Intelligence & Data Analyst
Development Programme

London, UK

With people increasingly communicating through digital channels, data is becoming more important to helping us keep the country safe. As a result, we’re looking for graduates who can see patterns in complex sets of data to join our Intelligence and Data Development Programme (I&DADP).

The structured two-year programme is designed to cover the first part of the exciting and rewarding career of an Intelligence & Data Analyst. You’ll be placed at the heart of our investigations, learning how to use advanced data analytical techniques to provide vital intelligence.

By using the very latest technology and methods, you’ll answer critical questions such as “who is using this mobile phone?”, “where are they located?” and “what are their activities?”. At a tactical level, you could be uncovering and mapping communications networks, or analysing geolocation data. You’ll also work on more strategic projects, looking at trends across our investigations or improving our techniques. Throughout it all, you’ll know how to translate your findings to your non-technical colleagues in a way they can understand. After successfully completing the programme, you’ll become an Intelligence & Data Analyst, where you’ll move posts every three years to gain experience in multiple areas.

To apply, you’ll need a 2:2 degree or equivalent. Alternatively, you’ll have relevant full-time work experience. You’ll also need to prove you can interrogate large data sets, evaluate the reliability of your findings and communicate them clearly. You might have done this while at university, or picked it up during your time working in a similar career. Whatever your background, you’ll need to show your potential with evidence of analysing complex and varied sets of data and be comfortable working at a computer for long periods at a time.

The role is London based so applicants are advised to live within a commutable distance. However, during your career as an Intelligence Analyst, it is likely that you will be posted to one of our regional offices or Northern Ireland for a period of time.

Our graduate starting salaries are £30,062, rising to £32,499 after the first year.

Throughout our recruitment process, we’ll also assess your skills against the requirements of all our Intelligence Development Programmes. This increases your chances of securing an exciting and rewarding career with MI5. And it allows us to place our most talented candidates into the role that suits you best, maximising our capability to protect national security.

At MI5, we’re committed to creating a supportive and diverse work environment. Because of the intensive nature of our work, we encourage a healthy work-life balance and there’s an emphasis on self-development.
INTELLIGENCE AND DATA ANALYST POSTINGS

As you progress through the programme, you’ll be able to take on postings in a range of different areas.

Investigative teams
Most of our analysts work in partnership with investigative teams in international counter-terrorism, Northern Ireland-related terrorism or counter-intelligence. They work with investigators and answer questions to drive intelligence forward. For example, this could be identifying individuals of interest, means of communication or opportunities for disruption.

Agent handling
These analysts support agent handling operations in a number of areas, identifying targets for recruitment and validating agent reporting.

Surveillance and technical operations
The focus here is on supporting the planning of operational deployments and surveillance so we can improve the safety, efficiency and quality of our operations.

Strategic analysis and capability development
It's vital that we keep pace with technological developments, and this team drives our innovation and capabilities forward. The department’s experts specialise in areas such as geospatial data and digital intelligence.

Training and mentoring
We need to ensure that our analysts have the knowledge and skills to answer the many diverse questions we receive. This team sets new analysts on the right development pathway, explaining how analysis operates in MI5 and introducing our tools and techniques. Supporting the continuing development and expanding skills of experienced analysts is an increasingly important area too.

To view a day in the life of an Intelligence Analyst please click here for more information.

Recruitment Process
The first thing we will ask you to do is to complete our pre-screening questions. If you do meet these criteria we will then ask you to begin an application. The first step will require you to create a login. You can do this by providing your full name, email address and a memorable password. Once you have successfully created a personal account, you will be required to complete an initial application form which contains some initial eligibility questions.

If you meet the initial eligibility criteria you will be sent an e-mail asking you to take an online verbal reasoning test, which forms part of the formal assessment process. On receipt of this invitation e-mail, you will have up to one week to take the test. If you do not complete the test within this timeframe we will assume that you no longer wish to proceed with your application.
This test is designed to assess the key skill of reasoning with verbal information, which is essential for the role of an Intelligence Analyst in the Security Service. You will be given 25 minutes to complete the test and you will need to do this in one sitting.

If you pass the test, we will invite you to complete and submit our full application form. Our recruitment team will then complete an application sift. Successful applicants will be invited to participate in a telephone interview to check they have the skills and motivation to work for the Security Service.

Assuming you pass this interview, you will be invited to attend an assessment centre in London. This will be followed by a final selection interview and a security interview with a vetting officer.

The recruitment and vetting process can take around nine months to complete. If you are in the final year of your studies we advise you to apply now. During the recruitment process our recruitment team will give you further information about when you would be able to join.

**Eligibility Criteria**

To be eligible to apply, you must meet our residency criteria. You must be a born or naturalised British citizen and one of your parents must be a British citizen or have substantial ties to the UK.

Candidates must normally have been resident in the UK for nine out of the last 10 years. This is particularly important if you were born outside the UK. You will nonetheless be considered if you have, for example, served overseas with HM Forces or in some other official capacity as a representative of Her Majesty’s Government, studied abroad, or lived overseas with your parents.

Due to vetting requirements you will need to be 18 years old, or above, to apply.

Discretion is vital. You should not discuss your application, other than with your partner or a close family member.

The Security Service is committed to reflecting both equal opportunities and the society we protect.