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Obtaining a Career with the Federal Bureau of Investigations (FBI)

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May 2021

Obtaining a Career with the Federal Bureau of Investigations (FBI)

The Federal Bureau of Investigation (FBI) is a federal agency that serves as the primary federal law enforcement agency in the United States. They also are responsible for domestic intelligence and security service. Reporting to the Director of National Intelligence and the Attorney General, they operate under the jurisdiction of the United States Department of Justice. Currently, the FBI has jurisdiction over violations of more than 200 classifications of federally illegal crimes (Federal Bureau of Investigation, 2020). The FBI headquarters is located in Washington, DC in the J. Edgar Hoover building. The FBI's current mission statement is to "Protect the American people and uphold the Constitution of the United States," which is stated on the FBI website. They are responsible for protecting the United States from terrorist attacks and against foreign intelligence operations, espionage and cyberattacks, as well as protecting civil rights. They combat major federal crimes, such as violent crime, major white-collar crime, significant cybercriminal activity, transnational criminal enterprises, and public corruption at all levels.

They were founded in 1908 as the Bureau of Investigation. This new agency began with only 34 employees, some of which were from the Secret Service, and was funded by the Department of Justice expense funds. Their first task was to prepare to enforce the new "White Slave Traffic Act" which was passed on June 25, 1910. Then in 1932 the bureau was renamed the United States Bureau of Investigation. In 1935, they finally became their own independent service under the Department of Justice and were renamed to the now present name of the Federal Bureau of Investigations or FBI.

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The current director of the FBI is Christopher Asher Wray. Wray joined the FBI as the director in 2017. His educational background is from Yale University where he received his bachelor degree and his Juris Doctorate. From 2003-2005, he served as an Assistant Attorney General in charge of the Criminal Division in George W. Bush's administration. Then in 2005, he was a litigation partner with the law firm King & Spalding until 2016 before he transitioned to his role in the FBI.

The FBI is divided into multiple branches which each focus on different goals and responsibilities of the FBI. The main branches of the FBI are the FBI Intelligence Branch, FBI National Security Branch, FBI Criminal, Cyber, Response, and Services Branch, FBI Science and Technology Branch, FBI Information and Technology Branch, and the FBI Human Resources Branch. The FBI Intelligence Branch focuses on counterintelligence, counterterrorism, weapons of mass destruction, and the terrorist screening test. The FBI National Security Branch contains the Directorate of Intelligence, Office of Partner Engagement and the Office of Private Sector. The FBI Criminal, Cyber, Response, and Services Branch are in charge of the Criminal Investigation Division, Cyber Division, Critical Incident Response Group, International Operation Division, and Victim Services Division. Under the FBI Science and Technology Branch lie the Operational Technology Division, Laboratory Division, Criminal Justice Information Services (CJIA) Division. There are various other branches under the FBI in order to allow each of them to focus on different aspects and responsibilities.

Hiring Process

The hiring process for the FBI is explained thoroughly on their website and explains each step of their process. Firstly, the applicant must submit an application through fbijobs.gov. This

application includes all necessary forms, such as school transcripts and resume. Secondly if the applicant passes the preliminary screenings, they will then be invited to take the Phase I test. This test is taken on a computer in a proctored environment. This test takes around 3 hours and is made up of five sections. These sections test "Logic-Based Reasoning, Figural Reasoning, Personality Assessment, Preferences and Interests and Situational Judgment." Those who receive a passing score will then receive an email to access and complete the "Required Information" part of their application. This section involves "Special Agent Physical Fitness Test (SA PFT) self-evaluation, Critical Skills and Self-Reported Language sections." Those applicants then move forward to Step 4 which involves an interview with the applicants PFO (Processing Field Office). During this interview one or more evaluators will conduct an in-person review of the candidate's application and verify all the information submitted. The competitiveness of the candidate will then be determined. This concludes Phase I of the hiring process. There is an average wait time of 23 weeks from Phase I to Phase II.

