

**Job Analysis - FBI Special Agent GL-10**

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February 9, 2026

**Abstract**

The job posting I have chosen to analyse is that of the FBI's "Special Agent GL-10". This is a mid to advanced level role within the field of cybersecurity. The purpose of the FBI itself is well-known, as described by their mission statement: "Our mission is to protect the American people and uphold the Constitution of the United States" (FBI, 2019). The job's required skills are those such as dependable judgment, resourcefulness, and versatility, as described in the job duties on external recruitment ads ([Indeed.com](https://www.indeed.com), 2026). On a deeper level, the ads both on the FBI's own application site and on external recruitment orgs describe the job in a way which suggests it is a mid-level stepping stone towards an expert level role; the FBI is an organization heavily entrenched in national security, and the job description states that both a bachelor's degree and at least two years of relevant work experience to even apply. Clearly, they are looking to develop professionals into the next generation of national security specialists.

**Body**

The job seems to be a type of contracted work, mostly based on the "special agent" terminology of the role. This seems like a role in which a professional is assigned to specific, expert-level tasks as needed by the FBI, rather than being an ongoing member of any specific site or team. The name of "special agent" as well as the code "GL-10" seem to indicate that this role will open opportunities for continued career advancement for a professional, so long as they are able to sustain their job responsibilities. Additionally, a top-secret clearance is required, which is a common requirement in government jobs. This ensures career flexibility.

The job lists several required skills. The top priority of which is listed first: "Gathering and analyzing information and data to make proper conclusions or decisions" (FBI, 2024). This is a

key skill in cybersecurity; the field is always growing and changing, with new threats coming to the forefront each year. As such, constant growth of knowledge and character are not a suggestion, but rather, a requirement as a cybersecurity professional. The next skill is solving problems based on vulnerabilities and risks. This is also a major facet of being a cybersecurity professional. Any real world work experience in this field will support a professional in applying and being recruited as an FBI cybersecurity agent. The third skill listed is organizing and prioritizing work assignments, indicating that the role will have multiple duties and the professional must make their best attempt at determining which tasks to complete in which order in order to maintain national security. Fourth is navigating complex and evolving environments, another general description of what a cybersecurity professional does in their occupation. Finally, the fifth skill described in the qualifications list on the FBI's job site is the ability to communicate orally as well as in writing in order to adequately present information to others, in the form of speech, reports, briefings or other information exchanges. All in all, the job requires basic cybersecurity skills in order to even apply, and promises to provide continued development of those skills as well as others. It is also evident that any additional training possessed by applicants will be useful, whether that is in the form of certificates like CompTIA Security+, or in prior work experience at other organizations. Interpersonal skills are also very important for any professional, especially those seeking to work with or for the FBI.

The current and future motivators for this organization are those of national security. The USA is a global leader in cybersecurity and cyber warfare. This means that we must continue to develop professionals in cybersecurity to ensure our own development does not fall behind that of the world at large, as cyber threats are constantly evolving, and so must our defense against

them. This job is not likely to disappear anytime soon, thus it is likely that this position will remain open for hire year after year.

As this job is not an entry level position, I see this more as a possible future career path than I do as a desired role. The field of cybersecurity is a difficult one to parse in terms of career path, with many college courses seeming to cover the same content and lack real world experience. Additionally, my internship through ODU does not seem very connected to cybersecurity, as it is rooted more in early education (in STEM subjects, which is somewhat relevant). While my internship is not cybersecurity specific, I do find it useful to learn ways to communicate information with less knowledgeable people, as I consider the ability to explain a subject thoroughly to be a great indicator of one's own knowledge. I am taking a course in digital forensics, which I believe will give me a better understanding of the responsibilities of this FBI role as well as whatever entry level role I end up taking post-graduation.

The culture of the role seems to be exceedingly professional and secretive, as many of the requirements aim to ensure applicants are dedicated and reliable, but it also requires a top secret clearance, which indicates that professionals in this role may not be able to freely discuss their duties. It does seem to promote interpersonal relations, with communication skills being explicitly listed within the Specialized Experience category on the application site (FBI, 2024). Additionally, the advert describes that applicants must be legally permitted to carry a firearm, must be older than 23 and younger than 37, and be able to pass a physical fitness test. This seems to promote a culture of health and adaptability - younger individuals tend to have the neuroplasticity and diligence to fulfill role requirements which may be everchanging.

While not explicitly mentioned between the application site, the FBI mission site, or the Indeed posting, a soft skill which is definitely required is the maintenance of a clean digital

footprint. This is indicated by the need for a top secret clearance, as one's digital footprint (posts, interactions, account history) will be a major factor in the government background check which is performed when seeking a clearance. The site makes me feel optimistic about a future in cybersecurity, but it is also rather daunting in that the requirements are strict and there are likely numerous applicants, so even at such a time as I would be qualified, I would not necessarily be a top-choice candidate for the role. The posting does not indicate how many of these agents are hired at any time, but it does seem to be a very selective role. An additional challenge not directly mentioned in the description of the role is the management of stress; any mistake as an FBI special agent in cybersecurity is likely to have major national security repercussions. As such, the job would be very stressful, and techniques would be important to develop in maintaining one's own mental health in order to prevent mistakes.

### **Conclusion**

This job posting is a very good look into the skills and roles of a mid to expert level cybersecurity professional. It highlights important skills for me to develop both in school and in my early career in order to ensure I have the skills and expertise to advance my career a few years down the road. This posting was a very interesting text to analyse, and has given me a great deal of pertinent information as I attempt to jumpstart my own career.

**Reference**

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