



Commonwealth of Australia
APSJobs - Vacancies Daily
PS41 Daily Gazette Friday - 16 October 2026.pdf

Australian Government

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APSJobs - Vacancies Daily

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The Gazette contains notifications of certain vacancies and employment decisions for APS and some non-APS Commonwealth agencies as required by the Public Service Act 1999, the Parliamentary Service Act 1999, and their subordinate legislation. To know more about these requirements, see <https://www.apsc.gov.au/public-service-gazette-requirements>

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For gazette lodgement inquiries email: contact@apsjobs.gov.au

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Vacancies

Vacancy VN-0773587

Australian Competition and Consumer Commission

Closing Date: Sunday 01 November 2026

Data, Digital and Technology Division
Data and Intelligence

Job Title	Director, Strategic Insights
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Adelaide SA, Brisbane QLD, Canberra ACT, Darwin NT, Hobart TAS, Melbourne VIC, Perth WA, Sydney NSW, Townsville QLD
Salary	\$148,287 - \$173,778
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Hybrid
Office Arrangement Details	All employees are required to work a minimum of 2 days in office
Classification	Executive Level 2
Position Number	EA2026/209
Agency Website	https://www.accc.gov.au/

Job Description

<https://accc.bigredsky.com/page.php?pageID=106>

The Data and Intelligence Branch plays a pivotal role in contributing to ACCC outcomes by:

- Informing strategic decisions through data-driven insights and intelligence methodologies.
- Providing specialist advice on data analysis, information handling and intelligence
- Improving data governance and evidence handling to ensure accuracy, compliance and transparency.
- Developing tools, sources and innovative approaches that enhance data discovery and utilisation for operational and strategic purposes.
- Delivering the agency's Data and AI Strategy and uplifting organisational capability in these areas.
- Facilitating collaboration through initiatives like the Senior Data Stewards Group and engagement across the APS and international regulators.

We are looking to fill a role in the new Strategic Insights team. We are also looking to establish a merit list to potentially draw from for future roles in the Data Analytics, Data Strategy and Intelligence teams.

Duties

As Director, Strategic Insights, you will lead the development of a new capability that uses data, intelligence, research and emerging technologies to identify risks and opportunities across the economy before they are widely visible. You will work on some of the most complex and consequential issues facing consumers and businesses, leading a multidisciplinary team and influencing agency priorities at the highest levels. This is a rare opportunity to build something new, drive innovation in regulatory practice and deliver insights that help shape the ACCC's future regulatory, compliance and enforcement agenda.

Four key tasks:

- Establish and lead a new strategic capability that helps the ACCC identify emerging risks, market issues and potential misconduct before they become formal complaints, investigations or market interventions.
- Lead a multidisciplinary team of intelligence, analytics and other specialists to deliver high-impact insight products that inform agency priorities and decision-making.
- Drive innovation in regulatory intelligence and detection, leveraging data, technology, artificial intelligence and new information sources to strengthen the ACCC's ability to identify issues earlier and respond more effectively.
- Influence decisionmakers and build partnerships across the ACCC and with external stakeholders to translate insight into action and improve regulatory outcomes.

Eligibility

All candidates are expected to meet the APS Integrated Leadership Profile (ILS) for the classification advertised. Follow the link for more information on the ILS. This role in particular requires:

- Demonstrated experience leading a specialist team or similar role in a fast-paced and large complex people-centred organisation
- Demonstrated experience establishing or leading capabilities that identify emerging risks, generate strategic insight or support operational decision-making through the effective use of research, data, intelligence, behavioural insights, technology or other evidence sources.
- Proven ability to transform complex and often incomplete information into clear recommendations, priorities and actions that influence decision-makers and deliver organisational impact.
- Demonstrated success leading multidisciplinary teams and building effective partnerships across organisational boundaries to achieve shared outcomes.
- Demonstrated strategic thinking and problem-solving skills, including the ability to anticipate emerging issues, identify new opportunities and manage risk in complex and rapidly evolving environments.

The team have a mix of specialist skills and abilities to complement the broad range of technologies we operate in support of our mission.

Experience and qualifications in any of the disciplines below are highly desired but are not mandatory:

- Data analytics
- Data science
- Data engineering
- Intelligence
- Artificial intelligence

To find out more about us and the role, please read the Candidate Kit.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Competition and Consumer Commission

The ACCC is an independent statutory authority that administers the Competition and Consumer Act 2010 and other Acts. The ACCC works to promote effective competition and fair trading in the market place to benefit consumers, business and the community, and efficiency in the delivery of certain infrastructure services. The AER is a part of the ACCC. The AER is Australia's national energy market regulator and has an independent board. The AER shares employees, resources and facilities with the ACCC.

To Apply

Position Contact	Alex Reuter Town, (02) 9102 4031
Agency Recruitment Site	https://accb.bigredsky.com/page.php?pageID=106

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Vacancy VN-0773590

Australian Competition and Consumer Commission

Closing Date: Sunday 01 November 2026

Data, Digital and Technology Division
Data and Intelligence

Job Title	Assistant Director, Strategic Insights
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Sydney NSW, Adelaide SA, Brisbane QLD, Canberra ACT, Darwin NT, Hobart TAS, Melbourne VIC, Perth WA, Townsville QLD
Salary	\$127,908 - \$141,555
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Hybrid
Office Arrangement Details	All employees are to work a minimum of 2 days in office
Classification	Executive Level 1
Position Number	EA2026/210
Agency Website	https://www.accc.gov.au/

Job Description

<https://accc.bigredsky.com/page.php?pageID=106>

The Assistant Director, Strategic Insights contribute to the development and delivery of a new agency capability focused on proactively identifying emerging risks, opportunities and areas of potential misconduct across the economy before they are formally reported to the ACCC.

