



Candidate Information Pack

Technical Security
Executive level 1

Position details

Title	Manager Technical Security
Classification	EL1
Location	Canberra
Salary Range	\$150,072 - \$175,338
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	Monday 3 August 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 Manager of Technical Security at ASIS, you will be responsible for overseeing the security of our people, assets and operations from technical threats, espionage and compromise around the world.

You will lead a high performing, specialised team of security professionals at the forefront of technical and protective security for the Australian Government. You will travel overseas leading technical inspections and the application of security mitigations at our most sensitive locations, whilst training and mentoring staff and educating stakeholders on the ground.

You will have the opportunity to build and maintain positive working relationships with intelligence partners domestically and across the globe, provide advice on security best practice, and help to design countermeasures and strategies to protect and support the Service.

Role responsibilities

- Plan and lead regular technical security inspections of ASIS locations;
- Manage a high performing team conducting regular deployments, within a challenging and volatile global environment;
- Ensure the physical and technical security of ASIS's sensitive environments, ensuring they adhere to the stringent requirements of established government security policies;
- Respond to and investigate suspected technical security incidents;
- Build effective working relationships with officials and intelligence partners domestically and abroad;
- Provide technical leadership and expertise to develop and enhance technical security solutions;
- Convey complex technical security information to a diverse audience through detailed reports, briefings, and awareness training;
- Train and mentor staff on technical security threats, risks, mitigations, security procedures and techniques; and
- Provide expert technical guidance during design, construction and renovation projects.

Core skills

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

- Strong leadership and project management skills;
- Strategic thinking and independence while working under broad direction;
- Strong interpersonal and relationship building skills;
- Ability to travel on a regular basis;
- Adaptable in rapidly changing and foreign environments;
- Proficiency in electronics and technological disciplines;
- Keen observation skills and attention to detail;
- Analytical, investigative and problem-solving skills; and
- Strong written and verbal communication skills suppliers.

Education and qualification requirements

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

- Technical Surveillance Countermeasures (TSCM) qualifications or experience.
- Strong understanding of physical, technical or protective security and it's application in Government.
- Experience and proficiency in electronics, computer systems or engineering.
- Experience and proficiency in radio frequency spectral analysis and signal identification.
- Experience and proficiency in construction methods and building management systems.
- Experience and proficiency in project management.

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:

- 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.

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.