Phase II begins with Step 5 which involves a written assessment and then a structured interview led by a panel of three Special Agents. The results of Step 5 will then be available to the candidates within approximately two weeks after testing is completed. Those who advance past Phase II will then be required to pass the FBI Physical Fitness Test (PFT). This PFT is conducted at the candidate's local field office and led by trained FBI personnel. This PFT is required to be completed within a 14-day period of passing Phase II. The PFT includes: Maximum number of continuous sit ups in one minute, Timed 300-meter sprint, Maximum number of continuous pushups (untimed), and Timed 1.5-mile run (see tables below). Those interested in applying for the Tactical Recruitment Program must also perform Maximum number of pullups (untimed). Each event has strictly defined protocols in order to be scored.

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Candidates must score a total of at least 12 points to pass the PFT. However, they must score at least 1 point in each of the four events to qualify. Those who are applying for the Tactical Recruitment Program must score at least 20 points in total and score at least 1 point in each of the five events. Below are the tables explaining the scoring for each physical test depending on the gender of the candidate:

Table 1. Maximum number of continuous sit ups in one minute.

Score	Male Range	Female Range
-2	31 or less	29 or less
0	32-37	30-34
1	38	35-36
2	37-42	37-40
3	43-44	41-42
4	45-47	43-46
5	48-49	47-48
6	50-51	49-50
7	52-53	51-52
8	54-55	53-54

9	56-57	55-56
10	58 or more	57 or more

Table 2. Timed 300-meter sprint measured in seconds.

Score	Male Range	Female Range
-2	55.1s and over	67.5 and over
0	55-52.5s	67.4-65
1	52.4-51.1s	64.9-62.5
2	51-49.5s	62.4-60
3	49.4-48s	5909-57.5
4	47.9-46.1s	57.4-56
5	46-45s	55.9-54
6	44.9-44s	53.9-53
7	43.9-43s	52.9-52
8	42.9-42s	51.9-51
9	41.9-41s	50.9-50
10	40.9s or less	49.9 and below

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Table 3. Maximum number of continuous pushups (untimed).

Score	Male Range	Female Range
-2	19 or less	4 or less
0	20-29	5-13
1	30-32	14-18
2	33-39	19-21
3	40-43	22-26
4	44-49	27-29
5	50-53	30-32
6	54-56	33-35
7	57-60	36-38
8	61-64	39-41
9	65-70	42-44
10	71 or more	45 or more

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Table 4. Timed 1.5-mile run, in minutes and seconds.

Score	Male Range	Female Range
-2	13:30 and over	15:00 and over
0	13:29-12:25	14:59-14:0
1	12:24-12:15	13:59-13:35
2	12:14-11:35	13:34-13:00
3	11:34-11:10	12:59-12:30
4	11:09-10:35	12:29-11:57
5	10:34-10:15	11:56-11:35
6	10:14-9:55	11:34-11:15
7	9:54-9:35	11:14-11:06
8	9:34-9:20	11:05-10:45
9	9:19-9:00	10:44-10:35
10	8:59 and below	10:34 and below

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Table 5. Maximum number of pullups (only candidates in the Tactical Recruitment Program (TRP) will complete this event).

Score	Male Range	Female Range
0	0-1	0
1	2-3	1
2	4-5	2
3	6-7	3
4	8-9	4
5	10-11	5
6	12-13	6
7	14-15	7
8	16-17	8
9	18-19	9
10	20 or more	10 or more

Candidates who successfully pass Phase II and the official PFT will then move on to Step 7 and receive a Conditional Appointment Offer (CAO) within five days after passing their PFT. If the candidate accepts, Step 8 begins with a background investigation which is required in order for candidates to receive Top Secret Clearance. This investigation includes a Personal Security

Interview (PSI), polygraph examination, drug test, fingerprinting, medical examination, credit and arrest checks, interviews with associates, references, and verification of educational achievements. This process takes approximately six months to complete, however in some cases, it may take up to 18 months or more depending on where the applicant has traveled, lived, and or worked. The final step in the hiring process is being sent to the Basic Field Training Course (BFTC). Before being sent to BFTC, the candidate must pass another PFT no more than 60 days prior to the date they arrive at the FBI Academy in Quantico, VA. Assignment to the BFTC is based on the needs of the FBI. New Agent Trainees (NATs) are paid a salary for their time in the FBI Academy, however to become officially hired as FBI Special Agents, NATs are required to fully complete all portions of the BFTC. The BFTC lasts 19 weeks. After NATs successfully complete the BFTC, they officially join the FBI as Special Agents.

