



GCHQ

Careers



WHO WE ARE



We're the Government Communications Headquarters – otherwise known as GCHQ.

Tasked by UK government, we're the cyber security experts.

Our work helps to keep the UK safe – at home, overseas and online.



We protect the UK from cyber-attacks, terrorism and espionage. It means we use unique tech in creative ways, coming up with unusual solutions. And we constantly develop new techniques.



WHAT WE DO



We're made up of different backgrounds, skills and personalities. But we're all proud to collaborate, and even prouder to work with purpose. It's how we stay ahead of ever-evolving threats and keep the UK safe.



WHERE WE ARE



Bude

Known for its beautiful scenery, sweeping coastlines and plenty of good food, Bude has got loads to offer. This site even has 21 satellite antennae!



Cheltenham

Cheltenham boasts plenty of historic architecture and world-class horse racing. But it's also home to the GCHQ 'doughnut', which has everything from cash points to a Greggs.



Harrogate

This north Yorkshire spa town is often listed as the happiest place to live in the UK. Plus, there's even a free bus to take you to town after work.

TALENT THAT COVERS THE COUNTRY

Our HQ is in Cheltenham, but we actually have offices dotted up and down the country. So no matter where you are in the UK, we won't be too far away.



Lincolnshire

Lincolnshire is all about cobbled streets, grand buildings and plenty of history. In fact, it was the birthplace of George Boole who laid the foundations of the digital revolution.



London

With the capital on your doorstep, the London site is one of the most exciting places to be. It's also where our National Cyber Security Centre is based.



Manchester

We're fairly new to Manchester, but there's a definite buzz to this site! Collaborative, creative and innovative, the Manchester tech scene is the place to be.



Scarborough

At the top end of the country, Scarborough offers rolling hills and calming sounds of the sea. It even offers it's 5.5 million tourists free Wi-Fi when they visit.

WHO WE WORK WITH

Keeping the UK safe is a joint effort. We work really closely with the National Cyber Security Centre (NCSC), MI5 and SIS (otherwise known as MI6). Together, we tackle cyber-attacks, terrorism and espionage. With different skills and different perspectives, we're able to share knowledge and learn from each other. But we all work towards the same goal – keeping the UK safe.

BETTER TOGETHER



SECURITYSERVICE MI5

MI5 is the UK's national security intelligence agency.

MI5 protects the UK from within the UK. Made up of around 4,000 individuals, MI5 work against threats such as terrorism, espionage, sabotage, cyber threats, and the proliferation of weapons of mass destruction.



SECRET INTELLIGENCE SERVICE MI6

MI6 is the UK's secret intelligence service.

MI6 protects the UK from overseas threats. They develop foreign contacts, gather intelligence, and navigate any risks to the UK's national security, economy and military. They also resolve international conflicts and prevent the spread of illegal weapons.



National Cyber Security Centre a part of GCHQ

National Cyber Security Centre (NCSC)

The NCSC is part of GCHQ. Based in London, it provides research and advice on cyber security, and responds quickly to cyber incidents. It aims to make the UK the safest place to live and work online.

OUR BENEFITS



We offer a rather lovely 25 days' annual holiday (pro rata). This rises to 30 days once you've been here for 5 years. Plus, you'll have 10.5 extra days for public and privilege holidays.



If you're eligible, you could receive up to 6 months' full maternity pay, and 2 weeks' paternity pay. We also encourage shared parental leave and will support you along your journey – no matter if this is pregnancy or adoption.

PROTECTING THE UK HAS ITS PERKS

We know you'll work really hard, so that's why we'll give you lots of perks. Here are just some of the benefits you can expect. Depending on your role, you might even have a few more.



You'll also get a really competitive pension plan – so you won't just develop your career, you'll secure your future.



Plus, you'll be able to take advantage of flexi-time. So you'll usually have a say in when you work. And if you end up doing extra, you'll easily be able to take that time back.



Depending which site you join, you can take advantage of things like a gym, restaurant and even several shops.

To protect the UK, we need to constantly challenge ourselves. That's why we need people with different talents and interests to join us. It all helps to create a collaborative atmosphere, where everyone's opinion is heard. And it means we can solve unusual problems in creative ways. In fact, your ideas will push boundaries and keep us a step ahead of ever-evolving threats.

THE PART YOU CAN PLAY

Whether you've just finished school or you have some experience, you'll be valued for being you. With the freedom and support to come up with your own ideas, you won't just play a vital role in your team. You'll play a vital role in protecting the UK. Because while we're all celebrated as individuals, we work together for one purpose. And without you, there's no us.

THE FREEDOM TO BE YOU

Our work is serious. But our culture isn't. In fact, it's probably not what you'd expect at all.

No matter the team or role, we're all here for the same reason – to protect the UK.

While there will be certain things you'll do independently, it's largely a team effort. Plus, we often work across the business and go to other sites. This way, we all learn from each other.

There's a real sense of being in it together. It means the responsibility never falls to just one person.

COLLABORATIVE

SUPPORTIVE

Everyone here genuinely wants to help. We all understand how daunting it is to start a new job, so we just want to make it as easy as possible.

When you join, you'll be matched up with a 'buddy'. It means someone is there to answer any questions and to show you around the site.

Anyone will be happy to give you a hand. There's no hierarchy here.

We're not all suited and booted. As long as you can do your job, you can wear what you're comfortable in. That's how you'll do your best work.

RELAXED

Our sites also have lots of breakout areas where you can just go and have 5. Some even have religious spaces for you to use.

Plus, you'll take advantage of flexi-time and have some say in the hours you'll work.

We all work incredibly hard. That's because what we do has an incredibly important purpose.

