

UNCLASSIFIED

CT-2 INTERVIEW WITH:

KHALID ELHASSAN

RELEASE IN PART

INTERVIEWER:

[REDACTED]

EXEMPTIONS: (k) (6)

D/T/P:

11 MARCH, 0930,

(j) (1)

(b) (5)

(b) (3)

DATE: MAY 2004

RECOMMENDATION:

PROCESS AS CST/OO

NOTE: APPLICANT IS AVAILABLE FOR THE JULY CLASS.

[REDACTED]

SUMMARY:

Khalid is a 27-year old naturalized American, Sudanese native. He speaks fluent Arabic.

[REDACTED]

PERSONAL CHARACTERISTICS:

Khalid is interested in the DO because, since September 11, the DO is the nation's first line of defense. He said things are looking grim, and he understands the Agency needs Arabic speakers. He feels a sense of obligation to the US, is the "perfect age" for the CST program, and has no dependents so he is foot loose and fancy free. He said that a career as an OO would be exciting for a young man who wants to see the world.

[REDACTED]

Khalid is interested in the [] career thrust because he sees the [] as being the "elite", and as doing something that most other people don't do. Being an [] is doing something that takes a lot of skill, and says something

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about yourself. He said that even though you could not talk about what you are doing, he would have an "innate swagger" knowing he was an [redacted]. He described the other career thrusts as being "not as enjoyable" and the [redacted] as being where the rubber meets the road. If he were a [redacted] he would think of himself as "service staff". He would like to live overseas, particularly now while he is single, but would prefer not to serve in a country like Japan or China where he would stand out (he is tall, black, and of Sudanese origin). The strengths he brings to the [redacted] career thrust are tenacity, a good mind, the ability to think on his feet, and the ability to deal with awkward situations. His weakness is that he can be stubborn.

[redacted] Khalid said that the [redacted] goes out and recruits the spies, whereas the [redacted] processes the information. Using an analogy, he said the [redacted] picks the raw diamond, the [redacted] cuts it, and the [redacted] does the polishing.

[redacted] described [redacted]

[redacted] pretending to be gay to evade the Sudanese police. He said he had worked under pressure and deadlines while with the Nader campaign for 3 months, and had managed by working late and by being good at multi-tasking. In his current job he handles multiple cases and is well organized. His techniques to keep track of work include keeping notes and keeping a "pin board" with case notes and action items. He said he has learned to have good time management skills.

Khalid said that he does not get much criticism, but that if he does get unfair criticism he puts up with it if it seems the other person just needs to vent a little. He said he is willing to play the punching bag to some extent, but noted that he can lash out and be verbally rather sharp. When asked if he could tolerate assets who criticize him, he said he is more than willing to put up with that if he has an ulterior motive, i.e. if there is something in it for him (such as the asset's information).

When he is fairly criticized, Khalid tries to learn from the experience. He stated that at work the more senior

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lawyers review his work. They know more than he, and he wants to learn from them.

The best boss he ever had was a lawyer who is laid back and does not breath down his neck. He described this person as helpful and as "always coming through when you need him". Khalid learned a lot from him. The worst boss was a family which owned an auto towing firm where he worked. They managed by committee, which he said was unprofessional and sloppy. They constantly contradicted each other and seemed to have no plan.

Khalid's ideal job would be something you love to go to each day, something that is so much fun you would do it even if you weren't paid. He said he would love to be a history professor someday, perhaps when he retires. He would also like to be a writer who writes "profound" books that actually sell.

Given the choice, Khalid prefers face to face communication with people. In that way, he said, you can develop an extra touch. Buy being nice, etc, you can "build up good will you can cash in on later".

Khalid said he does not need public recognition, as long as he knows he is doing a good job. When asked how he knows he is doing a good job, he gave the example of writing and filing "friend of the court" briefs. In a recent example he filed a brief, which was so good the lawyer in charge of the appeal decided to adopt Khalid's argument in place of his own. This was praise enough for Khalid.

