



VICTIM SPECIALIST



FBI victim specialists play an important role in supporting and assisting victims of crimes in navigating the aftermath of their experiences with dignity and resilience.

An Inside Look

Ensuring that crime victims are provided their rights, support, services, and resources needed to recover from their experiences are just a few of the many services victim specialists provide.

Victim specialists assist people who have suffered direct or threatened physical, emotional, psychological, or financial harm. This direct or threatened harm can result from violent crime, crimes against children, domestic and international terrorism, civil rights violations, human trafficking crime, cybercrime, white-collar crime, and/or fraud.

These services can include crisis intervention directed toward deescalating a situation, establishing physical and emotional safety, providing concrete/basic needs services, identifying emergency needs, and reinforcing the victim's ability to make choices regarding possible courses of action.

Beyond offering emotional support, victim specialists provide information on victimization, crime prevention, legal rights and protections, the criminal justice process, and referrals for services.

Skills Required

It is imperative that victim specialists have experience in establishing and maintaining effective relationships with people from diverse cultures, ethnicities, and socioeconomic backgrounds. Preferred skills include the ability to speak another language as well as provide direct services to victims of violent crimes and Indian Country victims.

Specialized Experience

Applicants must have specialized experience in victim assistance, demonstrating a minimum of three years of full-time experience providing direct victim services. This includes working within a law enforcement agency, system-based government agency (District Attorney/Prosecutor's Office, Child and Family Services, etc.) or nongovernmental agency. Victim specialists often receive additional training on the specific knowledge and skills needed for the job. Travel is required for program and victim assistance, special deployment, and/or conferences and training. This position has an on-call requirement; responding after hours and on weekends as necessary.

To ensure that victim specialists maintain their effectiveness and safety even after repeated exposure to traumatic events, they are encouraged to have a self-care plan which includes self-assessments and wellness strategies. The well-being and resilience of FBI employees engaged in the provision of services to victims, and who are at risk for experiencing significant levels of distress as the result of intensive, and/or ongoing exposure to the trauma of others is of the utmost importance.

Recruitment incentives may be available for select candidates on a case-by-case basis. Candidates must sign a service agreement to remain in the location/position for a designated period of time. A proof of change of residency may be required for relocation purposes.

Work of a Sensitive Nature

FBI victim specialists must have experience in and demonstrate an ability to:

- Respond to crime scenes to assess, triage, and provide direct, in-person, crisis-intervention services.
- Refer victims for assistance with counseling, employment, housing, immigration, medical and legal services.
- Maintain relationships with local, state, and federal agencies to ensure adequate resources.
- Identify, develop, and maintain emergency and follow-up resources within the community, state, and/or federal arena.
- Communicate effectively both orally and in writing to create presentations and prepare clear, comprehensive, and concise documents and reports.
- Coordinate forensic interviews and sexual assault examinations.
- Serve as an advocate for victims of crime by offering emotional support and maintaining the highest levels of confidentiality.
- Treat all individuals with patience, sensitivity, respect, and dignity.

AN FBI CAREER IS ALL ABOUT DEDICATION

While both challenging and rewarding, there are specific entry qualifications required to join the FBI. Those who complete the process become part of a dedicated team that keeps our country safe.

Minimum Qualifications

- Be a U.S. citizen
- Be able to obtain a Top Secret Sensitive Compartmented Information (SCI) Clearance
- Possess a valid driver's license
- Possess a bachelor's degree or higher from a U.S. accredited college/university in a social or behavioral science discipline to include, but not limited to: Criminal Justice, Social Work, Human Services, Psychology, Sociology, Victimology and/or Gender and Women Studies
- Have three years of direct service experience
- Pass an FBI polygraph examination

Automatic Disqualifiers

- Non U.S. citizenship
- Conviction of a felony
- Violation of the FBI Employment Drug Policy
- Default on a student loan issued by the U.S. government
- Failure of an FBI-administered drug test
- Failure to register with the Selective Service System (males only)
- Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force
- Failure to pay court-ordered child support
- Failure to file income tax returns

Applicant Process

1 Inform & Apply

Visit [FBIJobs.gov](https://www.fbi.gov/jobs) to view careers and open positions.

2 Interview & Selection

Be advised that the hiring process can take a year or more.

3 Conditional Job Offer & Background Investigation

Once accepted, undergo a thorough background investigation.

4 Final Job Offer & Onboarding

Upon hire, attend the Virtual Onboarding New Employee Orientation or attend the session at the FBI Academy in Quantico, VA, for a short new employee introduction course.



[fbijobs.gov](https://www.fbi.gov/jobs)

The FBI is an equal opportunity employer.
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