

Selection Documentation

Architecture Specialists

Executive Level 2

Salary: \$171,497- \$202,365 (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 tight deadlines and work to support ASIS priorities. Successful candidates will have excellent coordination, administration and technical 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 is a diverse and inclusive workplace, where our people are empowered through authenticity and a sense of belonging to achieve their potential and contribute to a shared purpose and mission. 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 LGBTIQ+.

We offer a competitive salary package including 22 days annual leave, shutdown between Christmas and New Years Day, 15% employer superannuation contribution and generous paid maternity/paternity leave. Full and part time positions as well as flexible work hours can be negotiated.

These roles are **Canberra office-based** with successful applicant required to **obtain and maintain a Security Clearance**.

Strategy and Architecture brings our technology teams together to achieve more as a whole than we can individually. Our aim is to provide strategic enterprise vision through principles, guidance and collaboration with technology delivery teams. We expect the selected candidate to have a developed understanding of a broad range of architecture disciplines (in one or more: application, data, integration, security, and infrastructure), strong business skills and critical thinking to assist the Technology Services Division to develop and maintain the ASIS's enterprise architecture.

If you are an innovative, passionate and wanting to work with a high-performance team of experts in architecture discipline, then this role is for you. We are looking to fill vacancies in the following areas:

- Enterprise Architect
- Lead Business Architect
- Lead Solution Architect

The role(s) exercises a considerable degree of independence and must practice sound decision making and judgment to engage in complex problem solving and issues management. For role-specific information, please see below.

Role: Architecture Specialist - Enterprise Architect (EL2)

The Enterprise Architect acts as a critical link between ASIS business strategy, policy, service design, and technology delivery. The candidate expects to influence senior stakeholders across technology delivery division and national intelligence community to drive consistency, efficiency, and innovation in ASIS digital initiatives and to be well-adept to responding to a rapidly changing global environment.

Successful applicants will have extensive experience (10+ years) and must possess significant depth and expertise in following responsible areas:

Key Responsibilities and Tasks:

- Strategically align the ASIS's future ICT architecture to leverage contemporary and emerging technologies (products and services) with efficiency and effectiveness.
- Ensure ICT architecture supports the ASIS's mission and aligns with business strategies and requirements.
- Provide technical guidance and support to ICT delivery teams and program managers in the development and implementation of new business solutions and initiatives.
- Maintain up-to-date knowledge of industry trends and best practices in ICT architecture, and promote the adoption of new technologies and methodologies.
- Analyse and problem-solve, with the ability to develop and present complex technical solutions to non-technical stakeholders.
- Maintain effective relationships with subject matter experts across the ASIS Technology Service Delivery, including senior leadership, business units, IT teams and vendors.
- Represent strategy and architecture in architecture governance assurance process to ensure all Technology Service Division solution designs are in alignment with ASIS Enterprise Architecture, consensus and agreed.
- Foster effective collaboration across the National Intelligence Community.

Required SFIA Skills:

SFIA Skill Categories	Code	Level	Guidance Notes
Enterprise and Business Architecture	STPL	6-7	Develops enterprise-wide architecture strategies, aligning business vision and IT strategy.
Technology Strategy & Planning	ITSP	6-7	Develop and communicate target architectures and strategic roadmaps.
Solution & Information Architecture	ARCH, IRMG	6	Oversee solution designs and data architecture aligned to enterprise goals.
Innovation & Transformation	INOV, CIPM	6	Drive innovation and manage the transition to future-state architectures that informs the TSD service delivery model.
Stakeholder Engagement & Consultancy	RLMT, CNSL, LEDR	6	Provide authoritative advice to executives, and across-agency stakeholders; represent the agency in intergovernmental forums.
Governance	GOVN	6	Establishes governance frameworks and ensures compliance across architectural domains.

Role: Architecture Specialist - Lead Business Architect (EL2)

The Lead Business Architect plays a strategic leadership role within ASIS, responsible for translating strategic policy objectives into business capabilities, operating models, and transformation roadmaps. Operating at **SFIA Level 6**, this role shapes ASIS transformation through business architecture, ensuring programs and services are aligned with ASIS needs, legislative mandates, and government digital and service delivery strategies.