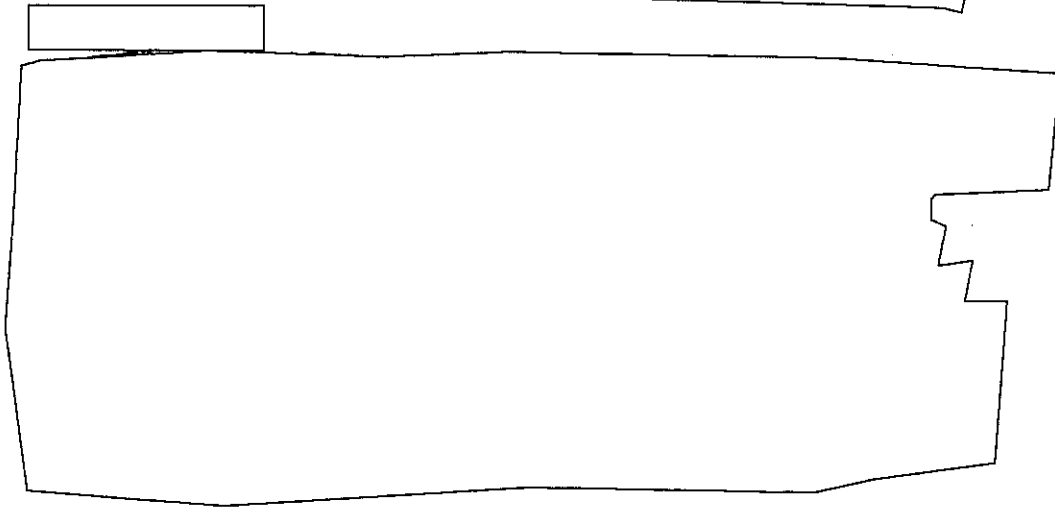
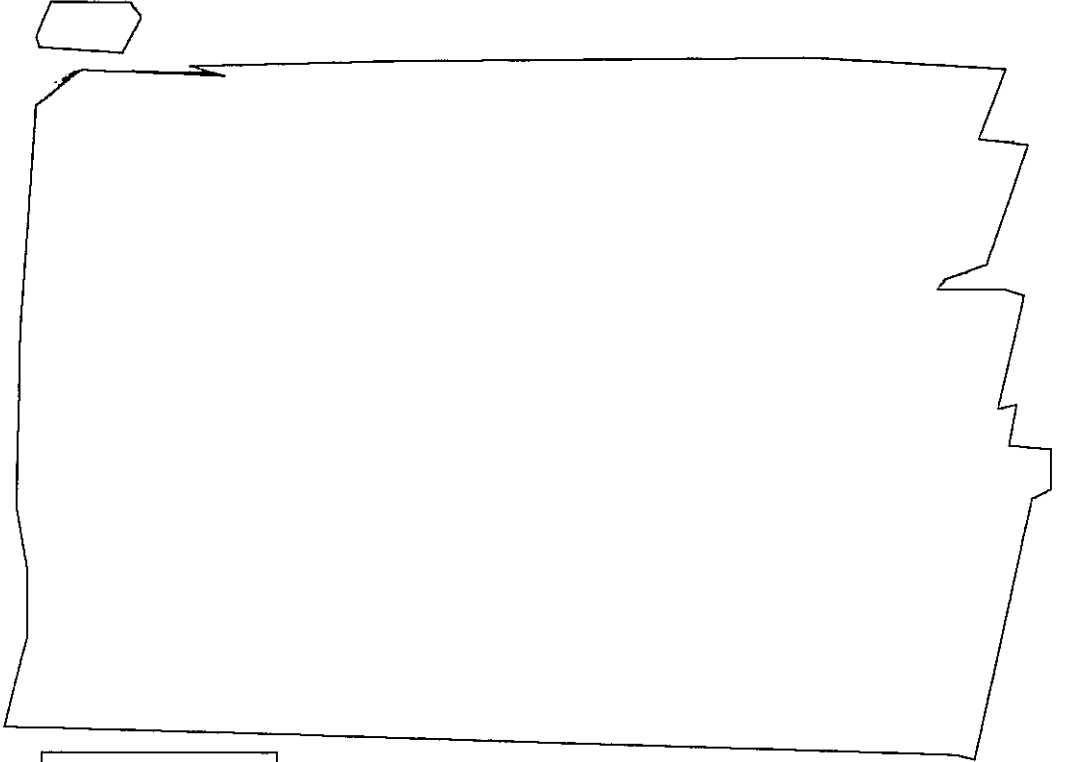
Khalid sees CIA as a career. He would like to rise to management, once he knows the job sufficiently well.

