

CBP Mission

The priority mission of the U.S. Customs and Border Protection (CBP) is homeland security. For the border agency charged with managing, securing and controlling the nation's border, that means the CBP priority mission is to prevent terrorists and terrorist weapons from entering the United States.

Interested applicants in CBP frontline or professional positions, or internships should begin their research at <https://www.cbp.gov/careers>

Each frontline career has a different responsibilities and prerequisites in order to be hired. Some positions continuously accept job applications, whereas some are occasional.

- Border Patrol Agent (BPA) positions currently are hiring for the southern border.
- Customs and Border Protection Officers (CBPO) are currently hiring for both the northern and southern border.

It is imperative to know prior to applying where you are willing to reside and what type of job interests you. Are you interested in working outdoors or indoors; are you a hands on person, or analytical? Whatever your interest may be, we may have something for you!

Salary

CBP offers a competitive salary, federal job security and benefits package. Frontline law enforcement individuals earn between about \$50,000 after their first year at the academy. Most individuals earn **\$90,000-100,000 per year minimally after their 3rd or 4th year** when they obtain a GS-12 pay grade. This is based on starting rate, locality pay, shift premiums, potential overtime, and holiday pay. Earning potential increases throughout an individual's career without competition.

2018 - Rank/Base Pay (range)

GS-5 \$41,187 - \$51,484 per year
GS-7 \$46,879 - \$58,599 per year
GS-9 \$52,285 - \$65,356 per year
GS-11 \$61,218 - \$76,522 per year
GS-12 \$73,375 - \$91,718 per year

The locality is based on the region you reside, otherwise known as locality pay. The link below is the General Schedule pay chart based on locality. It **does not take into** account night, holiday, Sunday pay, or overtime. Entry level agents or officers at GS-5 level will obtain a GS-12 by their 3rd or 4th year. After which time they progress up the chart on what is known as "steps." It is a lateral progression

across the chart. If they promote they may achieve a GS-13, GS-14, or GS-15 pay grade.

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/general-schedule/>

NOTE: A 1.99% increase is projected for 2019.

Retirement & Insurance Benefits

- Thrift Savings Plan (government contribution up to 5% of pay)
- Federal retirement plan
- Transferrable Credit for military service
- Federal Employees Group Life Insurance
- Federal employee health benefits
- Paid leave, annual, sick and holiday
- Uniform allowance
- Tuition assistance (\$4500) per year.

Frontline Minimum Requirements

Border Patrol GS-05: 1 year total within your lifetime of general work experience (1820 total hours); or bachelor's degree, OR a combination of post-high school education and experience.

Customs Officer GS-05 3 years total work experience within your lifetime (5460 hours); or bachelor's degree, OR a combination of post-high school education and experience.

****Individuals can start at GS-07, GS-09, and GS-11 if they have Superior Academic Achievement, prior law enforcement experience. See job posting

Frontline Careers

America needs men and women with integrity to serve on its frontline to stop terrorism, criminal activities, and promote fair trade.

- Border Patrol Agent (<https://www.cbp.gov/careers/frontline-careers/bpa>)
- Custom and Border Protection Officer (<https://www.cbp.gov/careers/frontline-careers/cbpo>)
- Air Interdiction Agent (<https://www.cbp.gov/careers/frontline-careers/aia>)
- Air Enforcement Agent (<https://www.cbp.gov/careers/frontline-careers/aea>)

- Marine Interdiction Agent (<https://www.cbp.gov/careers/frontline-careers/mia>)
- Agriculture Specialist (<https://www.cbp.gov/careers/frontline-careers/as>)

Many of these positions have specialized units that you can work in after completion of a probationary period.

United States Border Patrol

Federal agents that are focused 24/7 on securing international land borders and coastal waters; safeguarding the American people from terrorists, weapons of mass effect, drug smuggling, and illegal entry of undocumented aliens. The purpose is the enforcement of immigration law and criminal statues along the border **BETWEEN** the ports of entry. Border Patrol agents perform these duties by using multiple methods, to include, foot patrols, use of pursuit vehicles and ATVs, on horseback, and in some places, watercraft (Riverine Patrols).

Training is at the Border Patrol Academy, in Artesia, NM for 6 months. After the academy and a probationary period there is additional possibilities to work in:

- Horse Patrol
- Bike Patrol
- K-9 Unit
- Riverine Operations
- Off-Road Vehicle Unit
- Border Patrol Tactical Unit (BORTAC)
- Border Patrol Search, Trauma, and Rescue Team (BORSTAR)
- Intelligence
- Disrupt (plain-clothes operations)
- Mobile Response Team
- Peer Support Program
- Recruiting
- Chaplaincy
- Honor Guard
- Joint Task Force
- Explorer Program

Custom and Border Protection Officer

Federal Officers provide a comprehensive approach to protecting the United States at the Land Border, Seaport, International Airport and Rail locations throughout the United States and the world while facilitating lawful international trade and travel. CBP officers protect our nation's borders by keeping terrorists and their weapons out of the United States by enforcing customs laws, immigration law, trade law, criminal statues, and agriculture policies at the Ports of Entry throughout the

country. CBP Officers may have the opportunity (if desired) work in a variety of overseas operations including Container Security (CSI), Immigration Advisory Program (IAP), the Joint Security Program (JSP) and Pre-Clearance in locations all over the world such as Tokyo, Madrid, Dubai, Aruba, Freeport and Montreal.

Customs and Field Operations receive their training in Glynco, GA for 89 days. An additional 6 weeks of Spanish is required if assigned to the southwest border, Port of Miami or Puerto Rico.

