

Selection Documentation

2025 Technologist Campaign

Technical Specialists (Executive Level 2)

Salary: \$165,218 - \$194,957 (Plus Superannuation)

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, administration and technical 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 and generous paid maternity/paternity leave. Full and part time positions as well as flexible work hours can be negotiated.

All positions are office-based and located in Canberra.

ASIS is seeking innovative EL2 Technical Specialists who are passionate about delivering cutting edge technology. We are looking to fill vacancies in the following areas:

- Senior IT IDAM Engineer
- Senior Infrastructure / Systems Engineer
- Senior Software Developer / Engineer
- Senior Embedded Systems Engineer
- Senior Communications Systems Engineer
- Senior Security Architect

For role-specific information, please see below.

These roles requires the successful applicant to obtain and maintain a Security Clearance.

Role: Technical Specialist - Senior IT IDAM Engineer (EL2)

We are seeking a Senior IT Engineer with comprehensive Identity and Access Management (IDAM) experience to join our team of technical specialists. This role requires a deep understanding of IDAM technologies, security principles and the ability to work collaboratively with IT Security, Infrastructure and Software Development teams to design, deploy and maintain the organisation's identity and access management capabilities. As an expert you will develop secure and innovative solutions to solve complex and challenging problems and be well-adept to responding rapidly to support the global enterprise environment.

Applicants successful will have extensive experience (10+ years) in the following disciplines and must possess significant depth and expertise in the development and deployment of enterprise solutions:

- Extensive hands-on knowledge of identity and access management best practices, procedures, and software solutions
- Extensive knowledge and experience with authentication standards and technologies such as but not limited to Public Key Infrastructure, multi-factor authentication, single sign-on (SSO), privileged access management, RBAC and ABAC management, federated services and single sign-on (SSO), identity directory services and LDAP
- Experience and knowledge in automation of IDAM solutions and identity lifecycle management
- Experience with one or more of the following technologies - Windows, Linux, scripting (Powershell, Perl, Bash etc)
- Experience and knowledge of IDAM solutions across Cloud and On-premise technologies

Role: Technical Specialist - Senior Infrastructure / Systems Engineer (EL2)

We are looking for Senior Infrastructure / Systems Engineers with extensive experience to apply their skills across a range of operational technology areas in a fast-paced and complex global environment. Extensive and demonstrated experience in one or more of the following will be highly regarded:

- Server virtualisation technologies such as VMWare, HyperV and OpenStack
- Windows Server and desktop platforms including AD administration
- Other operating systems (including Linux) and management of another open source virtualisation platform (Ovirt)
- Automation of server or application deployments using technologies such as SCCM, Ansible, or Puppet
- Linux administration, experience developing web, desktop and mobile applications and/or experience with cloud technologies
- Java Scripting, HTML, PowerShell, Unix, Bash, CSS, AJAX or similar

You will deliver key capability in support to operational ICT Infrastructure, continually improve ICT capabilities and be prepared to work in a fast paced, technically diverse and challenging environment. You will provide subject matter expertise to team members and advice to senior management in the development of new capabilities, lead development or support activities within a team environment, and use monitoring and management tools to inform performance tuning, availability and capacity planning.

Role: Technical Specialist - Senior Software Developer / Engineer (EL2)

We are seeking experienced and creative Senior Software Developers / Engineers that can develop and apply innovative technical solutions to solve a wide range of foreign intelligence collection challenges. You can expect to lead and support multi-disciplinary software teams working to fill a diverse range of continually evolving capabilities. Your role could encompass all stages of capability development including stakeholder engagement, research, design, prototyping, development, testing and implementation of solutions.

As a senior IT professional, you will have extensive experience in software development / engineering in agile multidisciplinary teams, working in complex enterprise IT environments. Full-stack development expertise across a variety of languages and frameworks and expertise across a broad set of software development disciplines such as; containerisation, CI/CD pipelines and DevOps tools will be highly regarded.