Once on the job, FBI special agents can qualify for additional training which may lead to promotion to senior managerial, supervisory, or executive positions. Promotion could advance agents to higher levels on the federal services pay scale and increase their annual base salary and availability pay.

Special Agent Promotions

The pay rate of FBI special agents is in accordance with the federal employee pay scale, known as the General Schedule (GS). When special agent cadets first enter the FBI Academy they begin at GS-10. Upon graduation, they can then be promoted to as high as the GS-13 as graduated Field Agents. In order for special agents to be promoted past GS-13, they need to be promoted into supervisory positions. The following pay rates were from 2017. Federal agents at the GS-11 pay scale earn a base salary ranging from $52,329 to $68,025, which depends on the

step the agent is on with each step worth $1,744. Agents on the GS-12 pay scale earn a base

salary ranging from $62,722 to $81,541, with each step worth $2,091. Agents on the GS-13 pay

scale earn a base salary ranging from $74,584 to $96,958, with each step worth $2,486.

Supervisors on the GS-14 pay scale earn a base salary ranging from $88,136 to $114,578, with

each step worth $2,938. Employees on the GS-15 pay scale earn a base salary of $103,672 to

$134,776, with each step worth $3,456. Lastly the employees that are promoted to the senior

executive service role earn on average at least $124,406.

Table 6. General Schedule

GS Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-10	$50,748	$52,440	$54,132	$55,824	$57,516	$59,208	$60,900	$62,592	$64,284	$65,976
GS-11	$55,756	$57,615	$59,474	$61,333	$63,192	$65,051	$66,910	$68,769	$70,628	$72,487
GS-12	$66,829	$69,057	$71,285	$73,513	$75,741	$77,969	$80,197	$82,425	$84,653	$86,881
GS-13	$79,468	$82,117	$84,766	$87,415	$90,064	$92,713	$95,362	$98,011	$100,660	$103,309

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GS-14	$93,907	$97,037	$100,167	$103,297	$106,427	$109,557	$112,687	$115,817	$118,947	$122,077
GS-15	$110,460	$114,142	$117,824	$121,506	$125,188	$128,870	$132,552	$136,234	$139,916	$143,598

Challenges Faced by the FBI in the 21st Century

Challenge One: Growing Distrust of Law Enforcement and the Government

The United States of America has unfortunately had an extensive history of the abuse of power and the mistreatment of its citizens at the hands of law enforcement. This has impacted a variety of different groups of people and races but has been most predominant against black Americans. Although we as a nation continue to move forward to eliminate prejudice, we still suffer from the fruits of the poisoned tree. In the past decade, it has become especially clear that these issues are still very much present in modern society and need to be addressed with high priority. There have been clear examples of extreme and unnecessary use of force against people of color that have shocked Americans to their core. As technology continues to evolve, these incidents are no longer being kept hidden and are being disseminated via social and new media to the world. Some of the most shocking examples of law enforcement brutality has been the Ferguson shooting of Michael Brown in 2014 and the recent killing of George Floyd in 2020. These incidents have caused many citizens to distrust law enforcement and create a "them vs us" mentality. This has been addressed by the previous Director of the FBI, James B. Comey, when he stated that "Unfortunately, in places like Ferguson and New York City, and in some communities across this nation, there is a disconnect between police agencies and many

citizens—predominantly in communities of color." This disconnect, however, is not exclusive to police officers.

Although the incidents that caused the most outrage were committed by police officers, these issues and negative public perception affect all of law enforcement as a whole. The actions of one police officer can have tremendous impacts on the perception of police officers across the nation and at all levels. These perceptions apply to those with similar occupations as these issues are not solely limited to the police. Federal agencies will face the same level of scrutiny and distrust from its citizens as the municipal police departments.