After the academy and a probationary period there is additional possibilities to work in:

- K-9
- Special Response Team (SRT)
- Anti-Terrorism Contraband Enforcement Team (A-TCET)
- Peer Support
- Chaplaincy
- Honor Guard
- Recruiting
- Explorer
- Task Force
- Intelligence
- Explorer Program
- Firearms/Range

Eligibility

- U.S. citizen with U.S Residency for past three years (waiver for Veteran's overseas).
- Be referred for selection prior to 40th birthday (waiver for Veteran's Preference eligibility).
- Have a valid driver's license by time of selection.
- Pass a Structured Interview.
- Meet job-related medical, fitness, and drug-testing standards.
- Pass polygraph examination and background investigation.

Applicant Resources

This page is dedicated to providing resources to help you as you go through the application process. If you have not yet applied. It discusses study guides, hiring process, and the Suitability Overview for each position.

<https://www.cbp.gov/careers/car>

The Resume Aid is strongly suggested in order to document your relevant experience.

- When applying based on work experience, please list the elements at the top of your resume, and where the experience is attributed within your resume.

For example GS-5:

Name
Email. Phone Number

Element 1: The ability to take charge, maintain composure and make sound decision in stressful situations. Experience gained in a classroom or as a part of training cannot be used for Element 1. (Lifeguard, 2015)

Element 2: Classroom training and/or on-the-job training.. (Reference any academic or occupation training below)

Element 3: The ability to gather factual information through questioning, observation, and examination of documents or records. This element MUST include an example(s) of examining documents and accessing records. (Inventory at Dairy Queen. 2017)

Then each position or experience

Place of Employment

Job Title: Lifeguard

From (10/20/15):

To 12/01/15):

Hours per week: 20

Salary: \$10.00/hr

Duties: *Provide specific examples of your duties, accomplishments and/or related skills that address the three (3) elements listed above*

- Provided lifesaving skills while without minimal or little assistance.
 - Cleaned and managed community area
 - Tested pH and maintained water quality
 - Managed work schedules of three additional employees
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Information for Transitioning Veterans/Eligibility

CBP strongly supports employees that have a National Guard or reserve commitment. In fact, CBP employees whose appointment is not limited to one year are entitled to time off from their Federal position, at full pay, to perform certain types of active or inactive duty in the Reserves or National Guard. **Return to your job, as if you never left!**

CBP employees who complete their national guard/reserve commitments are covered under The Uniformed Services Employment and Reemployment Rights Act (USERRA). USERRA protects service members' reemployment rights when returning from a period of service in the uniformed services, to include:

There are numerous advantages to transition to CBP as a Veteran. Individuals may enter on duty as a Federal Agent or Officer and receive an age waiver after the age of 40 if they have either: 1) campaign or expeditionary medal 2) left service within 3 years, or have a disability.

See this website for more details:

<https://www.cbp.gov/careers/veterans>

Research for Students, Recent Graduates for Fellows Program

(<https://www.cbp.gov/careers/students-and-recent-graduates>)

Specific questions regarding transitioning students contact CBP sending an email to studentinquiries@dhs.gov

Pathways Program (Support Staff/Non Law Enforcement positions)

This program gives recent graduates from qualified institutions developmental experience working with the Federal Government. Applicants must apply within two years of degree or certificate. Successful applicants are placed in a developmental program with the potential to lead to a career in the Federal Government. The program lasts for one year more inquires email

CBPPathwaysPrograms@dhs.cbp.gov

All Federal Internships

<https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/students/>

Videos

There are numerous videos that demonstrate a day in the life of our frontline positions.

There are several shows currently offered for free on YouTube known as 'Border Wars' which show many CBP professions working together. CBPO's and their profession is shown on the show "Border Security: America's Frontline is available on Netflix."

Here are a few online videos

- **USBP – CBPO on Border Wars**

- https://www.youtube.com/results?search_query=Border+Wars
- **USBP – Border Patrol Academy**
(<https://www.youtube.com/watch?v=D99GXFSyWpg>)
- **USBP – Risk Takers: Border Patrol Agents**
- **USBP – BORTAC** – (Border Patrol Tactical Unit: Special Ops)
(<https://www.youtube.com/watch?v=2WWkQGP2U6Y>)
- **USBP – BORSTAR** (Border Patrol Search, Trauma, Trauma & Rescue Unit: Special Ops) <https://www.dailysignal.com/2017/05/29/meet-unsung-heroes-us-border-patrol/>
- **USBP – Risk Takers Episode 109** (Border Patrol Agent. 50 min)
(<https://www.youtube.com/watch?v=h0cgft7gqAY>)
- **USBP – Laredo Sector Border Patrol** (3 Minute Music Video)
(<https://www.youtube.com/watch?v=a2s01w4NScE>)
- **USBP – Patrolling Ajo, Az. –**
(<https://www.youtube.com/watch?v=jbDC8utLYZo&feature=youtu.be>)
- **USBP – What is a Hero?**
(<https://www.youtube.com/watch?v=RrZ8oj0xMoo>)
- **USBP – Canine Handler**
(https://www.youtube.com/watch?v=_ATEHD2i2Fs)
- **CBPO – Field Operations**
<https://www.youtube.com/watch?v=h56j7rB8jxY>
- **180+ Other CBP Videos**
https://www.youtube.com/user/customsborderprotect/videos?disable_polymer=1

Professional Staff (support personnel, non-law enforcement)

Standing behind Frontline personnel is a dedicated team of professional staff members. CBP has thousands of employees working in interesting and complex mission and operations support roles such as cyber security, forensic laboratory services, Information technology, international affairs, international trade, and intelligence research and more! **No age restriction**

Salaries vary:

- Positions List <https://www.cbp.gov/careers/professional>

Application Process (*non-law enforcement*);
<https://www.cbp.gov/careers/professional/application-process>

Very Respectfully,

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