



Candidate Information Pack

Crypto Strategy and
Delivery

Executive Level 1

Position details

Title	Crypto Strategy and Delivery
Classification	Executive Level 1
Location	Canberra
Salary Range	\$150,072 – \$175,338
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	Please refer to the website

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 seeking a senior Cryptographic specialist with the requisite technical background, skills and experience to support the development and delivery of a range of strategic cryptographic capability remediations, development and deliveries.

Working alongside the Services Communications Security (COMSEC) team within the Enterprise ICT branch, you support the introduction into service of next generation network crypt products and key management capabilities in one of Australia's most complex, diverse and challenging estates. You will work to deliver solutions for both operational and corporate technology areas, you will provide essential services in ASIS.

This is an excellent opportunity to leverage your existing cryptographic knowledge in HACE, non-HACE key mgmt and PKI systems and deliver next generation specialist cutting edge technologies globally. You will be provided with training, support and mentorship required to develop and grow your skills to further your career.

Role responsibilities

Outlined below are the key areas of responsibility for the role:

- Support the Development of HACE and Non-HACE cryptographic strategies and their corresponding implementation.
- Select, build, test and supervise the introduction into service of the next generation enterprise cryptographic management solutions
- Support the COMSEC team in the transition to quantum-safe technologies.
- Provide technical leadership in the development and delivery of cryptographic policy.
- Engage with business areas to understand requirements and identify technology solutions that follow accreditation frameworks to ensure a robust security posture
- Engage with external stakeholders including the Authority, trusted international partners and vendors on capability delivery and ongoing policy development
- Contribute to change management activities to collaborate with teams and translate activities into actionable plans.
- Produce clear technical documentation and artefacts to achieve accreditation in accordance with the ISM, PSPF and ASCI's
- Drive improvements in monitoring, documentation and engineering standards

Core skills

We encourage applicants with one or more of the following skills and attributes to apply:

- Experience in the delivery and/or support of various HACE products.
- Experience and/or knowledge of current and future key generation and mngt processes
- Experience and/or knowledge in the development of ACSI or ACSI derived local policies and procedures.
- An understanding of the establishment and commissioning COMSEC facilities.
- Knowledge of PKI, Certificate Authority infrastructure design and deployment
- Experience in supporting internet and cloud-based technologies, principles and environments
- Exposure to networks using commercial and government grade cryptographic equipment

Education and qualification requirements

Experience in the following would be beneficial, but not essential:

- Working COMSEC related field, Crypt policy development.
- Working in secure government enterprise environments in networks, gateways or internet security infrastructure
- Relevant engineering degree or professional industry experience/certifications (e.g. CCNP or equivalent)

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.