



**SECURITY SERVICE
MI5**

CAREERS

66 LET'S TALK ABOUT MI5 CAREERS 99



66 WHO ARE MI5? 99

A lot of people have heard of MI5. But few know what we do. Some people don't even think we're real! Which is awkward. It's our mission **to keep the country safe**. It's a big mission. Which is why we have around 4,000 people who cover an amazingly diverse set of roles.

As you can probably imagine, there are a tonne of myths about working here. And while we don't have the room to bust them all (we'd need a much bigger booklet for that), we can clear a few things up now. You don't need to come from a 'top' university to join us – you just need a 2:2 in any discipline and a good work ethic. Some students have also mentioned our long hours. Which is surprising, as we actually have a really positive work-life balance. And while you can't tell anyone (except a close family member or partner) about working at MI5, a job here won't limit your future career options.

Training and development is important to us – we encourage people to move around the organisation and take on new opportunities. And, should the day come you decide to leave, that's ok. We'll make sure everything's in place so your CV doesn't have a black hole, and it still promotes all of the skills you picked up during your time with us.

Sound good? Well, go ahead and find out more about interesting, rewarding and exciting graduate careers.



SECURITY SERVICE
MI5



SECRET INTELLIGENCE
SERVICE MI6



GCHQ



See Alexis' story
by using the Snap code.

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**NOW I'M HERE - I JUST COULDN'T
IMAGINE DOING ANYTHING ELSE!**

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INTELLIGENCE OFFICER DEVELOPMENT PROGRAMME OR IODP



The Intelligence Officer Development Programme (or IODP as we like to call it) is an incredibly unique scheme. You'll get a tonne of support throughout your time with us, and work towards becoming a fully-fledged Intelligence Officer. It all starts with two one-year placements, or one two-year placement, in either **Policy, Digital Intelligence, Warrantry, Legal Casework** or **Analysis**.

Don't worry if you haven't got any relevant experience, we are interested in your inherent skills and aptitude.

Whatever you do, you'll immediately have an impact on the UK's safety. As time goes on, you'll gain more and more experience and responsibility. You'll also be part of a close-knit team, and get an incredible mix of challenge and support. Add our flexible approach to working, and you'll find yourself with a career that respects your life outside the office.

After those two years, you'll then take on the Foundation Investigative Training (FIT) course. This teaches you the knowledge and skills you need to become an Intelligence Officer. You'll then set investigative strategies, make recommendations, and collaborate with colleagues and the police to thwart threats. After this, you'll be deployed into a business-critical role within the wider IO family – using your experience to deliver effective results.

TECHNOLOGY GRADUATE DEVELOPMENT PROGRAMME OR TGD



For some people, tech is as much part of their lives as food and water. And it's playing an increasingly frontline role in safeguarding the nation. And at MI5, we use it to prevent terrorism, espionage and cyber-attacks.

That doesn't mean you have to be a technical prodigy to join our Technology Graduate Development Programme. After all, it's a development programme. So this is a chance to actually gain the skills, knowledge and experience to be an effective part of our technology workforce.

When you join, you'll be assigned to a specific role, based on what you'd prefer to do and your existing skills. These include:

- **Project Management**
- **IT Service Manager**
- **Information Architecture**
- **Business Analyst**

No matter what role you take on, you'll get involved in a range of work and develop relevant business and technical skills. In fact, your training will never stop, as you can attend courses that will help with your whole career. There are opportunities to get relevant qualifications, such as APM Introductory, PRINCE2 (Foundation and Practitioner) or ITIL.

Ultimately, we want you to reach your potential, so will give you every chance of doing just that. Which is why, even when the programme finishes, your development won't.

“
I NEVER THOUGHT I COULD
DO SOMETHING LIKE THIS.
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See Lily's story
by using the Snap code.

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THE FACT I DIDN'T HAVE LOADS OF
EXPERIENCE WASN'T A PROBLEM AT ALL.

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See Jasmine's story
by using the Snap code.

INTELLIGENCE AND DATA ANALYST DEVELOPMENT PROGRAMME OR IDADP



From social networking to emails and video calls, the world runs on data. On the Intelligence and Data Analyst Development Programme, you'll help us make sense of data to keep people safe. However, you don't need to come to us as an expert. You just need to have had some experience of using data to form sound conclusions. And as a uni student, you've probably already done that.

If you looked at survey results for an essay and noticed similarities within responses – that's data analysis. It doesn't matter what it was for, as long as you can identify trends in a series of data, you can do this.

The structured programme will provide everything else you need to start this exciting and rewarding career. You'll be at the heart of investigations, learning how to use advanced data analysis techniques. That way, you can supply vital intelligence that support our investigations. For example, an Intelligence Officer may come to you and ask who's using a certain device, where they are located, and what their activities are. Through sophisticated techniques and the latest bespoke technology, you'll combine your natural flair for spotting patterns with our training programme to find the answers.

As you progress through the programme, you'll then take on a three-year posting in a specific area, including:

- **Investigative teams**
- **Agent handling**
- **Surveillance and technical operations**
- **Strategic analysis and capability development**
- **Training and mentoring**

However you specialise, you'll be an exceptional part of our organisation.

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**I NOW HAVE SKILLS
I COULD USE AT LITERALLY
ANY ORGANISATION.**

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BUSINESS ENABLER ENTRY SCHEME OR BEES



See Nick's story
by using the Snap code.

While the work we do is incredibly unique, we still have normal business functions that every organisation needs to operate. On the Business Enabler Entry Scheme, or BEES (our favourite acronym), you'll develop a whole breadth of skills enabling you to deploy widely across the Service. Wherever you are posted, you will be vital to keeping the UK safe.

We'll start your development from the moment you join us. You will receive our standard induction course, and then get a chance to take on specific training for your business area.

It all starts with a corporate post, which will last around two-three years. After you've picked up a strong understanding of that area, you'll then get the chance to apply for a range of other corporate vacancies across M15. It's an ideal opportunity to boost your working experience by moving across departments. Alternatively, you could go on to specialise in an area such as Finance, HR, Legal or Security – based on how you want your career to progress. Alternatively, should you wish to retrain in another business area (such as investigations) after your initial posting there are opportunities to do so.

As with our other programmes, you only need a 2:2 to apply for the BEES. Because we care about how you developed as a person while at uni. It's about the strong organisational skills you picked up, as well as your eye for detail, and ability to work flexibly.



66 DIVERSITY 99

While a lot of people expect us all to wear trench coats, have big wigs and don fancy shades - we don't. Everyone's unique at MI5, and our people come from all walks of life. Because to truly protect society, we need to reflect it. Which is why diversity to us is more than just something we believe in – it's incredibly important to our success.

And we've worked hard to become more diverse. Around 40% of us are female, just over half are under 40 years old, and 3% of us have a disability. Every year, we proudly support Pride, and in 2019 we were included in Stonewall's Top 100 Employers list. And in the last couple of years, our work to improve diversity has been recognised from a range of different organisations. About 8% of our people come from Black or Ethnic Minority backgrounds. While this is better than where we've come from, we are determined to keep getting better. Internally, we are also passionate about creating an inclusive culture where people can flourish by being themselves. To help achieve this, we have a range of thriving diversity networks run by staff, and championed by all.

To learn more about diversity at MI5, visit MI5.gov.uk/careers/diversity



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To find out what else we've got to say,
visit www.MI5.gov.uk/careers

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