



# Candidate Information Pack

Technology Talent Register

Data Engineering  
Professionals

Level 4 – EL2

## Position details

Title	Data Engineering Professionals
Classification	L4-EL2
Location	Canberra and Adelaide
Salary Range	\$97,148 - \$232,719 (*Total Salary range comprises salary and applicable allowances and bonuses. Remuneration is subject to S33 of the ISA)
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	Please refer to website for closing date

## About ASIS

The Australian Secret Intelligence Agency (ASIS) is Australia's overseas secret intelligence collection agency. Our mission is to protect and promote Australia's vital interests through the provision of intelligence services as directed by the Government. Our work can involve collecting intelligence relating to national security, international relations and economic issues. We also contribute to Australia's coordinated national efforts against terrorism, proliferation of weapons of mass destruction, and trans-national issues such as people smuggling.

Our strength is our people. ASIS officers come from all walks of life, with different skills, interests and backgrounds.

ASIS is a diverse and inclusive workplace, where our people are empowered through authenticity and a sense of belonging to achieve their potential and contribute to a shared purpose and mission. We seek to reflect the community we serve, and welcome applications from Aboriginal and Torres Strait Islander peoples, women, people with a disability, neurodiverse, people from culturally and linguistically diverse backgrounds and those who identify as LGBTIQA+.

## The role

### **Data Engineering Professionals L4-EL2**

Are you keen to design and develop world-class capabilities, turning data into knowledge and operational outcomes? Are you passionate about building solutions to allow data to tell its story? ASIS offers an opportunity to achieve these goals in an uncompromisingly unique environment. As a Data Professional in ASIS, you will have the chance to actively enable our operational teams to make the best use of ASIS's unique data assets.

ASIS leverages the wide world of open source software and supplements it with our own development to deliver the bespoke tools required for the ASIS mission. Among our core languages are Python, Scala, Java, C++, Rust and JavaScript. Our toolset includes Spring, PyTorch, Tensorflow, Apache Spark, Apache Accumulo, Apache Hadoop, Apache NiFi, Apache Solr, Ansible and Git. We leverage structured and unstructured data, including geospatial and multilingual data sets of varying quality. Ideal candidates will be extraordinarily innovative, self-motivated and keen to use these toolsets to craft new systems that are simply not found in any other organisation.

If this sounds like an environment you could thrive in, then apply for one of these unique positions.

#### **Application Levels**

A Level 4 candidate would be expected to be new to the area and work under the guidance and supervision of a more senior officer.

A candidate at the Level 5 level would be expected to have one to two years' real-world experience and will be working under some supervision.

A Level 6 level candidate would be expected to have more experience and operate with limited supervision within a core group of developers.

A candidate at the EL1 level is expected to have substantial experience, and some deep technical expertise. They operate entirely independently and have the capacity to fulfil leadership roles as required.

EL2 candidates fulfil principal engineer or section leadership roles. They are expected to have substantial experience and significant deep subject matter expertise in their field of specialisation.

---

## **Specialisations**

We have a number of positions available including:

- Site Reliability Engineers at Level 5 to EL2;
- Software Engineers at Level 4 to EL1;
- Data Specialists at Level 4 to Level 6

Please indicate in your application the role(s) and level(s) for which you would like to be considered.

Pay Ranges:

L4: \$97,148 – \$101,338

L5: \$105,013 – \$113,141

L6: \$116,245 - \$133,968

EL1: \$145,137 – \$169,572

EL2: \$171,497 – \$202,365

# Role responsibilities

## Site Reliability Engineer (Level 5—EL2)

Site Reliability Engineers in ASIS maintain highly specialised systems delivering to operational teams around the globe. We have a large number of systems delivering a variety of services at a range of maturities. There is never a dull moment and we work closely with our data scientists and analytical teams to have a real impact.

### Key Responsibilities and Duties

In this role you will:

- Build, maintain and support development, test and production environments including CI/CD
- Implement and maintain best-practice security controls, including both on-system and throughout the development lifecycle
- Develop and maintain high-quality documentation including logical, system and network design documentation
- Perform analysis of monitoring, error reporting, alerting and issue reports to find the root cause of problems
- Collaborate with other engineers and data scientists to implement robust and scalable software solutions in a problem space like no other
- Contribute to the design and development of ground-breaking solutions for unique data challenges across the ASIS mission
- Independently learn and develop new skills and techniques with an eye to practical applications
- Communicate regularly and pre-emptively with peers and colleagues to keep everyone informed

### Education, qualification and experience requirements

The following education, qualifications and/or experience will be highly regarded:

- Formal training, such as a bachelor's degree in computer science, engineering, or related field
- Experience in designing and maintaining large scale storage systems (Gluster, Ceph, etc)
- Strong containerisation experience using Docker, Podman and Kubernetes
- Experience in distributed computing technologies particularly Hadoop, Elasticsearch, Solr
- Strong experience in designing and tuning high-performance compute and AI infrastructure

---

## **Software Engineer (Level 4—EL1)**

Software Engineers in ASIS build tools that are, robust, accurate and highly performant. They are highly motivated and work collaboratively with other technical specialists to let the data speak for itself, developing new systems and continuing to evolve established and legacy systems.

