

# Selection Documentation

## 2025 Technologist Campaign

### Software Developer (Levels L4-EL1)

### Salary: \$93,591 - \$163,364 (Plus Superannuation)

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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 and administration 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, 15.4% employer superannuation contribution, access to flex time (up to Level 6 only) and generous paid parental leave. Full and part time positions as well as flexible work hours can be negotiated.

All positions are office-based and located in Canberra.

**This role requires the successful applicant to obtain and maintain a Security Clearance.**

#### **Role: Software Developer (L4 – EL1)**

We are looking for creative software developers with innovative approaches to solving the unique challenges associated with a secure foreign intelligence environment. Your role encompasses all areas of software development including: stakeholder engagement, detailed design, user interface design, prototyping, programming, integration, migration and research.

You will be self-motivated and work effectively in a team environment to develop cutting edge solutions to interesting problems within ASIS's technical community. Your willingness to remain 'hands on', learn new technologies, and stay abreast of industry developments will help contribute to ASIS's mission. The advertised roles are across multiple teams where tasks range from fast, tactical activities to enterprise-wide applications, spanning real-time embedded systems through to cloud services. The systems you develop will be used in a range of environments across the globe

This is a unique opportunity to contribute to meaningful projects that combine the best of technology with exciting challenges. The role will provide you with exposure to a large number of technologies and tools, and great opportunity for growth. Engagement with partners across Australia and the world, and ongoing professional development will enable currency and continuous growth in the role.

## Key Responsibilities and Tasks

Outlined below are the key areas of responsibility for Software Developers:

- Undertake multidisciplinary team engineering development and support, which may include the following:
  - Design and development from prototype to production, including ongoing support and continued improvement.
  - Developing and maintaining the software build and deployment processes and tools.
  - Applying best practices for software and system testing, quality assurance, and technical documentation of complex systems.
  - Software integration with commercial and bespoke components.
  - Collaborating with industry and government partners.
- Contribute to a positive working environment through building effective relationships with all team members as well as other teams within the section.
- Ensure the security of software solutions and support the security risk management of new and existing capabilities.

## Core Skills / Education, qualification and experience requirements

We encourage you to apply if you have an interest, experience or passion in **one or more** of the following:

- Tertiary qualifications (including ongoing studies) or industry experience in a relevant discipline.
- Knowledge of object-oriented programming, packaged software solutions and/or relational databases.
- Technical skills and experience in any (one or more) of the following:
  - Python, Java, C, C++, C#
  - DevOps tools such as Docker, Rancher, Jenkins and Kubernetes
  - Application integration using REST or SOAP
  - Mobile application development
  - Operating system administration.
- Knowledge of NiFi, Java Scripting, HTML, PowerShell, Unix, Bash, CSS, AJAX or similar.
- Ability to maintain subject matter expertise and rapidly acquire expertise in relevant new technologies.
- Demonstrated communication skills, including the ability to effectively communicate technical considerations to non-technical audiences.

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

- Experience with the use and implementation of software engineering tools and practices including unit testing and continuous integration.
- Experience developing and migrating workloads to a commercial cloud.
- Experience working in Agile processes.
- Experience in the use of secure coding practices.
- Understanding of code management and version control systems such as Git.
- Any experience or certification in ServiceNow, Mulesoft, Adobe Experience Manager, NiFi, Elastic or Microsoft Dynamics will be highly regarded.

### **Application Levels**

We have positions open at Level 4, Level 5, Level 6 and EL1.

A Level 4 candidate would be expected to be new to the area and work under the guidance of a more senior officer. A Level 5 candidate would be expected to have at least one year of real-world experience and will be working independently with some guidance. A Level 6 level candidate would be expected to have more experience and operate with limited guidance. An EL1 level candidate would be expected to have extensive experience either across multiple disciplines or in-depth expertise in at least one discipline.

Junior applicants (L4-L5) would be expected to have experience in a small number of the core skills listed above and show an aptitude to develop in the other areas. Senior applicants (L6-EL1) would be expected to have experience across multiple core skills.

## **Selection Criteria – L4-L6**

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).

### **Supports Strategic Direction**

- Supports shared purpose and direction;
- Thinks strategically;
- Harnesses information and opportunities; and
- Shows judgment, intelligence and common sense.

### **Achieves Results**

- Identifies and uses resources wisely;
- Applies and builds professional expertise;
- Responds positively to change; and
- Takes responsibility for managing work projects to achieve results.

### **Supports Productive Working Relationships**

- Nurtures internal and external relationships;
- Listens to, understands and recognises the needs of others;
- Values individual differences and diversity; and
- Shares learning and supports other.

### **Displays Personal Drive and Integrity**

- Demonstrates public service professionalism and probity;
- Engages with risk and shows personal courage;
- Commits to action;
- Promotes and adopts a positive and balanced approach to work; and
- Demonstrates self-awareness and a commitment to personal development.

### **Communicates with Influence**

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

### **Job Specific Requirements**

- Demonstrated experience and education relevant to the role.

## **Selection Criteria – EL1**

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 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](http://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.**

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## APPLICATIONS CLOSE: Refer to date on website

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### 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.

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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.