This is why it is crucial for this topic to be examined and explored by the FBI. As these tragic incidents continue to happen, the American people will continue to lose trust in those sworn to protect them. However, incidents of racial prejudice are not the only reasons why Americans may mistrust the FBI. Anyone can conduct a quick google search and discover a list of controversies through the history of the FBI. These controversies have without a doubt stained the FBI's reputation throughout history. Due to several incidents surrounding the FBI's use of surveillance on American residents, U.S. citizens have also somewhat developed a "them vs us" mentality against the government because they feel their right to privacy has been violated. This will continue to happen as the benefits of surveillance in law enforcement contradict the privacy that some Americans believe is their right.

A famous example of this is when the FBI requested the assistance of Apple in granting them access to the iPhone owned by Syed Farook, the man who shot 14 people dead in San Bernardino in December of 2015. Apple refused to assist them and stated that this would create a "master key" that would then allow the FBI to access millions of iPhones around the world (Kharpal, 2016). Although the FBI claimed that this would be a one-time deal, Apple and many

individuals believed that this request was a massive security overstep. They feared that this was just one of the FBI's many attempts to penetrate into the privacy of the American people.

Potential Solutions

The distrust of the FBI from the American public is perhaps one of the most complicated issues to address due to its complexity. It involves millions of people nationwide and no matter how transparent the FBI is, the agency will never be able to satisfy everyone. Despite this, there is always room for improvement with public relations. In order to improve public relations, the FBI would need to establish firstly what the primary reasons are causing public distrust to see what they should focus on first. There will however, always be restrictions on how much they can truly affect public opinion. No matter what the FBI does there will always be some level of public distrust. Although it will always be important to work on the public's perception of the FBI, the agency's priority is and always will be to serve and protect the American people to the best of their ability. Due to this goal, there will be controversy and people that disagree with the methods the FBI employs.

One issue that the agency can work on is racial issues. They must always be aware of where the Bureau falls short relating to racial incidents. In order to do this to the best of their ability, they need to work to gather the raw data in order to properly address the issue. The agency must not only have to clear documentation of every interaction with the public while enforcing the law but there also needs to be a method of tracking key characteristics of these interactions. If the characteristics of race, officer, and use of force were all tracked separately they would be able to then pull the data together annually to determine exactly what the differences are between racial groups.

The Uniform Crime Report being conducted yearly is not sufficient enough to address this issue. The report itself is voluntary which hinders the potential of the data gathered because many departments do not contribute to this collection of data. The more comprehensive the data is, the better that the agency will be able to isolate, not only the locations with the most rate of incidence, but also the key characteristics that are commonly spread across the incidences. With the improvement of data collection, the agency would be able to address the issue at its root.

Challenge Two: The Growing Threat of Cyber Crime

Today, the world is facing a new type of crime that could not have even been imagined 20 years ago. This new type is cybercrime. Cybercrime can involve a variety of different factors and situations but essentially involves an individual or group of individuals hacking into a companies or organizations cyber security and exploiting it for their own gain. These crimes can range anywhere from shutting down a hospital's network until they pay the hackers a ransom to disrupting government services for political gain. As the world continues to evolve and move forward with technological advancements, the severity of cybercrime increases. The world is becoming more and more dependent as technology continues to push civilization to new heights. It has also proven especially hard to prosecute these criminals due to cybercrime being increasingly difficult to trace with the rise in cyber sophistication. This then motivates more criminals to attempt to exploit bad cyber security without the fear of getting caught.

An important issue that has recently occurred, specific to the past year with the COVID-19 pandemic, is that many businesses and organizations are now operating remotely. This directly increases the amount of damage and havoc that these criminals can cause. Originally

many cyber criminals focused on targeting company operations in order to create significant financial losses.

In the past 20 years, the FBI has been personally involved in fighting against major cybercrime threats. In the past year alone, two hackers who were working on behalf of the Chinese Ministry of State Security were apprehended for stealing intellectual property from companies here in the United States and abroad. These hackers also specifically targeted individuals who openly spoke out negatively towards the Chinese Ministry of State Security. In the same year, there were also charges against some Russian intelligence officers who were behind one of the most destructive cyberattacks ever committed by a single group (Abbate, 2021). Although the FBI has been combating cybercrime for over two decades, the intensity and severity of the crimes continue to evolve.

