

# 2026 GRADUATE PROGRAMS

## ASIS Graduate Pathways

ACTIVATE is ASIS's graduate program, a pathway for those seeking a career in secret intelligence.

We currently have four streams we are recruiting for:

- Intelligence Operational Analysts
- Technologists
- Finance
- Legal

**Salary:** \$97,148 plus 15.4% superannuation on commencement. \$104,784 plus 15.4% superannuation upon successful completion of the program.

**Location:** Canberra

**Applications close:** 7 April 2025

## Eligibility

- Have completed a university degree after January 2021 or be finishing an undergraduate degree or higher by February 2026.
- Be an Australian citizen.
- Be able to obtain and maintain a security clearance.

## What to expect

Our graduate programs will provide you with the opportunity to apply and expand your skills through work place rotations, development initiatives and exposure events. You will apply your knowledge and abilities to real world issues in ways that both challenge and reward and that encourage you to connect and collaborate.

In ASIS, we invest in our people so you will be supported and encouraged 100% of the way. You will have a work place buddy, a mentor, a graduate support team along with guidance from stream leads, peers and supervisors. That's in addition to the constant backing of your grad colleagues.

At the conclusion of the program you'll be placed into a role that appropriately recognizes your degree, abilities and career aspirations.

## What do we look for?

- Curiosity and a growth mindset.
- Analytical and critical thinking skills.
- Self-awareness and adaptability.

## What you will need to submit your application

- Current resume and academic transcript (as one attachment)
- Recent photo
- Response to relevant questions

## Frequently Asked Questions

*What do I say to people about my application?*

- We ask you to keep your application confidential. We understand this can be difficult, particularly with friends and family. When/if you progress through the recruitment process, we can provide further advice on how to handle this matter.

*Will I need to re-locate to Canberra?*

- All graduate roles are Canberra-based. We will assist with an initial financial re-location if you're currently living interstate.

*How often will you contact me?*

- As the recruitment process involves obtaining a high level security clearance it can be lengthy. There will be periods where you may not hear from us however work will be occurring in the background.

*Does ASIS have flexible working arrangements?*

- Working in our environment means we can't work from home, but on the flip side it means we can't take work home either. You will have access to a range of flexible working arrangements that enables work-life balance.

“The ASIS Tech Grad Program has been an amazing learning experience. You place your trust in getting in the door and once you do it's so worth it. My background is in comsci and software development and my biggest challenge now is probably finding teams I don't want to work for in the future. Some of the tech here is, unsurprisingly, cutting edge.

Lin – 2023 cohort, Technologist

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For more information visit [www.asis.gov.au](http://www.asis.gov.au) or contact Graduate Recruitment (02) 6261 9907

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## Intelligence Operational Analysts

Upon completion of customised training, you'll rotate through multiple teams to apply and build your analytical skills with specialist assistance and guidance. In this role you will be responsible for supporting ASIS operations including through leads generation; risk analysis; the production of finished intelligence reporting; legal and compliance oversight; critical administrative support; broad customer engagement, and (so much) more.

Diversity is critical to success so we are looking for graduates from a broad range of tertiary backgrounds. Beneficial skills sets for the Graduate pathway include:

- High level written and verbal communication skills, with an ability to produce clear, accurate, and actionable advice.
- Strong research and analytical skills, including the ability to use and manipulate exploit data to support decision-making.
- A desire to build expertise on geographic, thematic or technical subjects.
- An innovative and action-orientated mindset.

## Technologists

Through "hands-on" rotations across our operational and enterprise environments you'll be exposed to a range of technology stacks, capabilities, teams and workflows. Opportunities are rich for those that are passionate about tech and have demonstrated this in fields such as, but not limited to:

- Computer science
- Software development
- Engineering (hardware, software, communications, RF, mechatronics, mechanical, and electronic)
- Data sciences
- Cyber
- ICT

## Finance

As a Finance graduate you'll receive opportunities to develop Intelligence-related proficiencies across a range of functions such as procurement, operational finance, asset management, policy, whole-of-government financial frameworks, budgets and forecasting and supply chain risk management.

Relevant qualifications for those seeking a diverse and rewarding finance graduate experience include, but are not limited to:

- Accounting
- Banking
- Business
- Commerce
- Economics
- Finance

So, if you're ready for working in an environment that generates real impact, has broad exposure, values your analytical thinking skills and offers you a career with a difference...then the ASIS Finance Graduate stream is for you.

## Legal

Legal graduates in ASIS are provided the chance to work across operations, legislation and litigation and corporate competencies. Here you will undertake context-rich learning and development, receive vocational coaching and mentoring and participate in broader networking events.

Besides having the requisite tertiary qualifications (a Bachelor of Laws or a Juris Doctor), additional requirements for our Legal Graduate Program include being eligible for admission or admitted to practice in Australia.

Attention to detail and well-developed communication skills will be of advantage in the Program, while those who are keen to learn and to work collaboratively will make a difference.

“ The Grad program really opened my eyes into how influential ASIS is in safeguarding Australia and countering foreign adversaries. The work we do is critical and compelling, but what sets it apart is the ongoing support – the camaraderie and shared focus on personal and professional development are second to none. And the cherry on top..? A competitive starting salary.

Tara – 2024 cohort, Intelligence Operational Analyst ”

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## Application Questions

### Intelligence Operational Analysts

Please respond to the following (in under 300 words per question). Please be aware that the identified use of AI may impede progression of your claims.

- Q1.** What steps do you apply in ensuring the accuracy and validity of your analytical findings, and how do you handle uncertainty in data?
- Q2.** What are the problem-solving traits/skills that you most value in yourself?
- Q3.** What approaches do you personally find important when explaining complex analytical material in simple terms? How does this change between written and verbal mediums?

### Finance

Please respond to the following (in under 300 words per question). Please be aware that the identified use of AI may impede progression of your claims.

- Q1.** Why are you applying for the Service and why now?
- Q2.** What was your favourite subject at university and why? (This question is designed to provide you with an opportunity to express some personal insights here, including how you might have progressed this interest since.)
- Q3.** Please outline a financial news story or event from the last 12 months that really caught your attention. In your opinion, what made it compelling and what were your takeaways from it?

### Technologists

Please respond to the following (in under 300 words per question). Please be aware that the identified use of AI may impede progression of your claims.

- Q1.** Tell us in sufficient depth about a tech "passion-project" you've been involved in. Please be as detailed and technical as you like – we suggest including what the project was, how it came about and what followed next.
- Q2.** In your own words, why are you applying for the Service? What do we offer you and, equally, what will you bring?

### Legal

Please respond to the following (in under 300 words per question). Please be aware that the identified use of AI may impede progression of your claims.

- Q1.** If you were successful, what are your expectations in completing the Legal Graduate stream (Legal or Paralegal)?
- Q2.** What skills and/or experiences can you bring to our legal team that we can't learn from your application or resume?
- Q3.** From a legal vocational perspective, what has been a learning challenge that you have personally faced (either at university or in the workplace)? Explain how you addressed it?