

Selection Documentation
2025 Technologist Campaign
ICT Infrastructure Engineer – Network, Server, Audio Visual
Engineers (APS Level 4-6)
Salary: \$93,591 - \$129,063 (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 strict deadlines and work to support ASIS priorities. Successful candidates will have excellent coordination and self-administration skills and excellent verbal and written communication 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 Year's 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.

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

Role: Network Engineers, Server Engineers, Audio Visual Engineers – (L4-L6)

We are seeking Network, Server and Audio-Visual Engineers with the requisite skills and experience who are excited about applying their skills across a variety of operational and corporate technology areas in a fast-paced and complex global environment. These roles will see you providing essential services to ASIS as you work within highly experienced teams.

You will be provided with training, support and mentorship required to develop and grow your skills to further your career. These roles will include an on-call roster for out-of-hours technical response and the opportunity for domestic and overseas travel.

Key Responsibilities and Tasks

Outlined below are the key areas of responsibility for L4-L6 Network, Server, Audio Visual Engineers:

- Sustain, enhance and manage critical infrastructure in LAN/WAN, internet, desktop, SOE, server, virtualization, cloud environments, Audio Visual and data communications network environments.
- Diagnose and resolve problems quickly and be able to communicate outcomes with technical and non-technical users.
- Be willing to learn new technologies and work collaboratively in a team environment.
- Support senior engineers with design, build and test of network components.
- Assess, automate and simplify workloads where possible.
- You will be provided with training, support and mentorship to develop and grow your skills to further your career. Both roles include an on-call roster for out-of-hours technical response and the opportunity for domestic and overseas travel.

We have positions open at APS Level 4, Level 5 and Level 6. A Level 4 candidate would be expected to be new to the area and work under the guidance and supervision of a more senior officer.

A candidate at Level 5 would be expected to have one to two years real work experience and will be working under some supervision.

A Level 6 candidate would be expected to have four or more years' experience and operate with limited supervision from a senior officer.

Core Skills / Education, qualification and experience requirements

For Network Engineers, experience in one or more of the following:

- Experience supporting network systems using hardware such as Cisco/Juniper routers, switches and firewalls
- Experience supporting unified Voice and Video systems using Cisco technologies
- Experience in system monitoring, performance optimisation and process improvements
- Experience in troubleshooting issues and outages
- WAN acceleration, ideally using Riverbed equipment
- Exposure / skills / experience in supporting internet and cloud-based technologies, principles and environments
- Exposure to Virtualised networks (SDN)

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

- Exposure to networks using commercial and government grade cryptographic equipment
- Exposure to Datacentre networking technologies including Cisco ACI and NSX-T.
- Exposure to Satellite communications systems
- Cisco Certified Network Associate (CCNA) certification

For Server Engineers, experience in **one or more** of the following:

- VMWare Virtualized software defined environments, containerisation and hyper-converged Datacentres.
- Enterprise Microsoft Active Directory forests, messaging, file services, and remote branch office solutions
- Cloud administration with experience supporting IaaS, PaaS and SaaS platforms (Google, Amazon, Microsoft)
- Environment patching, firmware upgrades, monitoring systems for capacity consumption and planning, and environment trending
- Virtual Desktop Infrastructure Including Horizon VDI and Citrix
- Automation and scripting using tools such as PowerShell

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

- Microsoft Exchange
- Desktop and SOE support and development

For Audio Visual Engineers, experience in **one or more** of the following:

- Experience in the support and configuration of Cisco Video Tele Conference (VTC) equipment
- Experience in the installation, operation and maintenance of AV System elements including screens, projectors, codecs, speakers, amplifiers, encoders and microphones.
- Experience in Audio and acoustic design for meeting rooms
- Experience with Audio Visual control systems and room automation
- Experience in the design and maintenance of

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

- Exposure in the design of large collaboration spaces
- Exposure in VOIP and Cisco Call Manager
- Basic experience in Cisco Route/Switch.

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.

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.

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.

You will be asked what level you are applying for.

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.