



Candidate Information Pack

Property Director

EL2

Position details

Title	Property Directors
Classification	Executive Level 2
Location	Canberra
Salary Range	\$171,497 - \$202,365
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	28 April 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

Property Directors lead dynamic high performing teams across the functional areas of Property Strategy, Engagement and Planning, Property Project Delivery, Facilities Management and Transformation. They will have strong representation, engagement and interpersonal skills, including the ability to develop and maintain a network of internal and external partners and resources across the AIC, Government and industry, coupled with effective written communication skills.

Property Directors are responsible for influencing and developing strategy, policies, priorities and processes in relation to property. They provide high level advice to senior management as well as coordinating and assuming responsibility for complex or sensitive projects or work programs that have strategic, political and/or operational significance. These roles will lead diverse teams and have resource management responsibilities including input to and management of budgets.

These roles require a demonstrated willingness to learn new technologies and remain abreast of industry developments, be self-motivated, work effectively and responsively within a multi-disciplinary environment, and demonstrate effective, empathetic, outcomes focussed leadership. There may be a requirement for domestic and overseas travel within these roles.

Role responsibilities

Property Project Delivery:

- Lead the development and management of complex property projects;
- Lead the delivery of all scheduled minor fit-out and refurbishment projects ; and
- Pursue and maintain effective relationships with counterparts internally and externally, ensuring alignment of security requirements and operational priorities;

Property Strategy, Engagement and Planning:

- Lead the development of NPPs that relate to the property works program (including liaising with other agencies for joint submissions)
- Responsible for influencing and developing strategy, policies, priorities and processes in relation to property strategy, engagement and planning; and
- Lead the management of ASIS's leases, MOUs and annual reporting requirements.

Property Facilities Management:

- Lead response to property management and day to day maintenance issues;
- Develop and implement a scheduled maintenance program; and
- Work with internal stakeholders to implement modern work environments across the Canberra property footprint.

Core skills

We encourage applicants with the following skills and attributes to apply:

- The ability to effectively manage team resources, including people, finance and equipment/technology;
- Strong liaison and representational skills;
- Highly developed project management and planning;
- Strong communication, liaison and change management skills; and
- The ability to think creatively and generate innovative solutions.

Education and qualification requirements

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

- Relevant tertiary qualifications particularly in a related field such as project management, property/estate management, architecture, design, construction management, drafting etc (desirable);
- Extensive experience in leading and managing a diverse team;
- A well-developed understanding of contemporary practices in property management, procurement, capital management and technical security requirements.
- Demonstrated understanding of contemporary public-sector procurement processes
- An understanding of relevant construction security principles and standards.

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

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, 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
- 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.

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.