



Federal Bureau of Investigation

Conditional Appointment Offer

FIDELITY / BRAVERY / INTEGRITY

Next Steps:

After passing Phase I, Phase II and the official Physical Fitness Test (PFT), qualified candidates will receive a Conditional Appointment Offer (CAO). This letter extends a conditional job offer for the Special Agent position to the candidate and provides details on the FBI background investigation, salary and next steps. Actual hiring is contingent on the successful completion of the remaining SASS components (medical, background investigation, graduation from the FBI Academy, etc.).

Flexibility is key at the FBI. You must be prepared and willing to be assigned according to the needs of the Bureau. All Agents must sign and adhere to a mobility agreement, which states that as a Special Agent you accept the possibility of transfer as a condition of your employment. However, once assigned to a Field Office, new Special Agents are generally not transferred unless they request voluntary transfer, apply for management positions, or as a result of an emerging or existing critical need.

Upon graduation from the FBI Academy, you will be assigned to one of the FBI's 56 Field Offices or satellite offices. Roughly one-third of new agents get their first choice. If you still aren't sure about the transfer process, keep in mind that the mission comes first. Over the past three years, on average, new Agents leaving Quantico have been assigned to one of their top five-ranked offices. Furthermore, the FBI's greatest need is in offices like New York, Los Angeles, San Francisco and San Juan. If that's where you want to be, we'll guarantee that's where you'll end up.