

2026 TECH CAREER STARTER PROGRAM

Tech Career Starter Program

The ASIS Tech Career Starter Program is a 12-month development program designed to equip you with the skills, learning experiences and mentoring you need for a career in ICT.

We're looking for candidates in Information Technology (ICT) fields such as (but not limited to) the following:

- IT
- IT (Networking)
- IT (Programming)
- IT (Web Development)
- IT (Systems Admin)
- IT (Cloud Computing)

If you have just completed a trade certificate and don't know where to begin your career – we want to hear from you.

Salary: Level 3: \$84,552 plus 15.4% superannuation.

Location: Canberra

Eligibility

- Applicants for the Tech Career Starter Program, must have completed a Cert IV or Diploma in a related ICT discipline (completed after January 2021 and before February 2026).
- Be an Australian citizen.
- Be able to obtain and maintain a security clearance.

What do we look for?

- Aptitude, initiative and a passion for tech
- Hands-on learners
- Team players

What to expect

Commencing in early 2026, the Tech Career Starter Program will provide you with the opportunity to practice, grow and embed your current skills through workplace experience. With an ICT workforce that is broad and evolving, these on-the-job work opportunities will challenge and reward you.

You will participate in formal and informal learning and receive a range of exposure opportunities. Throughout the program – and beyond it – you will be supported and encouraged to succeed. You will work in team environments and be empowered to contribute. You will engage with stakeholders and clients, just as you will connect with your mentor and build valuable and lasting networks with your cohort and peers.

At successful conclusion of the program, you will be placed into a tech role that recognises your interests and abilities.

What do we offer you?

ASIS employees enjoy access to generous workplace terms and conditions. Benefits include but are not limited to:

- Competitive salary plus 15.4% superannuation
- Generous leave provisions
- Relocation assistance for new staff
- Health and wellbeing initiatives
- Study assistance (financial and leave)

What you will need to submit your application

- Current resume
- Recent photo
- Response to application questions

“I've always loved IT, and the chance to learn new skills and contribute to making our country safe was really appealing. I felt part of the team straight away and love being able to work with different technical teams.”

Mia – ASIS Technologist

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Application Questions

Please respond to the following (in under 200 words per question). Please be aware that the identified use of AI may impede progression of your claims.

Q1. What area/part of technology excites you? Please feel encouraged to be specific here – we want to get a sense of you and your tech interests and experiences.

Q2. Why are you interested in this starter program and what would make you a good fit?

SFIA is the global skills and competency framework for the digital world. As part of your response to the application questions, consider reference to SFIA Level 2: provides assistance to others, works under routine supervision and uses discretion to address routine problems.

Frequently Asked Questions

How do I know if I've even got the right skills?

- We're looking for a diverse range of people that want to build their competencies over time with us. If you meet the eligibility requirements then we'd love to hear from you.

If I have a university degree, is this program right for me?

- If you have a tertiary degree or higher then you are eligible to apply for the ASIS Graduate Program (technologist stream).
- The Tech Career Starter Program is aimed at candidates with a trade qualification.

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 tech career starter 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

About Us

ASIS is Australia's foreign intelligence collection agency. We play a critical role in protecting Australia's security and way of life.

In gathering information that is otherwise concealed by our adversaries, our approach is intentional, skilled and discrete.

We keep our people and our operations safe and secure at all times. We uphold the highest standards of professionalism.

“If you're a tech disciple, love problem-solving and want to connect and be a part of a real community then ASIS is the place for you

Toni – ASIS Technologists

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