However, we are now seeing cyber criminals turn their sights to commit crimes such as shutting down virtual education in school systems and hospitals. Hospitals, in some locations, have unknowingly exposed themselves to cyber threats. By not staying on top of updating their security software and training their employees to avoid malware, they have made themselves vulnerable. Hackers have recently been crippling vital hospital systems in order to acquire a monetary ransom. These hackers essentially hold the hospital software hostage fully aware of the amount of damage to the hospital and its patients if the systems remain down. These hospitals then have no choice but to comply and give into these hackers demands. This is because, in these situations, time is of the utmost importance and these hospitals simply do not have enough time or resources to wait for an attempt to stop and apprehend these criminals, so it's much easier to just give into the ransom demand.

Cybercrime is not solely limited to just online means. There have also been perpetrators who exploit a combination of weaknesses in order to commit cybercrime. A good example of this is when criminals commit Sim swapping. Sim swapping is when someone calls and scams the telephone provider of their target and gets the provider to assign their clients Sim card information to a Sim card in the criminal's hand. This then reroutes all the victims calls and texts to the criminal's device. This allows them to hack into accounts protected with 2-step verification. Now when the account requires a text to be sent to the victim's phone containing a verification code the perpetrator will then receive the code on their phones allowing them to gain access to the account. Therefore, cybercrimes are not limited to just website and server security. Criminals can and have found other weaknesses that can be exploited allowing them to cause significant damage. This further complicates the process of combating cybercrime since they cannot solely focus on cybersecurity but rather have to work with various other platforms in order to strengthen their security and vulnerabilities.

Potential Solutions

It has become clear that the best way to effectively combat cyber threats is through education and involvement. Without the constant effort from various different organizations and businesses there will continue to be massive vulnerabilities creating more opportunities for cybercrime. In order for the FBI to not get overwhelmed with cybercrime and actually start to diminish the rate of them, there needs to be consistent effort. The agency will need to work together with these entities in order to establish a baseline of cyber security. This baseline will then be able to make sure that organizations do not neglect their cyber security. There are a large number of cybercrimes that were committed easily due to businesses and organizations not upgrading or updating their software. Although this can be seen as a massive investment to

update all forms of software in an organization, the consequences of becoming a victim to cybercrime usually end up being far more expensive and damaging. However due to initial cost, these organizations will choose to fall behind on their cyber security to save costs. Therefore, it would be beneficial for the FBI to reach out and educate these organizations in order to prevent vulnerabilities. This is especially crucial due to the fact that, just like with SIM swapping, one company's vulnerabilities can greatly impact other companies and create more opportunities for cybercrime. Thus, it is critical that organizations address and work on discovering all these different avenues of vulnerabilities in order to reduce the rates of other organizations being impacted. Due to the rate of cyber and the rate of criminals finding new ways to exploit weaknesses, it is also crucial that the FBI not only apprehend these criminals but, more importantly, discover how they were able to commit crime. If they determine the root vulnerabilities that allowed the cybercrimes to occur, they could prevent future crimes by addressing and eliminating the vulnerability that caused it to occur.

Challenge Three: Meeting Modern Day Diversity Standards

Throughout the history of the FBI, there has been a struggle with increasing diversity within their special agent population. Like many law enforcement agencies in the past, the organization is predominantly made up of white males. This has only become more apparent and problematic in the past years as racial tensions increased and became more visible. Due to the fact that these special agents work nationwide in various different communities, it is vital to have a diverse group of special agents. In order to be as effective as possible at accomplishing their mission to protect the American people, they need to truly represent the communities they serve.

Despite the issue of diversity being raised by multiple FBO directors in the past, it is something that the agency still struggles with.

