

# Selection Documentation

## 2024 Technologist Campaign

### Network or Server Engineers

#### Level 5-6 (\$97,277 - \$124,099)

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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: Network Engineers or Server Engineers – (L5-L6)**

We are seeking Network or 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. As a Network Engineer you will sustain, enhance and manage critical infrastructure in LAN/WAN, cloud, internet and data communications network environments. While as a Server Engineer you will sustain, enhance and manage critical infrastructure in Desktop, SOE, Server, Virtualization, Cloud environments. You will diagnose and resolve problems quickly and be able to communicate outcomes with technical users. You will need a willingness to learn new technologies and work responsively in a team environment. You will be provided with training, support and mentorship to develop and grow your skills to further your career. The role includes an on-call roster for out-of-hours technical response and the opportunity for domestic and overseas travel.

We have positions open at Level 5 and Level 6.

A Level 5 candidate would be expected to have 2 years of experience and operate with some autonomy working under light supervision.

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

### Key Responsibilities and Tasks

- Sustain, enhance and manage critical infrastructure in LAN/WAN, cloud, internet and data communications network environments
- Diagnose and resolve problems quickly and be able to communicate outcomes with technical users
- Willingness to learn new technologies and work responsively in a team environment

### Core Skills / Education, qualification and experience requirements

For Network Engineers, 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 to networks using commercial and government grade cryptographic equipment
- Exposure / skills / experience in supporting internet and cloud-based technologies, principles and environments
- Exposure to Virtualised networks (SDN)

For Server Engineers, 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
- Microsoft Exchange and Outlook
- Desktop and SOE support and development
- 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
- Automation and scripting using tools such as PowerShell

## **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](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.

## 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](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.