Developers

Analysts

Information Assurance

# COMPLEX CHALLENGES.
## *Unique opportunities.*

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Engineers

**GCHQ**

Make a complex world yours

Apprentices

Cyber and Technical Operations

# TACKLING THE COMPLEX SECURITY CHALLENGES OF THE DIGITAL AGE.

In the digital age the UK faces unprecedented technological opportunities and threats. The internet is part of everyday life, offering both benefits and threats. As the UK government's Security and Intelligence Agency, GCHQ is dedicated to protecting the UK's people, businesses and interests in the cyber age. Using our technical knowledge and expertise, we build systems and analyse data to provide intelligence, protect information and inform relevant policy to keep UK society safe, secure and successful.

Our complex, technically challenging work requires a variety of people. People who enjoy tackling interesting and varied projects. People with the creative intellect and energy to develop unique solutions. And people who are committed to safeguarding existing systems and protecting against evolving threats.

Join us and you'll be helping to combat cyber criminals, terrorists, hackers, fraudsters and organised criminal gangs as they adopt ever more sophisticated technology. Working in an environment that recognises people's strengths, respects their expertise and encourages the constant sharing of knowledge and ideas, you'll find an atmosphere designed to encourage open minds and attitudes.

# INTELLIGENCE APPLIES TO EVERYTHING WE DO.

To protect the UK we need people who are constantly at their best. This means that whether you're based in our Cheltenham headquarters, or in one of our other offices in Bude, Harrogate and Scarborough, you'll find an environment that encourages you to expand your skills and further your knowledge. As well as extensive training and development, you'll enjoy the flexibility to explore different roles.

You'll benefit from extensive learning and development in new tools and technologies to support your specific role. You'll also be encouraged to explore new opportunities in different areas of GCHQ, supported by appropriate training. With a welfare and benefits structure that encourages both personal and professional development, you'll be able to build a long, rewarding and varied career.

# THE VARIETY OF OUR WORK REQUIRES A UNIQUE RANGE OF SKILLS.

We offer the kind of opportunities you simply won't find anywhere else, whether you're an experienced professional or just starting out in your career. Take a look at the different career options at GCHQ.

## Network Security Specialists

We gather intelligence and explore new opportunities in internet technologies to stay one step ahead of computer criminals and terrorists. Our teams invent new solutions, advance technologies and constantly challenge what's possible. Join us and you'll enjoy the scope to find innovative, hands-on solutions to meet our immediate business needs, while also sustaining our long-term capabilities.

## Maths & Cryptography

Our mathematicians influence decisions made by government, the armed forces and law enforcement agencies. Applying mathematical expertise to underpin our technical capability, they use some of Europe's most powerful computers and apply their analytical skills in areas such as large datasets, cryptography, internet security and mobile communications.

## Advanced Technology Research (ATR)

Combining deep research skills and technological ingenuity, our ATR teams recognise and counter the threats the UK faces, and capitalise on any opportunities. It's pioneering, collaborative work that involves taking to bits, understanding and re-using ideas, capabilities and systems in new ways. So, while extensive technical skills are useful, you'll need the ability to learn new skills quickly.

## Technology & Engineering

Our engineers and technologists tackle major technical challenges every day, as they acquire, process, analyse and present huge volumes of diverse data so our intelligence and security analysts can do their jobs effectively. This involves using a range of sophisticated software, hardware and IT systems to design and build everything from critical enhancements in response to world events, to brand new systems.

## Information Assurance (IA)

IA provides world class advice and consultancy services to a variety of government and industry customers all over the world. We focus on helping ensure that the technologies used across the UK protect the information they carry. It's complex, challenging and high profile work, keeping critical IT infrastructure, data, systems and communications safe and secure against a variety of threats.

## Language Analysts

The threats we face come in a variety of languages. So our language analysts use their expert skills every day, applying their deep knowledge of specific languages to piece together snippets of information collected from a variety of digital communication sources. Their work gives us invaluable insights into what's happening, where and when, across the world.

## IT Services

We deliver the infrastructure that GCHQ needs to meet constantly changing business demands. This involves developing healthy partnerships across GCHQ, as well as the IT industry, partner agencies and academia to provide efficient, affordable and innovative solutions that meet business needs. It's about using our expert knowledge of technology, opportunities and the mission, while balancing stability with agility, to meet the needs of the mission.

## Analysts

Our analysts use a variety of skills to evaluate the information that comes into GCHQ from around the world, produce reports and advise customers such as government departments and law enforcement agencies. Using their technical knowledge, they apply a number of different tools to produce results that help to protect the UK's security and economic well-being.

## Corporate Services

The people in our support teams, from Procurement & Purchasing to Audit and Finance, Vetting and Administration, enjoy a unique variety of opportunities. Whatever your specialism, you'll develop your skills, support our operations and help us to overcome a range of challenges to protect the safety and security of the UK.

## Project Management

We're a project-led business, and our diverse project environment will expose you to new and interesting challenges, while testing and developing the full extent of your skills. You'll manage a wide range of projects through the full lifecycle, from planning to implementation, for a variety of stakeholders. In fact, it's almost certain that you won't manage the same kind of project more than once.

## Information Management

Information is the lifeblood of our organisation, so we value people who can develop intelligent and innovative approaches to ensure it's managed, protected and exploited effectively. Join us and you'll work at the cutting edge of information management, using your technical skills, scientific understanding or information management knowledge on a range of projects.

## Apprentices, Students & Graduates

On our Higher Apprenticeship scheme, you'll gain experience of a variety of technology and the innovative ways we use it. If you're a student at university, our summer scheme and year-long industrial placements offer unparalleled research, development or project experience. And if you've completed your degree, we recruit graduates into all our business areas and sometimes run a specific graduate leadership development scheme (GLDS), depending on business needs.

## Ex-GCHQ, Civil Service & Military

If you have experience of the military, or you've worked with us before, you'll discover new opportunities to apply your knowledge and build on your skills. You could be providing a vital link between military personnel out in the field and intelligence operations, or helping us to develop highly advanced technologies and find new ways of working with them. Whichever team you join, you'll play a significant role in our mission.

# THE RECUITMENT PROCESS.

Because of the nature of our work, we have stricter requirements in terms of nationality, residency and security than other Civil Service departments.

Our vetting process is rigorous, but fair, and is designed to clear you for Developed Vetting Security Clearance, which enables you to work with the security services. The process involves looking into your character, family history and personal circumstances, and to qualify, you must be over 18. The full vetting process can take up to nine months depending on circumstances, but you'll understand why it's so thorough when you join us.

If you apply to join us you should only discuss your application with your parents, siblings and partner.

# TO APPLY.

Whatever your skills, you'll find a challenging, stimulating and rewarding career at GCHQ. To find out more about our current opportunities, or to apply, go to **www.gchq-careers.co.uk**

GCHQ

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