



## FBI Hostage Rescue Team: An Inside Look

The most elite tactical unit in the Federal Bureau of Investigation (FBI) is the Hostage Rescue Team (HRT), part of the Critical Incident Response Group's (CIRG) Tactical Section. HRT is the nation's only full-time tactical domestic counterterrorism response force.

HRT's highly trained members are exceptionally skilled in terms of stamina, speed and combat readiness. They conduct high-risk tactical operations in the United States and abroad, including hostage rescue, stronghold assault and complex arrest operations. This select group has also ensured the safety of FBI personnel in combat zones such as Iraq and Afghanistan, and conducted rescue missions after natural disasters.

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*"You have to prove yourself as an FBI Agent first before you come here."  
— Special Agent and former HRT Operator*

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### A Select Few

The FBI HRT has one of the most rigorous selection processes of any military or law enforcement unit. The selection process is designed to identify candidates with the physical toughness, mental acuity and strength of character to operate in the demanding counterterrorism environment. Only FBI Special Agents who have served in the field for two or more years are eligible. Successful candidates possess superior skills in the areas of leadership, collaboration, judgment and perseverance.

### The Tactical Recruiting Program

The Tactical Recruiting Program (TRP) targets individuals with tactical experience in law enforcement and/or the military to fast-track them to the HRT selection process. All TRP recruits go through the Special Agent Selection System (SASS) to become Special Agents and are eligible for HRT selection after two years in the field.

### Fitness Matters

To be considered for the TRP, an applicant must indicate that he or she has tactical experience on his or her Special Agent application.

To be eligible for the TRP, applicants must:

- » Have at least three years of tactical experience in law enforcement or the military.
- » Pass an extensive interview with HRT personnel.
- » Pass the TRP Physical Fitness Test (PFT).

The TRP PFT consists of five mandatory events, with no more than five minutes of rest between each event. Applicants must achieve a minimum score of 20 points and score at least one point in each of the five events:

- » Maximum number of continuous sit ups in one minute.
- » Timed 300-meter sprint.
- » Maximum number of continuous push ups (untimed).
- » Timed 1.5 mile run.
- » Maximum number of pull ups (untimed).

## Highly Trained, Highly Skilled

HRT Operators are on call around the clock and are required to maintain optimal physical, mental and mission capability. In order to neutralize threats to the U.S. government, citizens and infrastructure, the HRT is equipped with the world's most sophisticated weaponry, equipment and training. This elite workforce includes:



**Tactical Operator** Plans tactical aspects of the mission, such as how and where to breach the site, minimize collateral detail and property damage and determines the best way to apprehend and arrest the suspect with minimal risk to the public, operators and the suspect.



**Mobility Operator** Manages the repair, maintenance and modification of vehicles to meet mission imperatives; provides transport into or out of a hostile; and trains with elite tactical groups to gain familiarity with response tactics.



**Helicopter Pilot** Flies a helicopter or fixed-wing aircraft through extreme weather and hostile combat conditions; delivers tactical operatives to buildings or other locations; determines when deployment or extraction are necessary; and manages the repair and maintenance of aircraft to ensure mission readiness.



**K9 Handler** Works with specially trained K-9s able to detect illegal substances, bomb-making material, concealed weapons, smuggled agricultural goods and other contraband, as well as cadavers and smuggled humans.



**Bomb Tech** Analyzes and neutralizes explosive devices; advises on explosive device incidents; applies technical expertise in using robotic devices and bomb disposal equipment; and communicates with explosive material suspects.



**Paramedic** Provides life-saving, medical care during emergencies in hostile situations; accompanies agents on high-risk arrests; often travels internationally as part of the Rapid Deployment Teams to support Bureau investigations and operations.



## Becoming an HRT Member Takes Dedication

Candidates must successfully complete an intensive two-week selection course. If selected, a candidate must attend a rigorous 10-month New Operators Training School, which includes advanced training in marksmanship, close-quarters battle (CQB), combatives, maritime/ aircraft operations, urban and rural operations and unique overseas mission profiles to support the FBI's worldwide counterterrorism mission. The select few who make it through these processes become part of an elite team that keeps our country safe.

### Minimum Qualifications You must:

- » Be a U.S. citizen.
- » Be able to obtain a Top-Secret Clearance.
- » Possess a valid driver's license.
- » Commit to serving as a Special Agent for a minimum of three years.
- » Default on a student loan insured by the U.S. government.
- » Failure of an FBI-administered drug test.
- » Failure to register with the Selective Service System (males only).
- » Knowingly or willfully engaged in acts or activities designed to overthrow the U.S. government by force.

### Automatic Disqualifiers

- » Non-U.S. citizenship.
- » Conviction of a felony.
- » Violation of the FBI Employment Drug Policy.
- » Failure to pay court-ordered child support.
- » Failure to file income tax returns.

## OUR core VALUES:

Rigorous Obedience to the Constitution

Respect

Compassion

Fairness

Integrity

Accountability

Leadership

Diversity

## Applicant Process

If you're inspired by our mission, here's what you need to know about the Special Agent application process:

### STEP 1 INFORM & APPLY

Visit [FBIJobs.gov](http://FBIJobs.gov) to view careers and open positions.

### STEP 2 INTERVIEW & SELECTION

Be aware that the hiring process can take a year or more.

### STEP 3 CONDITIONAL JOB OFFER & BACKGROUND INVESTIGATION

Once accepted, you will undergo an intensive background investigation including:

- » Polygraph examination.
- » Credit and records checks.
- » Drug test.
- » Interviews with former and current colleagues, neighbors, friends, etc.

### STEP 4 FINAL JOB OFFER & ONBOARDING

Once accepted, attend Quantico for onboarding and training.

