency (e.g., District Attorney/Prosecutor's Office, Child and Family Services, etc.) or nongovernment agency. Victim Specialists often receive additional training on the specific knowledge and skills needed for the job. Travel is required for program and victim assistance, special deployment and/or conferences and training.

This position has an on-call, 24/7 requirement; responding after hours and on weekends as necessary.

To ensure that Victim Specialists maintain their effectiveness and safety, all are required to participate in an operational and psychological screening assessment and evaluation on a regular basis, and must pass this screening to retain their position. The assessment is intended to proactively assess, monitor and support the well-being and resilience of FBI employees engaged in the provision of services to victims, and who are at risk for experiencing significant levels of distress as the result of intensive and/or ongoing exposure to the trauma of others. The goal is to identify issues and concerns before they begin to negatively impact the FBI's mission or impair the employee's personal life, workplace performance, attendance or the safety of the employee or others.

Recruitment incentives may be available for select candidates on a case-by-case basis. Candidates must sign a service agreement to remain in the location/position for a designated period of time; a proof of change of residency may be required for relocation purposes.

Work of a Sensitive Nature

FBI Victim Specialists must have experience in and demonstrate an ability to:

-  Respond to crime scenes to assess, triage and provide direct, in-person, crisis-intervention services.
-  Refer victims for assistance with counseling, employment, housing, immigration, medical and legal services.
-  Maintain relationships with local, state and federal agencies to ensure adequate resources.

 Identify, develop and maintain emergency and follow-up resources within the community, state and/or federal arena.

 Communicate effectively both orally and in writing to make presentations and prepare clear, comprehensive and concise documents and reports.

 Coordinate forensic interviews and sexual assault examinations.

 Serve as an advocate for victims of crime by offering emotional support and maintaining the highest levels of confidentiality.

 Treat all individuals with patience, sensitivity, respect and dignity.



OUR core VALUES:

Rigorous Obedience to the Constitution of the United States

Respect

Compassion

Fairness

Integrity

Accountability

Leadership

Diversity

Becoming an FBI Victim Specialist Takes Dedication

The role of an FBI Victim Specialist is a demanding and rewarding job and requires stringent entry qualifications. Those who complete the process become part of an elite team that keeps our country safe.

Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top Secret SCI (Sensitive Compartmented Information) Clearance.
- » Possess a valid driver's license.
- » Possess a bachelor's degree or higher from a U.S. accredited college/university in a social or behavioral science discipline to include, but not limited to: Criminal Justice, Social Work, Human Services, Psychology, Sociology, Victimology and/or Gender and Women Studies.
- » Have three years of direct service experience.
- » Pass an FBI polygraph examination.

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.

Applicant Process

If you are inspired by our mission, here's what you should know about the Victim Specialist application process:

STEP 1 > INFORM & APPLY

Visit [FBIJobs.gov](https://www.fbi.gov/jobs) to view careers and open positions.

STEP 2 > INTERVIEW & SELECTION

Be aware that the hiring process can take a year or more.

STEP 3 > CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, you will undergo an extensive 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 AND ONBOARDING

Once accepted, attend onboarding and training at the FBI Academy in Quantico, VA.

