

Diplomatic Technology Officer (DTO)



an IT Career in the Foreign Service



What We Value

As the lead U.S. foreign affairs agency, the U.S. Department of State promotes a free, peaceful, and prosperous world on behalf of the American people. The State Department is committed to creating a workforce that represents the diversity of America.

We strive to "build a workplace culture where all employees are truly included, where people's differences are respected, and where employees feel empowered to bring their authentic selves to work instead of trying to fit into a narrow mold. When a workplace is inclusive, everyone can contribute to their fullest abilities and the entire organization benefits."

Secretary Blinken's message: our Mission statement.





What is the Foreign Service?

**We go to interesting places
all over the world.**

- More than 275 locations abroad and throughout the United States.

**The Foreign Service is doing
important work there.**

- Solve global challenges, build alliances, counter adversaries, promote peace, and find new opportunities for our nation.

We're in the middle of it.

- Foreign Service Specialists provide specialized skills to support the business of U.S. diplomacy.





Diversity & Inclusion

We value diversity...



And we facilitate diversity!





Diplomatic Technology Officer (DTO)



- Physical Infrastructure



- System Administration



- Customer Support



- Management



- Role Specific



Other DTO Duties

Safeguarding information assets sometimes means “other duties as assigned”



Diplomatic Pouch



Inventory



Security Escort



Represent America



- Support diplomacy at outreach events
- Engage in “tech diplomacy” lessening the global digital divide
- Share and collaborate with local partners



Base Salary – Foreign Service Salary Schedule



- Entry-level DTOs are paid at grade FS05-FS04
- The lower the grade, the higher the pay
- Entry-level DTO Salary (2023) range: \$64,803 - \$128,106
- Salary range dependent on education, specialized experience, location, and more



Pay Considerations



Skills Incentive Program (SIP) of 10 or 15 % additional pay for attainment of specific IT credentials



Overseas Comparability Pay (OCP) when posted overseas



Hardship pay (differential) at certain posts



Cost of Living Allowance (COLA) at certain posts



Danger Pay at certain posts



Language Incentive Pay for some positions



Overtime



Salary Scenarios

Post country and city	China Beijing
COLA rate for Beijing	42.00%
Hardship for Beijing	25.00%
Danger Pay for Beijing	0.00%
Beijing Salary - FS4/Step 8	\$131,596

Post country and city	Egypt Cairo
COLA rate for Cairo	0.00%
Hardship for Cairo	20.00%
Danger Pay for Cairo	15.00%
Cairo Salary - FS4/Step 8	\$126,293



Foreign Service Lifestyle



This is more than a job. It is a lifestyle.

Matthew | Foreign Service Information Management Specialist



This career has been the most mind opening experience of my life...



Joy | Foreign Service Specialist





Housing



Paid housing or a housing allowance when serving overseas





Work-Life Balance





Other Benefits



- **Diplomatic Pouch**
- **Pet Shipping**
- **R&R Tickets**
- **Wardrobe Allowance**
- **Student Loan Repayment**
- **Tuition for K-12 students**
- **TSP (Thrift Savings Plan)**
- **Foreign Service Pension System (FSPS)**



Training

Foreign Service Institute

- **Arlington, VA**
 - Technical
 - Leadership
 - Foreign Languages
- **Long term training opportunities**
 - National Defense University
 - Graduate Degree Program





Job Security/Stability



No Big Tech Layoffs

- Not at the U.S. Department of State
- It's a matter of national security—to continuously tap a wide range of talents and represent America fully to the world.

Tenure

- Reviewed after your 2nd year
- Approximately 95% receive tenure within 4 years



Career Progression



Entry-Level DTO

Mid-Level DTO

Large Mission Sub-Unit Chief
Customer Service (ISO)
Infrastructure/Security (IPO)
Small Mission Unit Chief

Senior DTO

Large Mission Unit Chief
Division Chief (WashDC)

Senior Foreign Service

Large Mission Unit Chief
RDT Director
Director (Wash DC)





Stories



- ✓ [Yi's Story](#)
- ✓ [Kelly's Story](#)
- ✓ [Howard's Story](#)
- ✓ [Wayne's Story](#)
- ✓ [Kevin & Chris' Story](#)
- ✓ [Susan's Story](#)
- ✓ [Brian's Story](#)