THE CBP HIRING PROCESS: Non-Frontline Positions

Apply

The Hiring Process
begins when a
candidate submits an
application to an
announcement on
USA JOBS

Interview

If selected, interviews are conducted over phone, video, in-person, or on a panel and can include more than one round to determine suitability

Background Investigation Form

The Federal Government's digital portal used to gather information to conduct background investigations

Background Investigation

The background investigation verifies candidates' information, and references to ensure suitability

Application Review

CBP reviews all applicant information and determines a candidate as minimally or highest qualified

Tentative Job Offer

CBP identifies candidates to begin the job offer process by extending a tentative job offer

Pre-Employment

Candidates complete
all position specific
requirements to
prepare for
employment

Job Offer

Following successful completion of all security checks, the candidate is given a start date

FOR INFORMATION ON OPEN ROLES, VISIT:

HTTPS://CAREERS.CBP.GOV

*The hiring process may not always occur in this order of events depending on the position and individual circumstance