Peter Sursi, senior executive of recruitment and hiring at the FBI in 2019, discovered that women and people were more likely to drop out of the application process before completion (McLaren, 2019). In response, the FBI revamped the application process in order to make it simpler and more attractive. The FBI application process is known for being long, in-depth, and demanding. Due to this, prior to the new application process many applicants would drop out before even completing phase one. This was because they were discouraged from moving forwards without seeing any progress. They then changed it to make the application more approachable by stretching it out. More applicants moved forward and were more motivated to continue in the application process. Although the intensity of the application process is necessary in order to achieve the highest grade possible of special agents, there is still room for improvement. The application process can still be made more approachable in order to attract a greater number of female applicants and applicants of color.

The FBI also struggles with its lack of advertisement. Unlike other law enforcement careers, a simple trip to the college job fair won't suffice. This is due to the baseline requirements needed for the special agent position. Not only do applicants need to be at least 23 years of age to apply but they also need at least two years of professional experience in order to qualify for the special agent position. Thus, advertising at a job fair at the college level would not be effective since the target audience would not even be able to apply for several years. The FBI does not currently have an established method of reaching out to potential candidates in their line of work that is effective. This increases the challenge of acquiring diversity even more since the pool they are selecting candidates from are also predominantly white males. Because the professional law

enforcement field of police officers is predominantly made up of white males which further hinders the FBI's ability to seek out diverse candidates. Even if the FBI completely fixed their hiring process to cater towards creating a diverse special agent population, the population they are choosing from is still unbalanced. Thus, the complexity of this diversity issue is even greater than simply just the single agencies hiring process. Rather it is a nationwide issue spread across thousands of law enforcement departments. Therefore, some aspects of this diversity issue are out of the control of the FBI.

However, in the past decade the FBI has been making a strong effort to address these issues surrounding their diversity. They have completely revamped their old, outdated application process in order to achieve a greater number of applicants. The root of the issue in hiring a more diverse group of special agents actually begins in the application process. Compared to 20 years ago, the number of applicants that the FBI is receiving yearly is drastically down. In order for the FBI to hire the best of the best and be able to be efficient as possible in the hiring process, they need as many people to apply as possible. The FBI hiring process is extremely competitive. In every step of the hiring process, applicants are dropped and with each stage the number of applicants decreases. Due to this, it is crucial to have a large number of applicants. It was determined by the hiring team that in order for the hiring process to be successful, they need around 16,000 applicants yearly. However, in 2016 there were only 12,000 candidates who applied. This massive drop in people interested in becoming FBI agents has greatly hurt the FBI's ability to recruit exceptional and diverse individuals. This is especially worrisome when combined with the fact that most special agents retire after 20 years. Thus, the agency will soon be at a deficit of agents once those hired during the hiring boom 20 years ago

retire. Without the FBI having a large number of applicants to choose from, they will continue to struggle to diversify their special agent population.

Potential Solutions

One potential solution to increase, not only the pool of diverse candidates but also the number of candidates, would be for the FBI to reevaluate their strict drug policies. Currently, the FBI breaks down drug use into two categories which are cannabis use and all other drugs. When it comes to cannabis use applicants cannot have used any cannabis product that contains THC, (tetrahydrocannabinol) which is the active chemical that produces the drugs high, in the past three years. There are no exceptions to this rule despite its use being legal in 34 states as of 2021. This includes medicinal use prescribed from a licensed physician. It has become clear in the past decades that America's strict drug laws at the federal level are outdated and based on the political campaign of "the war on drugs" which has been regarded by many as a waste of resources and a main contributor to the mass incarceration problem the United States. Regardless the three-year period naturally discourages a large number of potential candidates that are disqualified due to this policy.

