Candidate Information Pack

SERVER ENGINEER

LEVEL 6 - EXECUTIVE
LEVEL 1

Position details

Title	Server Engineer
Classification	Level 6 - Executive Level 1
Location	Canberra
Salary Range	L6: $116,245 - $133,968 EL1: $145,137 - $169,572
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

We are seeking experienced Server 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. This role will include an on-call roster for out-of-hours technical response and the opportunity for domestic and overseas travel.

A Level 6 candidate would be expected to have more than 2 years of experience and operate with a high level of autonomy within the infrastructure team.

An Executive Level 1 candidate would be expected to have more specialised technical knowledge and experience with leading solutions.

Role responsibilities

Outlined below are the key areas of responsibility for **L6 Server Engineers**:

- Sustain, enhance and manage critical infrastructure in desktop, SOE, server, virtualization, cloud environments 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.

Outlined below are the key areas of responsibility for **Executive Level 1 Server Engineer:**

- Provide operational support and improvements to ICT Infrastructure, which may include:
  - Conduct research, analysis, planning, monitoring and maintenance of ICT systems
  - Undertake installation work, both in Australia and Overseas
  - Provide after-hours support to users as part of rostered On-call arrangements.
- Lead development or support activities within a team environment

- Review, design, update and build documentation
- Support and manage organisation priorities and effort
- Support Senior Infrastructure Engineers with technical design planning and implementation
- Use monitoring and management tools to support performance, availability and capacity planning
- Provide subject matter expertise to team members and advice to senior management and other staff in the development of new capabilities

Core skills

We encourage applicants with the following skills and attributes to apply:

- VMWare software defined environments, containerisation, hyper-converged Datacentres
- Enterprise Active Directory forests, audio visual conferencing, messaging, end user systems, desktops and SOEs, file services, unified communications, gateway engineering and support, exchange management and remote branch office solutions
- Cloud engineer with experience deploying IaaS, PaaS and SaaS platforms (Google, Amazon, Microsoft)
- Server management experience, ideally management of physical data centre infrastructure.
- Environment patching, firmware upgrades, monitoring systems for capacity consumption and planning, and environment trending
- Automation and scripting using tools such as PowerShell

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

- Infrastructure as code (on premise and cloud) including automated infrastructure deployment tools CI-CD Pipelines.

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:

- 800-word pitch outlining your skills and experience for the role
- A current CV, no more than 2 pages in length, outlining your employment history, academic qualifications and relevant training that you may have undertaken
- 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.