Khalid said he works often in teams, and does well. He said communication is important in a team, and he enjoys teams if everyone is as motivated as he. He is often the driving force on a team. He does his best work on his own, however, and prefers to work alone if possible.

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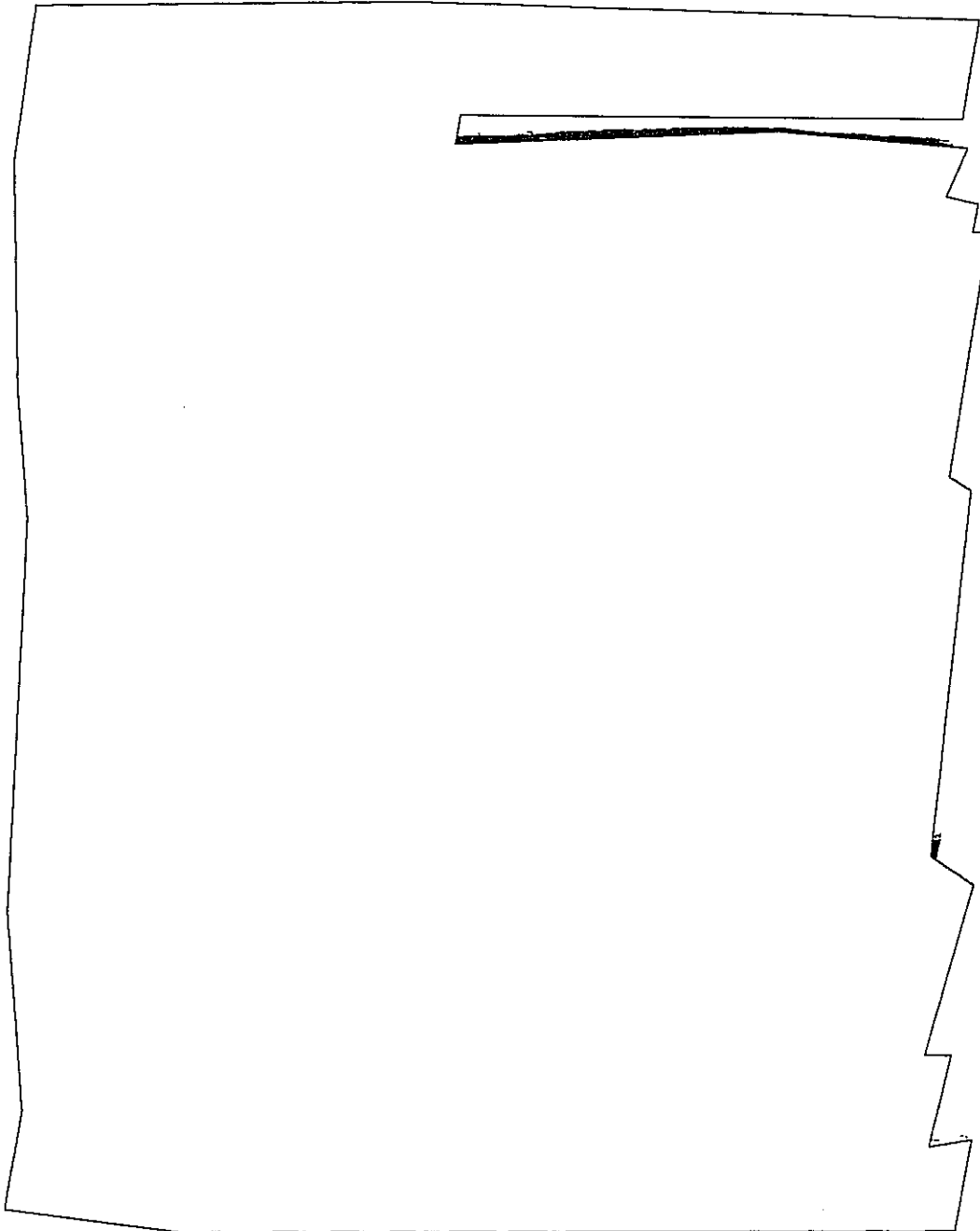
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