Role: Technical Specialist - Senior Embedded Systems Engineer (EL2)

ASIS develops cutting edge technical systems for use in diverse environments. The capability development team is looking for senior hardware/embedded engineers to enhance a growing team. As a core part of a team developing end to end solutions to a variety of problems, ASIS needs people who contribute through all phases of the operational technology life cycle; from program management, design and low-level software/firmware systems implementation through to manufacture, testing and risk assessment. Embedded engineers also provide specialised advice to other groups on relevant and emerging technologies, support critical analysis and guide teams to deliver optimal outcomes. Problem solving skills and a familiarity with industry best practise tools, techniques and technologies for current and emerging embedded systems are important for the role.

Technical Specialists are valued for their contribution to the development of operational capability, working in tightly coupled teams including product managers, engineers, program and resource managers and operational teams to deliver products into operations to advance ASIS's objectives. Senior Embedded Systems Engineers should have strong foundational engineering skills, a deep subject matter expertise in a number of relevant topics, such as low power hardware/software codesign techniques, advanced software development and verification in the context of embedded systems, modular systems development including RTOS techniques, high performance hardware design (including RF and high speed digital) and/or FPGA integration and advanced code management and change control processes.

Technical Specialists are expected to shape and guide ASIS's best practise in specific technical fields, and should develop and maintain networks across industry, academia and through international partnerships to identify and leverage best practise techniques aligned to ASIS's operational context. The role also supports the development of our team by shaping training and development opportunities and advising and mentoring junior staff.

Role: Technical Specialist - Senior Communications Systems Engineer (EL2)

ASIS develops cutting edge technical systems for use in diverse environments. The capability development team is looking for senior hardware/embedded engineers to enhance a growing team. As a core part of a team developing end to end solutions to a variety of problems, ASIS needs people who contribute through all phases of the operational technology life cycle; from program management, design, manufacturing, testing and validating, writing documentation and risk assessments. Communication system engineers also provide specialised advice to other groups on relevant and emerging technologies, support critical analysis and guide teams to deliver optimal

outcomes. Problem solving skills and a familiarity with industry best practise tools, techniques and technologies for current and emerging RF and communications systems are important for the role.

Technical Specialists are valued for their contribution to the development of operational capability, working in tightly coupled teams including product managers, engineers, program and resource managers and operational teams to deliver products into operations to advance ASIS's objectives. Senior Communications Engineers should have strong foundational engineering skills, a deep subject matter expertise in a number of relevant topics, such as RF Propagation, waveform design and analysis, satellite communications techniques, antenna design, high performance hardware design (including RF and high speed digital) and/or FPGA integration, photonics for applied communications applications.

Technical Specialists are expected to shape and guide ASIS's best practise in specific technical fields, and should develop and maintain networks across industry, academia and through international partnerships to identify and leverage best practise techniques aligned to ASIS's operational context. The role also supports the development of our team by shaping training and development opportunities and advising and mentoring junior staff.

Role: Technical Specialist – Senior Security Architect (EL2)

ASIS is seeking a cyber security specialist, with comprehensive knowledge and experience in the architecture, design, and implementation of secure systems in high-security environments. This role requires deep expertise within both the cyber security and ICT infrastructure domains, underpinned by excellent stakeholder engagement skills. As a Cyber Security Architect within ASIS, you will have a unique opportunity to shape the technology direction for ASIS, and help secure it against highly complex and ever-present threats.

Your responsibilities will include:

- Leverage deep technical expertise to direct and deliver tactical and strategic mitigations for high-complexity cyber security threats facing ASIS's corporate technology environment.
- Deliver specialist cyber security architecture advice and support to critical ASIS projects and initiatives, supported by IMT.
- Lead Branch engagement and prioritisation of cyber security uplift strategies and initiatives with SEC Branch.
- Harness technical cyber security expertise and knowledge of risk management to cultivate a Divisional awareness of the cyber landscape in which ASIS operates, and influence the technology direction of the Service.

The following skills and experience are highly desirable:

- Engineering expertise in software development, data analysis, data engineering, and infrastructure administration. In-depth experience with Security Information & Event Monitoring (SIEM) technologies, such as Splunk.
- Demonstrated subject matter expertise in multiple cyber security domains, including but not limited to: security architecture, incident response, digital forensics, penetration testing, vulnerability management, and risk assessments.

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.

Shapes Strategic Thinking

- 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

Technical Capability

- 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.

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.

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.

APPLICATIONS CLOSE: Refer to date on website

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.

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.