However, the FBI is even more strict on all other drug use. Their current policy states that applicants cannot have used any non-prescribed drug, excluding cannabis, in the past 10 years. There is no other exception to this rule besides the cannabis exception. This strict policy has its justifications as the FBI wants a drug free work environment, however, this policy automatically disqualifies thousands of potential candidates. For instance, if a college student participates in drug use when they are 20 years old, they then have to wait until they are 30 years old to not be automatically disqualified. There is no distinction between someone who was addicted to opioids or someone who used a psychedelic on one occasion. Both individuals would be forced to wait

the ten-year period. Within a decade many potential applicants could have already established themselves in a good career in law enforcement in a variety of different areas, such as corrections or in a police department. It would then be more unlikely for them to want to leave their established jobs to pursue a career in the FBI, which in many cases would involve a pay decrease. Drug use also varies from community to community meaning that those from a particular background are more likely to not only use drugs at some point in their early adult lives, but also not view it as such a serious action. Just like the war on drugs greatly increased the rate of which people of color are incarcerated, this drug policy causes a large amount of potential minority applicants to be disqualified. If the FBI were to redress their policy and update it to more aligned to current day standards, they would see a massive influx of applicants. With this increase of applicants, the FBI would then be more able to diversify their special agent population.

Discussion and Future Directions

The FBI is one of the most well-known federal agencies in the world and has the reputation of being the United States elite frontline against crime. In order to achieve this elite status, the FBI maintains a strict, in-depth and long hiring process. This process was created in order to provide the FBI with" the best of the best" candidates. This is done by weeding out the possible candidates until only those with the highest level of intelligence, physical capabilities, mental fortitude, and experience. This is accomplished by a multi-stage hiring process that takes over a year to go through.

The base education requirements and emphasis on education ensure that potential candidates will have good fundamentals in their field of study while also ensuring that they will be able to effectively learn and retain information from the academy to their professional career

in the FBI. The multiple physical tests also make sure that these candidates will be able to perform to the best of their ability and effectively operate as a special field agent. The base physical abilities also enable them to be pushed even further in the academy. Due to the complexity and severity of the crimes and cases agents deal with, it is essential that they have strong moral character and mental fortitude. Special agents will be in extremely stressful situations throughout their career and will be needed to keep a level head and perform under immense pressure. The sensitivity of the cases agents work on and the top secret clearance required for special agents requires an extremely high level of responsibility and morality. This is why candidates must go through psychological evaluations and the polygraph test, to ensure that only exceptionally trustworthy individuals are hired for the position.

Cyber security and crimes are and will continue to be a tremendous focus of the FBI as the world continued to evolve technologically. This relatively new form of crime, that has only become truly prominent in the past couple of decades, has proven itself to be detrimental and destructive to its victims. Moving forward, the FBI will continue to focus on this type of crime as they work tirelessly with other organizations to attempt to shift from working reactively to proactively. This can only be accomplished by addressing the root causes for cyber security breaches and understanding what the most vulnerable targets are in order to put up safeguards to prevent further breaches. As the FBI and other organizations increase their knowledge of cybercrime, they will continue to attempt to be one step ahead of the curb as criminals find more advanced and complicated methods to exploit cyber vulnerabilities.

As the United States continues to progress forward, the emphasis on equality for all continues to be a serious issue that, we as a nation, are trying to achieve. As the main agency to fight against federal crimes and to protect and serve the country, it is crucial that the special

agents employed and working in the field reflect the communities they serve. Once an agency exclusively made up of white males, they have made tremendous strides forward to increase diversity. However, this still continues to be an issue that the modern-day FBI struggles with. There has been a serious focus by the agency on how to increase the diversity of the agency. Rather than it being mostly a racist hiring system it is most likely caused by the lack of applications from women and minorities when compared to the white male population. As the FBI evolves it will be crucial for them to address and alter their hiring practices in order to increase the diversity of their applicants. The United States needs its federal agency agents to reflect the populations they serve in order to inspire, relate, and to create a true sense of protection.

The FBI is extremely self-aware and transparent when it comes to the biggest challenges that the Bureau faces. They are actively adapting and attempting to change their policies in order to be more effective and efficient at their work. Although the FBI will always have tremendous challenges to deal with, they will continue to approach all of these issues tactfully and are willing to adapt to whichever condition is required to serve the American people. Through this adaptation and evolution, the special agents of tomorrow will continue to meet and exceed the expectations of the special agents before them. The priority of the FBI has and always will be to "Protect the American people and uphold the Constitution of the United States" and there is no doubt that they will continue to do this to the best of their ability no matter what challenges they may face.

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