

**Selection Documentation**  
**2024 Technologist Campaign**  
**Data and Software Engineer**  
**Level 4 – EL2 (\$89,990 - \$187,458)**

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

ASIS employs people in a wide range of roles, including technologists. These roles require dynamic team players who enjoy working with stakeholders, team members and individually on projects. ASIS is looking for people who will be able to meet tight deadlines and work to support ASIS priorities. Successful candidates will have excellent coordination and administration skills, excellent verbal and written communication skills; and, strong stakeholder engagement and influencing skills. Relevant tertiary qualifications and demonstrable experience will be highly regarded.

ASIS values workplace diversity and is committed to providing a supportive, inclusive and respectful work environment. We encourage applications from Aboriginal and Torres Strait Islander People, women, people with disabilities, people that identify as LGBTIQ+ and people from culturally and linguistically diverse backgrounds.

We offer a competitive salary package, including 22 days annual leave, shutdown between Christmas and New Years Day, 15% employer superannuation contribution, access to flex time (up to Level 6 only) and generous paid maternity/paternity leave.

Positions are based in Canberra or Adelaide. **This role requires the successful applicant to obtain and maintain a Security Clearance.**

**Role: Software and Data Engineer (Level 4 – EL2)**

Are you seeking a unique opportunity to work on cutting-edge projects with data challenges you won't find elsewhere? Do you love solving complex problems, building performant, scalable, and low latency services? We are looking for passionate Software and Data Engineers to join our team, where you'll have the chance to tackle complex, highly-specialised problems through the design, development, and delivery of world-class software and infrastructure systems.

As a Software and Data Engineer in ASIS, you will have the opportunity to work with a variety of data; including structured, unstructured and geospatial. You will tackle big data problems and design innovative user interfaces that enable our analytical and data science teams to make the best use of ASIS's data assets and contribute to operational outcomes.

ASIS leverages 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 Java and Python, and our toolset includes PostgreSQL, Apache Accumulo, Apache Hadoop, Apache Spark, Apache NiFi,

Apache Solr, Git, Vue.js and Typescript. Ideal candidates will be innovative, self-motivated and keen to use these toolsets to craft new systems that are simply not found in any other organisation.

ASIS offers an opportunity to achieve these goals in an uncompromisingly unique environment. They are highly motivated and work collaboratively with other technical specialists to let the data speak for itself. If this sounds like an environment you could thrive in, then apply for one of these unique positions.

## Key Responsibilities and Tasks

In this role you will:

- Collaborate with other developers, 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.
- Ensure the performance, quality and responsiveness of application in a dynamic environment.
- Translate high-level requirements from work packages into real-world systems.
- Independently learn and develop new skills and techniques with an eye to practical applications.
- Communicate regularly with peers and colleagues to keep everyone informed.

## Core Skills / 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, software engineering, or related field.
- Familiarity with development languages, data technologies, or web frameworks from our toolset.
- Demonstrated experience in software development, with a focus on either data technologies, or web interface design.
- Strong problem-solving skills and a passion for staying updated on industry trends.
- Ability to acquire and maintain a security clearance.

## Application Levels

We have positions open at the Level 4, Level 5, Level 6, EL1 and EL2. 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. An EL2 candidate is expected to have deep technical expertise and the ability to mentor junior engineers in a leadership role. They take individual responsibility for the delivery of specific project work.

## **Selection Criteria**

Candidates are not required to provide a separate written response to the ILS capabilities (below), however, candidates are encouraged to consider the capabilities in preparing their application, as each candidate will be assessed on their ability to demonstrate behaviours aligned to the capabilities for the position.

For more information on the ILS, tips on applying for jobs in the Public Service, go to the APSC website found at [www.apsc.gov.au](http://www.apsc.gov.au).

### **Supports Strategic Direction**

- Supports shared purpose and direction;
- Thinks strategically;
- Harnesses information and opportunities; and
- Shows judgment, intelligence and common sense.

### **Achieves Results**

- Identifies and uses resources wisely;
- Applies and builds professional expertise;
- Responds positively to change; and
- Takes responsibility for managing work projects to achieve results.

### **Supports Productive Working Relationships**

- Nurtures internal and external relationships;
- Listens to, understands and recognises the needs of others;
- Values individual differences and diversity; and
- Shares learning and supports other.

### **Displays Personal Drive and Integrity**

- Demonstrates public service professionalism and probity;
- Engages with risk and shows personal courage;
- Commits to action;
- Promotes and adopts a positive and balanced approach to work; and
- Demonstrates self-awareness and a commitment to personal development.

### **Communicates with Influence**

- Communicates clearly;
- Listens, understands and adapts to audience; and
- Negotiates confidently.

### **Job Specific Requirements**

- Demonstrated experience and education relevant to the role.

## HOW TO APPLY

Applicants will need to apply **ONLINE** via our website.

Applicants will be required to attach a resume and submit a maximum 800 word pitch outlining their relevant experience, skills and knowledge to perform the duties of the role.

You will be asked what level you are applying for.

Applicants are encouraged to consider the capabilities when preparing their application, as this will form the basis of selection assessment. For more information and tips on applying for jobs in the Public Service, search 'Joining the APS' at [www.apsc.gov.au](http://www.apsc.gov.au).

**After application submission, you may receive an SMS requesting you to complete online testing. Please ensure you complete this as your application will not be progressed otherwise.**

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**APPLICATIONS CLOSE: Refer to date on website**

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## ELIGIBILITY

Candidates must be Australian citizens.

The successful candidate will be required to obtain and maintain a security clearance.

## REASONABLE ADJUSTMENTS

All requests for reasonable adjustments will be considered and managed in consultation with you. We will continue to ask you if you require reasonable adjustments at each stage of the process. If you are successful in gaining employment, reasonable adjustments can also be made available to you in performing your role.

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## WHAT HAPPENS NEXT?

You may receive a SMS requesting you to complete online testing. Please ensure you complete this as your application will not be progressed otherwise.

Please do not tell anyone about your application with our organisation at this stage of the process as doing so may harm your suitability for employment with us.

A merit list will be established for candidates who are suitable and will remain valid for a period of 18 months.

We thank you for the time and effort you have put into your application; however, we are unfortunately unable to provide feedback to unsuccessful candidates.