



# Candidate Information Pack

Payroll Administration  
Officer

Level 4

## Position details

Title	Payroll Administration Officer
Classification	APS 4
Location	Canberra
Salary Range	\$97,148 - \$101,338
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	Monday 23 March 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

ASIS is looking to build additional capacity and capability across its corporate support function, with a particular focus on the continued strengthening of our human resources team.

As a Payroll Administration Officer within ASIS you can expect to work within a dedicated team that has a clear sense of purpose and an understanding of how you can individually contribute to the security of our nation and fellow Australians.

We are seeking to engage skilled and enthusiastic professionals to fill roles within the ASIS Payroll Administration team. We believe this is an opportunity for not only experienced payroll officers but also welcome applications from those seeking entry into the HR support space or from those experienced administrators looking to specialise within the HR field.

The roles require individuals with strong interpersonal skills, well developed communication skills, sound judgement and an aptitude to perform in a collaborative and energetic environment. In addition to this you will be able to demonstrate your organisational ability and your ability to provide a high level of customer service/support. Previous background experience in payroll or working in PeopleSoft would be advantageous, but not essential.

## Role responsibilities

The following is an overview of key responsibilities and tasks:

- Work under direction as part of a payroll team to provide entry level payroll processing and administrative support, in accordance with best practice and relevant policy guidelines;
- Be accountable for the completion of allocated tasks and organising workflow;
- Develop capability through exposure to team members, on the job experience and relevant training;
- Assist the payroll team in the day-to-day activities required to successfully meet critical deadlines;
- Calculate and process payroll entitlements and allowances adhering to fortnightly deadlines;
- As part of a payroll team, undertake tasks of a moderate level of complexity, under the direction from senior staff;
- Provide advice to employees regarding conditions of service that is informed and within policy guidelines;
- Develop and maintain professional and constructive relationships with all internal and external clients; and
- Maintain employee records for statutory recording purposes.

## Core skills

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

- Build and maintain internal and external stakeholder relationships;
- Display initiative within defined limits relating to your area of responsibility;
- Display adaptability and flexibility in changing circumstances and in diverse situations;
- Organise and prioritise work using available resources in a timely manner; and
- Able to work co-operatively in a flexible manner, sharing ideas and encouraging teamwork and dealing with conflicts effectively.

## Education and qualification requirements

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

- Payroll or Administrative experience;
- Demonstrated strong customer service skills;
- PeopleSoft or experience with similar Human Resource operating systems; and
- Experience using Microsoft Office applications.

## 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:

- 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.

### **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.