



Candidate Information Pack

SENIOR PSYCHOLOGIST
OPERATIONAL
EXECUTIVE LEVEL 1

Position details

Title	Senior Psychologist - Operational
Classification	Executive Level 1
Location	Canberra
Salary Range	\$145,137 - \$203,486* plus superannuation <i>*Total salary range comprises salary and applicable allowances and bonuses. Remuneration is subject to s33 of the ISA</i>
Contact	Recruitment Phone: (02) 6261 1849
Closing Date and Time	Please refer to date on 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

Join us as a Senior Psychologist - Operational and make a tangible difference with your extensive psychological expertise. This unique role offers a challenging and diverse scope of work with both national and international impact.

You will leverage your scientific and professional best practices, adhering to government and legislative requirements. This role is ideal for highly responsive practitioners who possess exceptional judgment, thrive on adapting to new challenges, and excel in complex scenarios. You will enjoy exercising your technical, communication and interpersonal skills to conceptualise understanding and deliver innovative solutions to intricate applied problems.

Collaborate in a multidisciplinary supportive team environment, with access to peer supervision, continuing professional development opportunities and support for professional fees such as AHPRA registration and APS membership. We offer generous conditions tailored to your expertise, performance and business need.

Role responsibilities

Leverage your psychological judgment, evidence-informed methods and expertise to enable operational capabilities. This may involve conducting assessments, formulation, issue conceptualisation, supervision/consultancy, behavioural data analysis and intervention with individuals, groups and systems, with sensitivity to the impacts of cross-cultural contexts.

Key responsibilities include:

- Conduct comprehensive psychological assessments and behavioural data analysis to provide accurate, contextually relevant recommendations that drive operational success.
- Build and maintain productive relationships with team members, diverse customers and stakeholders to progress desired outcomes.
- Facilitate best practice methodologies, grounded in empirical research and professional standards, tailored to both established and new operational contexts.
- Design and deliver high-quality training, briefings, projects, feedback and coaching to multidisciplinary operational colleagues.
- Uphold professional standards including record keeping, continuing professional development and peer supervision to meet regulatory requirements and advance your expertise.

This role requires some domestic and international travel, as well as occasional availability outside standard business hours. You will be based in Canberra.

Education and qualification requirements

To be considered for this role, you must have:

- Unconditional AHPRA registration as a Psychologist with Clinical or Forensic Endorsement
- 5 years of post-endorsement experience in clinical, forensic or applied psychologist roles, across varied settings, presenting issues and populations, including CALD
- Proven case formulation and intervention skills within an evidence-based practice framework resulting in effective outcomes
- AHPRA endorsement as a Supervisor, or eligibility for this
- Eligibility for full membership of the Australian Psychological Society
- Demonstrated excellent verbal and written communication and interpersonal skills.

Desirable experience includes:

- Providing psychological or behavioural input through supervisory or consultancy models
- Working in a multidisciplinary setting or large organisation
- Developing and delivering impactful training
- Driving creative and evidence-led innovation in psychological practice.

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:

- A current CV, no more than 2 pages in length, outlining your employment history, academic qualifications and relevant training that you may have undertaken; and
- A response to the following questions;
 - How would you go about providing advice on personality, motivation and behaviour without meeting the subject? What challenges might you face when providing advice remotely and what strategies can you use to mitigate these? (max 500 words)
 - Choose a psychological theory, principle, standard technique or procedure and discuss an example of how you adapted it for a specific applied context. What did you consider and do? How effective was it? (max 500 words)
 - Give an example of a situation where you had to deal with a difficult interpersonal situation within the workplace. (max 500 words)
- 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.