

# **Selection Documentation**

## **Senior Psychologist/Behavioural Scientist - Operational**

### **Executive Level 1**

**\$139,828 - \$193,036\* plus superannuation**

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#### **ABOUT US**

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 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 is a diverse and inclusive workplace, where our people are empowered through authenticity and a sense of belonging to achieve their potential and contribute to a shared purpose and mission. 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, people from culturally and linguistically diverse backgrounds and those who identify as LGBTIQ+.

#### **WHAT WE OFFER**

- A competitive salary, with flexible conditions that may apply according to your qualifications, skills, experience and performance, and in accordance with business needs
- A career with a difference making a direct contribution to Australia's national security
- A unique working environment where the work is stimulating and our people matter
- Ongoing training and personal development opportunities
- Ongoing employment with opportunity for part-time or flexible work hours
- Generous leave provisions

This role is office based in Canberra.

#### **ROLE**

The Senior Psychologist/Behavioural Scientist – Operational role is a unique and exciting opportunity to apply your specialist expertise in human psychology or behavioural science in support of operations. The work will be challenging and varied, drawing on scientific and professional best practice standards to address existing, emergent and dynamic issues in support of ASIS priorities. It will suit highly motivated, responsive people, who enjoy quickly adapting to novel scenarios and different perspectives, and a combination of individual, team-based and stakeholder projects. It will require exercise of sound judgment, humility, initiative and creativity in very complex problem solving and innovation, while being guided by government and legislative requirements. You will work within a professional team environment enabling access to peer supervision and review, and relevant continuing professional development opportunities.

## KEY RESPONSIBILITIES AND TASKS

The following is an overview of key responsibilities and tasks:

- Apply, supervise and offer psychological and behavioural science expertise, related to:
  - Clinical psychological assessment and formulation
  - Forensic risk assessment and behavioural analysis
  - Social psychology, cross-cultural and cultural psychology
  - Evidence-based processes of therapeutic or behavioural change interventions
  - Quantitative and qualitative measurement, applied research methodology; behavioural data analytics.
- Conduct psychological and behavioural assessments for effective understanding, recommendations and support to individuals, officers, teams and stakeholders.
- Develop and maintain collaborative and consultative relationships with team members and diverse stakeholders to enable quality outcomes, impact and risk assurance.
- Digest and integrate current research and professional literature to keep across developments, trends and assure best practice in operational contexts.
- Design and deliver high quality, evidence-based training, briefings and coaching to multidisciplinary colleagues and stakeholders.
- Design and deliver coordinated projects grounded in psychological and behavioural science for high impact and risk assurance in operations.
- Engage in continuing professional development and peer supervision with psychologists and behavioural science colleagues, to maintain currency and comply with mandatory professional regulations.
- Advance expertise in relevant fields, identifying new and future opportunities for collaborative projects, research and continuous improvement in the application of psychology and behavioural science methodology in operations.

This position requires some domestic and international travel and occasional availability outside standard business hours.

## CORE SKILLS & COMPETENCIES

Psychologists are particularly required to:

- Meet competencies aligned with specifications of the Psychology Board of Australia.
- Excellent coordination and administration skills.
- Excellent written and verbal communication skills.
- Balanced judgment and a high level of discretion.

## EDUCATION, QUALIFICATION AND EXPERIENCE REQUIREMENTS

The following education, qualifications and/or experience are **essential**:

- Current unconditional registration as a Psychologist with Clinical or Forensic Endorsement and Supervisor Endorsement under the National Law;
- **OR** A post-graduate qualification in Social Psychology, Applied Psychology or relevant Behavioural Science; **AND**
- At least three years' post-endorsement/qualification experience working as a psychologist or applying behavioural science in an applied setting(s), across a broad range of complex presenting issues and people; and
- Eligibility for membership of the Australian Psychological Society.

The following experience is **desirable**:

- Provision of high quality psychological or behavioural science input via supervisory or consultancy models.
- Effective service or program delivery within a multidisciplinary setting or large organisation.
- Development and delivery of impactful evidence-based training to individuals or groups.
- Creative and evidence-led innovation in psychological practice, behavioural science applications or data analysis.

**We are dedicated to building a diverse and inclusive workforce, so if you are excited about this role but your past experience doesn't align perfectly, we encourage you to apply.**

## **CAPABILITIES**

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).

### **Shapes Strategic Direction**

- Inspires a sense of purpose and direction;
- Focuses strategically;
- Harnesses information and opportunities; and
- Shows judgment, intelligence and common sense

### **Achieves Results**

- Builds organisational capability and responsiveness;
- Marshals professional expertise;
- Steers and implements change and deals with uncertainty; and
- Ensures closure and delivers on intended results.

### **Cultivates Productive Working Relationships**

- Nurtures internal and external relationships;
- Facilitates co-operation and partnerships;
- Values individual differences and diversity; and
- Guides, mentors and develops people.

### **Exemplifies Personal Drive and Integrity**

- Demonstrates public service professionalism and probity;
- Engages with risk and shows personal courage;
- Commits to action;
- Displays resilience; and
- Demonstrates self-awareness and a commitment to personal development.

## Communicates with Influence

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

## HOW TO APPLY

Applicants will need to apply **ONLINE** via our website and will be required to attach a resume and provide responses to the following questions: (maximum 500 word per answer)

1. How would you go about providing advice on personality, motivation and behaviour without meeting the Subject? What are the pitfalls of operating in this manner and how would you manage them?
2. Choose three of the following and discuss, using examples, how they might be relevant to human intelligence operations:
  - a. Cognitive Behavioural Theories
  - b. Risk assessment
  - c. Behavioural Change Frameworks
  - d. Social Identity Approach
  - e. Culture and cross-cultural psychology
  - f. Behavioural data analytics
  - g. PTSD
3. Give a detailed example of a scenario in which you dealt with a difficult interpersonal situation in the workplace.

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).

*\*total remuneration package comprises salary and applicable allowances and bonuses. Remuneration is subject to S33 of the ISA.*

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**APPLICATIONS CLOSE: 3 June 2025.**

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## ELIGIBILITY

Candidates must be Australian citizens.

The successful candidate will be required to obtain and maintain the highest-level 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.