

N. E. Colleges Have Promising Crop  
Sanitized - Approved For Release : CIA-RDP75-00001R000400230036-0

# U.S. Wants Only Educated Spies

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**EDITOR'S NOTE:** In a rare departure from its traditionally lighthearted policy, the Central Intelligence Agency has sanctioned an exclusive Globe story on the agency's recruiting program in Boston.

By WILLIAM G. MILLER

So you want to be a spy? What do you have to offer the Central Intelligence Agency: Black belt in judo? Deadeye accuracy with an automatic? An old trenchcoat? These may be useful—but more important is a first class education.

A degree — or two — could be the key that opens the door to the CIA's impressive intelligence complex in McLean, Va.

Throughout the United States, the CIA has 15 recruiters. Two of them are stationed here in Boston working out of an office on the third floor of a building in the city's financial district.

The attraction? The rich crop of scholars available in New England's colleges and universities.

The glass-panelled door to the Boston CIA office gives a clue to its significance. It carries simply a room number and three names. Inside, the furnishings are sparse — desks, chairs, file cabinets with combination locks. The walls bear a calendar and a map of the world.

Senior man of the Boston operation is 54-year-old James W. Gurll, 14 years at the CIA, a native of New York and a former director of Brown University Alumni Association.

Other names on the wall are those of Harry L. Zell, the second professional CIA recruiter, and Mary L. Jones, hirer of female secretaries and clerical help. They are aided by an office secretary, Mrs. John F. Downey.

Each year, the CIA men interview hundreds of candidates in visits to New England colleges. As part of his job, Gurll holds a membership in the Eastern College Recruitment Officers' Association.

Miss Lohnes keeps in touch with business and secretarial schools and contacts employment agencies in search of secretaries and office workers.

Is a college degree absolutely necessary for employment with the CIA?

"Not in many areas," says Gurll. "Typists who work in Washington and overseas, need no degrees. This also applies to many technicians such as radio and communications operators. In a vast organization like the CIA there is a variety of jobs that require practical skills rather than academic training."

It is in the special areas dealing with intelligence and scientific analysis that degrees are almost always mandatory.

"Only a small percentage of candidates accepted go into the CIA's covert and foreign operations," says Gurll.

Stressing the diversity of requirements of the CIA, Gurll reveals a recent sampling of professional CIA employees showed that 35 percent were recruited from the social sciences, 25 percent from business administration and related fields, 20 percent from the physical sciences, 10 percent from engineering, five percent from biology and life sciences and five percent from existing intelligence and military services.

Of these employees, 70 percent had baccalaureate degrees and 20 percent had masters' and Ph.D. degrees.

What are the areas of scholarship required by the CIA? Just name it: Foreign area studies, history, journalism, law, political science, psychol-

ogy. The CIA has a place for them all.

How about pay? Salaries follow the Civil Service scale and range from \$5507 to \$25,382 a year.

Says Gurll: "A recent sample survey showed 83 percent CIA professionals hired at a salary below \$8650, 17 percent being above that figure."

More than 500 colleges, universities and graduate schools are represented among CIA men and women.

To groom its most capable recruits, the CIA maintains a Career Training Program. Entry goes to those who show top general intelligence, academic record, physical and emotional fitness and aptitude for foreign languages.



Allen Dulles

Recruits have a better chance for inclusion if they are enrolled in graduate schools and have travelled abroad.

Purpose of the training program is to take note of a recruit's stated preference for a CIA division and then prepare him for the day when an opening occurs.

Twenty-seven percent of CIA professionals hired today enter this program.

Are CIA employees free to reveal their intelligence connection?

Within limits, says Gurll.

CIA employees are permitted to write for publication, attend professional meetings and maintain standing in their professions.

In the Washington area, two universities conduct evening classes at CIA headquarters. "The CIA has two employment classifications — staff or contact," Gurll says.

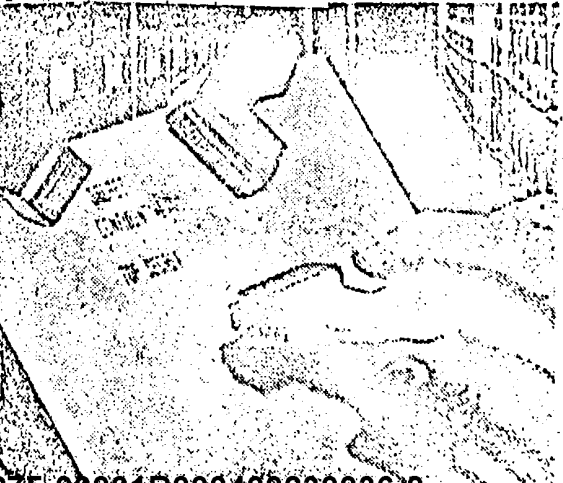
To be eligible for staff, the candidate must have been a U.S. citizen for at least five years. His spouse must also be a citizen.

How does one go about applying to the Central Intelligence Agency?

If in college, simply apply to the placement counselor. In due time, a CIA recruiter will visit the school and call the candidate in for a half-hour interview.

The non-college candidate can write to the Central Intelligence Agency, Office of Personnel, Washington, D.C., 20505, enclosing a resume of education and experience. Application forms will be returned. Later the aspirant may be called into the Boston office.

As Allen Dulles, former CIA director, said, the CIA needs a variety of people: the analyzer of raw intelligence; the technician to monitor the scientific tools of intelligence collection; and the staff officer to direct and channel the over-all search for intelligence.



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