Smart. Ambitious. Confident.

You're going to do amazing things. You're going to make an impact. You're a real force to be reckoned with. That's why we want you on our team.

Make a Difference

Contribute to something more than the bottom line.

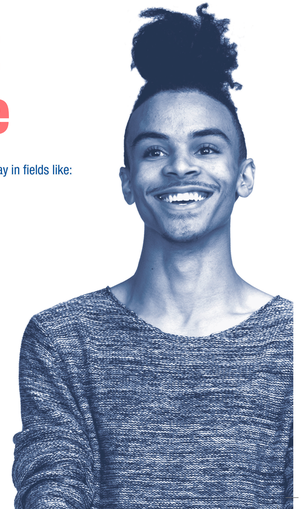
Do What You Love

Put your passion and education on display in fields like:

Auditing & Systems Analysis
Communications & Public Affairs
Contracting & Logistics
Cyber Security & IT
Engineering & Architecture
Human Resources & Force Support
Intelligence
International Affairs
Program & Finance Management
Science & Mathematics
Security & Law Enforcement

When you're ready to make your mark, ready to put your talent to work, ready to change the world …

Start here. You'll be amazing.



We get it.

Our future depends on you. We need you on our team. That's why we offer awesome programs for qualifying students and recent college graduates that make AFCS a really attractive place to get started. *You'll be amazed.*

- Paid Internships
- Scholarships
- Tuition Payments
- Student Loan Repayments
- Paid Post-Graduate Studies
- Sign-on Bonuses

We're a force to be reckoned with too.

We are the Air Force Civilian Service (AFCS). At 180,000 strong, we're pretty impressive. We sustain and equip the U.S. Air Force and help keep its powerful and impressive fleet of aircraft flying and ready for anything.

We also support a large mission in space with every kind of satellite and rocket and sophisticated equipment that helps keep us safe and benefits everyone. Take GPS—*yeah, that's us*—our team put it in place, and the apps you use every day rely on it.

Then there's cyberspace. That's where really challenging things are happening. We lead the way on the cyber front, engaged in incredible, complicated, and frankly, super-secret work. *So enough said!*

Bottom line, we can't continue our success without you. We need smart, talented, creative, and ambitious people like you to help us make a difference in air, space, and cyberspace.

Programs for Recent Grads

AFCS uses Pathways Recent Graduate appointments to fill a wide range of positions. A degree is required—associate's, bachelor's, master's, doctorate, and professional or vocational or technical degree, or certificate—within the preceding two years. Those with a post-graduate degree or with a bachelor's degree and professional experience may qualify for higher-level opportunities. Some programs may require a minimum grade-point average or a willingness to relocate.

Eligible veterans may have up to six years after degree or certificate completion to apply.

COPPER CAP & PALACE Acquire

Designed to prepare graduates with at least a bachelor's degree for a rewarding career at AFCS. Appointments to these programs are paid full-time two to four-year positions that include on the job training, scheduled raises, the possibility of paid post graduate studies, and a permanent full-time position at AFCS upon completion.

COPPER CAP is for those who have completed a minimum of 24 semester hours of business-related coursework, typically in Business, Finance, and related fields, and will be trained as Contract Specialists in areas such as Market Research, Contract Preparation, Negotiation, and Contract Execution. *Yes, contracts for everything from satellites to supplies.*

PALACE Acquire is for just about anyone else. *Same great program. Same great future.*

Science & Engineering PAQ

This is a development program that leads to a permanent engineering or science position after successful completion. Bachelor of Science graduates begin a full-time paid three-year development and training program, which includes one year of graduate studies—paid for by AFCS—relating to selected STEM disciplines. Some eligible candidates may also receive a sign-on bonus and repayment of qualifying Federally insured student loans.

Presidential Management Fellows (PMF)

PMF has been the Federal Government's premier hiring and leadership development program for advanced degree candidates and may be available within various civilian components of the Air Force. Hired into two-year excepted service positions, Fellows may be converted to permanent employment at the end of that period.

Programs for Students

Air Force Premier College Intern Program

Paid full-time internships are available for college or university sophomores, juniors, and for graduate students.

These summer internships last 10-12 weeks and are offered in many locations around the country, working shoulder to shoulder with current AFCS employees on challenging and rewarding projects and making a real contribution to the mission of the U.S. Air Force—invaluable real-world experience as you plan your future.

Even better, these Premier College Internships may qualify you for a permanent full-time position at AFCS once you complete your studies. A full-time offer will include a career development plan, a great salary, and all the benefits Federal employees enjoy.

SMART Scholarships: Science, Mathematics, and Research for Transformation Scholarship for Service Program

These scholarships provide students currently pursuing an undergraduate or graduate degree in the STEM disciplines, paid tuition and other educational expenses, a generous cash stipend, health insurance allowance, and paid summer internships at AFCS.

AFCS employs professionals at every level in over 600 different occupations. There's probably a position that fits your training, skills, and aspirations. We'd love to have you on our team.

You can learn a lot more about where you might fit and how you can make a difference at:

AFCivilianCareers.com/StartHere