



# **Candidate Information Pack**

Linguist Officer  
Executive Level 1

## Position details

Title	Linguist
Classification	Executive Level 1
Location	Canberra
Salary Range	\$145,137- \$169,572 plus superannuation
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	Monday, 19 January 2026

## About ASIS

The Australian Secret Intelligence Service (ASIS) is Australia's overseas intelligence collection agency. We are Australia's experts at collecting highly sensitive information – secret intelligence – from sources overseas to keep Australia and our region safe and prosperous.

Our work spans continents and cultures. As a tech-powered and data-driven organisation, we use covert techniques and cutting-edge technology to put us in the right rooms, next to the right people, with the right access to the intelligence we need. We are tasked to collect intelligence – it might be political, military or economic information – deliberately withheld from the Australian Government that might present threats to or opportunities for Australia.

From graduates to career changers, we come from every corner of the country and all walks of life, with backgrounds from all around the world.

Regardless of our ethnicity, experiences and education, we're bound by a shared commitment to something bigger: building a better future for those who come after us. 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 LGBTQIA+.

It's a mission owned by everyone, with opportunities for all.

## The role

As a specialist linguist working in a multi-disciplinary team, your primary role would be the translation of a range of intelligence material from a foreign language. You would perform the role of and/or report to a team leader and work closely with other geographic and thematic teams, including staff posted overseas. The positions may be based in Canberra or other State capitals, and offer flexible work hours.

We are looking to recruit full-time and part-time linguists with expertise in the languages indicated from the following region:

- North Asia – including but not limited to Mandarin Chinese
- South-East Asia – including but not limited to Indonesian and Thai (we also welcome expertise in other South-East Asian languages).

## Role responsibilities

- Conduct research and critical analysis of a range of material
- Translate and produce reports from a range of source material
- Maintain a high level of country-specific subject matter expertise, which may involve participating in customer discussions and liaison meetings
- Develop personal capability by maintaining and improving language skills
- Advise on, and contribute to the development of ASIS's linguist capability and training as required
- Identify, establish and enhance client/customer relationships to obtain information and ensure alignment with organisational priorities, promoting own agency's objectives and facilitating cross-agency planning to achieve operational outcomes
- Be prepared to travel and work overseas as required
- Team member responsibilities, including contributing to a positive work environment
- Lead and/or manage a team (where required)
- Build team capability through coaching, mentoring, providing performance feedback, conflict resolution and encouraging career development (where required)
- Manager responsibilities including developing and implementing work plans that provide strategic direction for the work area, planning and monitoring work processes and allocation of resources to meet objectives, managing staff, setting priorities and managing workflows (where required).

## Education and qualification requirements

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

- Qualifications in the target language (DFAT or Defence language proficiency certification; NAATI; university degree, etc), both current and historical
- Native or near-native language ability in the target language
- High-level English writing and speaking skills

- Demonstrated high-level translation and communication skills
- Demonstrated understanding of cultural and social sensitivities
- Experience and understanding of living/working in-country
- Experience in providing interpreting and translation duties.

## 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](https://asis.gov.au)

## Eligibility

To be eligible for a role you must:

- Be an Australian citizen
- Be assessed as suitable to hold and maintain a TOP SECRET-Privileged Access security clearance
- For more information on eligibility please see the Protective Security Policy Framework which is publicly accessible at [protectivesecurity.gov.au](https://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:

- 800-word pitch outlining your skills and experience for the role and why you think this is the job for you
- Please indicate the language/s you are proficient in and the level you are applying for
- 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.

**Important:**

If you are currently living overseas and wish to apply for a role with ASIS, please note that we cannot contact you until you return to Australia. Every part of the recruitment process, including contacting you, must be done while you are in Australia.

If you have no plans to return to Australia in the foreseeable future, we recommend you wait until you return before submitting an application.

## 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.