Applicants successful will have extensive experience (10+ years) and must possess significant depth and expertise in following responsible areas:

Key Responsibilities and Tasks:

- Lead the development of business architecture models that reflect ASIS and whole-of-government strategies, future-state visions, and policy intent.
- Translate strategic objectives into business and technology capability, value streams, operating models, and transformation roadmap.
- Provide expert advice on business architecture alignment in policy development, service design, and digital transformation.
- Align business architecture with enterprise, data, application, and technology architectures.
- Ensure business architecture informs investment planning, prioritisation, and governance.
- Champion the use of business capability modelling as a foundation for technology portfolio planning and cross-agency collaboration
- Facilitate workshops and working groups to co-design future-state business capabilities and product/services offerings.
- Represent strategy and architecture in architecture governance assurance process to ensure all TSD technology solution designs are in alignment with TSD Enterprise Architecture, consensus and agreed.
- Foster effective collaboration across the National Intelligence Community.

Required SFIA Skills:

SFIA Skill Categories	Code	Level	Guidance Notes
Enterprise and Business Architecture	STPL	6	Leads the definition and communication of business architecture strategies and models.
Organisational Capability Development	OCDV	6	Leads development of business capability frameworks and organisational change initiatives.
Consultancy	CNSL	6	Provides authoritative advice to business and technology stakeholders on transformation initiatives.
Strategic Planning	ITSP/ BURM	6	Aligns business strategies with planning processes and risk frameworks.
Governance	GOVN	6	Defines and implements governance models for business architecture and capability development.
Change Implementation Planning	CIPM	6	Leads structured change management in support of business transformation.

Role: Architecture Specialist - Lead Solution Architect (EL2)

The Lead Solution Architect operating at **SFIA Level 6** is a strategic leader responsible for the definition, implementation, and governance of ASIS-wide technology solutions. This role provides high-level architectural leadership and thought partnership to executives and stakeholders across the ASIS. The architect ensures that business strategy is enabled through innovative, robust, and scalable enterprise solutions, balancing agility, risk, cost, and long-term maintainability.

Applicants successful will have extensive experience (10+ years) and must possess significant depth and expertise in following responsible areas:

Key Responsibilities and Tasks:

- Own partnerships with cross-functional technology and design teams to ensure consistent, beneficial client interaction and solution delivery.
- Provide architectural leadership and guidance for sound decision-making by providing expert advice that considers business processes to achieve ASIS objectives.
- Provide solution recommendations that are fit for purpose, adhere to enterprise architecture principles, standards and patterns, leverage reusable components, and are coherent with wider technology domains.
- Collaborate with Enterprise Architecture in developing and maintaining technology strategy, pattern and reference, business process and planning.
- Support the division strategic technology program and related activities that translate into clear architectural direction and guidance on reducing technical debt.
- Participate in architecture governance assurance process to ensure all TSD technology solution designs are in alignment with TSD Enterprise Architecture, consensus and agreed.
- Foster effective collaboration across the National Intelligence Community.

Required SFIA Skills:

SFIA Skill Categories	Code	Level	Guidance Notes
Enterprise and Business Architecture	STPL	6	Leads the development and communication of strategies and architecture to support enterprise goals.
Solution Architecture	ARCH	6	Leads development of solution architectures in complex and business-critical environments.
Innovation	INOV	6	Champions and initiates the investigation and adoption of innovative technologies and practices
Information Systems Coordination	ISCO	6	Aligns information systems strategy with broader organizational goals.
Consultancy	CNSL	6	Provides strategic guidance on complex architecture issues to senior stakeholders.
Technical Strategy & Planning	ITSP	6	Leads development of technical strategies aligned with business needs
Governance	GOVN	6	Define governance frameworks and ensures compliance across solution architectural domain.

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.

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

Job Specific 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.

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.