### **Key Responsibilities and Duties**

As a Software Engineer in ASIS you will:

- Work closely with other engineers and our data scientists to imagine, design, construct and sustain systems that enable the best use of ASIS's data
- Translate high-level requirements from work packages into real-world systems
- Contribute to the high-level design of data system architecture across ASIS
- Independently learn and develop relevant new skills and techniques with an eye to practical applications
- Communicate regularly with peers and colleagues to keep everyone informed

### **Education, qualification and experience requirements**

The panel will regard the following education, qualifications and/or experience highly:

- Formal training, such as a bachelor's degree in a relevant field such as computer science or software engineering, or equivalent
- Experience working and succeeding as a software or data engineer in industry, government, intelligence or research institutions
- Demonstrated independent drive to succeed in a small, tight-knit team
- Excellent verbal and written communication skills

---

## **Data Specialist (Level 4–Level 6)**

We are looking for motivated entry-level Data Specialists to join our team and tackle unique data challenges that directly impact our business operations. This role is perfect for candidates eager to kick-start their career in data engineering, integration, and management. You will be responsible for handling diverse data sets, using tools like Java, NiFi, and Python to ensure seamless data ingestion into our systems, and becoming a subject matter expert on data formats and structures.

ASIS operates in an uncompromisingly unique environment. No two days, or datasets, will be the same as you maximise the use of ASIS's operational data holdings—a challenge that sets us apart from the ordinary.

### **Key Responsibilities and Duties**

In this role you will:

- Troubleshoot issues related to data ingestion, identifying root causes and implementing sustainable solutions promptly
- Implement basic data validation and quality checks to ensure data integrity throughout the ingestion process
- Assist in developing and maintaining data ingest pipelines under the guidance of senior team members
- Collaborate closely with data engineers, analysts and mission areas to understand data requirements and support data delivery initiatives
- Learn to become proficient in understanding and interpreting data structure, enrichments, and business context
- Contribute to communicating and documenting data workflows, processes, and solutions for knowledge sharing

### **Education, qualification and experience requirements**

The following education, qualifications and/or experience will be highly regarded:

- Cert IV or Bachelor's degree in Computer Science, Information Technology, or a related field (recent graduates are encouraged to apply)
- Basic understanding of programming concepts; familiarity with Java, Python, or similar languages is a plus

- Strong interest in learning about data management, ETL (Extract, Transform, Load) processes, and data pipelines
- Eagerness to develop skills in database management systems (relational, and non-relational) and bulk data concepts
- Ability to work collaboratively in a team environment and willingness to learn from experienced professionals
- Excellent problem-solving skills and attention to detail

## Benefits of working at ASIS

ASIS employees enjoy access to generous workplace terms and conditions. Benefits include but are not limited to:

- Competitive salary plus 15.4% superannuation
- A variety of leave options including 22 days paid annual leave per year
- Paid leave between Christmas and New Year
- Domestic Relocation assistance for new staff to Canberra
- Health and wellbeing initiatives
- Salary packaging arrangements
- Learning and development opportunities including access to study assistance
- A variety of support services including but not limited to Employee Assistance Program (EAP) and a Staff and Family Support Office.

Whilst ASIS officers are not able to work from home due to the classified nature of our work, staff have access to a range of flexible working arrangements. These include part time hours, condensed hours and/or flexible start/finish times to support other responsibilities.

ASIS conditions of service are similar to those applying for the Australian Public Service, for a full list of benefits and conditions see [asis.gov.au](http://asis.gov.au)

## Eligibility

To be eligible for a role you must:

- Be an Australian citizen
- Be assessed as suitable to hold and maintain the relevant security clearance
- For more information on eligibility please see the Protective Security Policy Framework which is publicly accessible at [protectivesecurity.gov.au](http://protectivesecurity.gov.au), section 12 provides information on Eligibility and suitability

## How to apply

Click on "Apply Now" on our website on the role/s that you are applying for. You will be required to submit the following:

- 500-word pitch outlining your skills and experience for the role
- A current CV, no more than 2 pages in length, outlining your employment history, academic qualifications and relevant training that you may have undertaken
- Details of two referees, which must include a current supervisor

Applicants are encouraged to consider the Integrated Leadership System (ILS) capabilities when preparing their application. For more information on the ILS, and tips for applying for jobs in Australian Public Service, please visit the APSC website found at [www.apsc.gov.au](http://www.apsc.gov.au).

All applications for employment with ASIS are handled in the strictest confidence. It is essential you maintain a similar level of confidentiality and that you do not discuss your application with anyone.

## Reasonable adjustments

ASIS is committed to fostering a diverse and inclusive environment for candidates to participate in all stages of the selection process. Please let us know if you require any additional assistance or reasonable adjustments during any stage of the recruitment process and we will work with you to manage this throughout. If you are successful in gaining employment, reasonable adjustments can also be made available to you in performing your role.

## Recruitment process – what happens next

We thank all applicants for their interest in a role with ASIS. Please be advised that our selection process is rigorous and extensive and that we do not provide feedback to unsuccessful applicants. **If you progress from application, you will receive an SMS requesting you to complete online testing – please ensure that you complete this testing or your application will not progress further.**

All selection process decisions are merit based and candidates must be prepared to undergo various selection stages throughout the process.

A merit pool will be established for candidates who are suitable for this round and will remain valid for 18 months.