But we know that you still need to love what you do. You need to remain curious. That's why we offer so much personal, and professional, development.

CURIOUS

In some roles, you'll even have time put aside so you can focus on personal projects.

OUR CULTURE

We want you, for you. So we'll celebrate your individuality. Every site has a huge range of societies for you to get involved in.

INDIVIDUAL

Whether you're into sports or puzzles, films or books, there'll be something for you. It's a great way of getting to know people.

And we also have our affinity groups. These are groups that represent everyone across GCHQ. We get together to share ideas and make sure everyone is heard.



ANALYSIS

Being an analyst is all about solving problems. Curious and logical, our analysts get to grips with lots of data, make things easier to understand and produce insightful reports. These reports often shape foreign policy and national security. And because the threats we face are constantly changing, there's always something new to pick up. So if you have great communication skills and are keen to learn, we can teach you the rest.



APPLIED RESEARCH

We spend a lot of time researching threats. So we also take the time to understand the tech behind them. Our researchers constantly take systems apart, test different theories and assess new ideas. They make data easier for people to use and reduce any risks. There are lots of applied research groups across GCHQ, but we work together and share our learnings. It all comes down to combining great research with a curiosity for tech.



COMPUTER NETWORK OPERATIONS

We protect the UK from cyber-attacks. Working under strict legal guidelines, our specialists get creative. They disrupt terrorists' computers and defend our cyber world. There are lots of roles within this area, and not all of them rely on tech. It's also about understanding what makes people tick and analysing the way people communicate. As long as you love solving interesting problems, you'll fit right in.



CORPORATE SERVICES

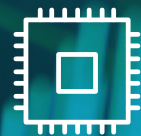
We couldn't protect the country without some support. It takes all sorts of networks to keep us up and running. So, there are lots of opportunities to develop your skills – from admin, finance and legal, to security and HR. But these aren't your usual corporate services. In these roles, you'll tackle lots of different challenges – things that you wouldn't come across anywhere else.





INFORMATION ASSURANCE

We want to make sure that everyone can protect the UK. That's where our cyber security specialists come in. We provide helpful advice on how to use tech in the best way possible. And we do this alongside the National Cyber Security Centre (NCSC). It's the part of GCHQ that keeps the UK's critical national infrastructure safe. You'll help us make the UK one of the safest places to live and do business online.



IT SERVICES

We use a lot of tech across GCHQ, so it's vital we keep the IT running smoothly. That's where our IT Services comes in. Designing, implementing and maintaining our IT infrastructure, we support every individual, team and operation. But we don't do it alone. We work closely with the IT industry and other agencies. So if you want to develop a unique IT career, this is the place for you.



KNOWLEDGE & INFORMATION MANAGEMENT

We deal with a lot of data and information, so it's really important that we manage and protect it properly. Working closely with technology, security and policy, we make sure all information is dealt with correctly. Often, we use pioneering approaches that have never been used before. And we sometimes choose to focus on a specialism or take on more varied projects. No matter the route you choose, we'll support you along the way.



LANGUAGE ANALYSTS

Not all of our insights come from within the UK, so we have to stay on top of what's happening around the world. Most foreign intelligence needs translating, interpreting and contextualising. Our language analysts help us do just that. We constantly work with unusual materials, providing reports with real impact. It means we need to stay ahead of linguistic trends. So, when you join us, the learning really never stops.



$$H(X) = - \sum_{i=0}^n P(x_i) \log(P(x_i))$$



MATHS & CRYPTOGRAPHY

Our mathematicians shape everything from cyber security to mobile communications. We work on complex projects, with complex problems. So we use a variety of techniques across many disciplines. Plus, we work in high performance environments. Using specialised architecture, we're able to write highly-optimised algorithms and get the most out of computing. With a creative mindset, you'll learn new concepts, produce new capabilities and influence government decisions.



$$f_k = \sum_{j=0}^{n-1} v_j \alpha^{jk}$$



PROCUREMENT

We often need to find unique goods and services - the things that help us run operations. That's exactly what we do in procurement. We build great relationships with suppliers, manage contracts and negotiate costs. Plus, we work really closely with our customers and manage the whole lifecycle. But you won't just support GCHQ. You'll look after multiple intelligence agencies and have an even bigger impact.



$$A^b = (g^a)^b = g^{ab} = (g^b)^a = B^a$$



PROJECT MANAGEMENT

Across GCHQ, we work on a massive number of projects. It means our project management team rarely look after the same kind of project twice. Whether you're managing technical requirements or a bespoke solution, we'll help you to develop your skills and earn qualifications. Plus, you'll be at the forefront of new Agile deliveries. You won't just manage unusual projects, you'll improve the way we work.



TECHNOLOGY & ENGINEERING

Our work revolves around tech. So it's no surprise our technologists and engineers have such a huge impact. Using sophisticated software, hardware and brand-new IT systems, we help other teams to carry out their operations. We're specialists across cyber security risk, complex data analysis and programmes, but also across platforms, networks and infrastructure. While we're there to support on-going operations, we also respond to critical world events. If you're curious about the potential of tech, you'll quickly settle in.



Our recruitment process is fairly lengthy and thorough. But it's something that everyone goes through and we don't just do it for the sake of it. It helps to keep us safe. But, most importantly, it helps to keep you safe.

OUR RECRUITMENT PROCESS



ONE LAST THING...

I really hope you found this brochure informative and useful. To stay world-leaders in cyber security, we have to find the very best talent from across the UK. We rely on having a hugely diverse mix of people across GCHQ who we can support and develop. That's how our teams become full of creativity, ingenuity and agility, and that's how we protect the UK. We provide the most interesting, purposeful work you could possibly find. I hope you're inspired to join us.

Hugh, HR Director



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GCHQ