The Assistant Director will lead the application of market monitoring, horizon scanning and analytical approaches to identify emerging risks and opportunities. The role will contribute to generating evidence-based insights that help inform agency priorities, support decision making and support the identification and prioritisation of future regulatory and enforcement work.

The Assistant Director will contribute to the ongoing development of operating models, methods and practices that support the Strategic Insights capability, leading a high-performing multidisciplinary team, developing innovative methods and partnerships, and modelling new ways of working. The role offers a unique opportunity to contribute to how the ACCC identifies issues, prioritises resources and responds to an increasingly complex and data-rich economy.

Duties

As the Assistant Director, Strategic Insights, you will:

- Lead and support a high-performing multidisciplinary team comprising intelligence analysts, data specialists and other subject matter experts, role modelling our leadership behaviours, supporting a professional and collaborative working environment, coaching, giving continuous feedback, resolving conflict and facilitating career development.

- Contribute to the establishment and ongoing development of the ACCC's proactive detection capability, setting its strategic direction, operating model, priorities and work program.
- Identify, develop and deliver proactive detection initiatives and use cases, working closely with business areas to deliver outcomes that support agency priorities.
- Apply and champion innovative analytical methods, data sources and technologies to improve delivery and insight generation, ensuring appropriate governance, risk management and ethical safeguards.
- Establish productive working relationships across the ACCC work collaboratively with stakeholders to deliver shared outcomes.
- Contribute to relationships with regulators, academia and other stakeholders to support capability development and knowledge sharing.

Eligibility

All candidates are expected to meet the APS Integrated Leadership Profile (ILS) for the classification advertised. Follow the link for more information on the ILS. This role in particular requires:

- Demonstrated experience leading a specialist team or similar role in a fast-paced and large complex people-centred organisation.
- Demonstrated experience delivering strategic insights, analytical initiatives, intelligence products or other evidence-based services that informed organisational decisions.
- Proven ability to analyse complex and incomplete information and communicate evidence-based recommendations tailored to diverse audiences.
- Demonstrated ability to lead multidisciplinary teams and build productive relationships across teams and stakeholder groups.
- Demonstrated judgement, problem-solving and strategic thinking skills, including the ability to identify emerging issues, assess risks and develop practical solutions.
- Demonstrated ability to lead complex projects or work programs, manage competing priorities and deliver outcomes within agreed timeframes

The team have a mix of specialist skills and abilities to complement the broad range of technologies we operate in support of our mission. Experience and qualifications in any of the disciplines below are highly desired but are not mandatory:

- Data analytics
- Data science
- Data engineering
- Intelligence
- Artificial intelligence

Notes

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To Apply

Position Contact	Alex Reuter Town, (02) 9102 4031
Agency Recruitment Site	https://accc.bigredsky.com/page.php?pageID=106

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Vacancy VN-0773557

Australian Electoral Commission

Closing Date: Thursday 29 October 2026

Operations Group
Queensland QLD Operations

Job Title	Team Leaders, Queensland State Operations
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Toowoomba QLD, Townsville QLD, North Lakes QLD
Salary	\$99,734 - \$111,701
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	The AEC support flexible workplace arrangements as per operational requirements.
Classification	APS Level 6
Position Number	2026-186 Multiple
Agency Website	https://www.aec.gov.au/

Job Description

<https://candidate.aurion.cloud/aec/production/>

The AEC has a dispersed network of 150 electoral divisions, 30 of which are located across Queensland.

Team Leader positions are available in Toowoomba, Townsville, North Lakes. You will be one of a network of Team Leaders/Senior Project Leads across the country, responsible for managing your work unit to ensure the proper conduct of our federal elections and referendums. You will work closely with our State Office, National Office and the other States and Territories.

Each APS 6 Team Leader will typically oversee a team of around 2–10 staff. However, team size increases significantly during an election event as we scale up and engage our temporary election workforce. During the delivery of the election, the Team Leader will likely undertake the legislative responsibilities of the Divisional Returning Officer for a federal electoral division and will work to ensure that the division delivers an election result with transparency and integrity.

For the delivery of a federal election or local by-elections, staffing levels expand rapidly to help manage the increased workload around risk management, fast-moving project work and logistical activities, media and public scrutiny.

At the AEC, you will develop strong connections with colleagues and supportive networks, as we all work to deliver an impartial and independent electoral system with high integrity.

Duties

The Queensland State Operations team is seeking to engage multiple Team Leaders to support election delivery. This is an exciting opportunity to join the AEC and contribute to work that has a direct impact on Australia's democratic processes.

We are looking for agile, energetic, self-motivated, results-driven and experienced Team Leaders to lead a team of staff to manage divisional election planning, delivery, and evaluation. The AEC is seeking proactive Team Leaders who can work under pressure to deliver high-quality outcomes within tight timeframes, both independently and as part of a team, while operating with limited guidance.

During the preparation phase of the electoral cycle, you will be responsible for ensuring the accuracy and completeness of the electoral roll within your division and leading your team in preparation for the next federal electoral event.

You will contribute to the development of team objectives for both short-term tasks and longer-term strategic initiatives. This includes setting priorities for the work area, maintaining team cohesion, and ensuring the quality of team outputs.

You will be responsible for the overall supervision of your divisional office team, as well as temporary election staff. Using your leadership skills, you will support the rapid expansion of the workforce and ensure operational requirements are delivered seamlessly and efficiently. You will join a leadership team committed to learning and continuous development and will play a key role in building technical capability and fostering career growth within your team.

To excel you'll have:

We are seeking a motivated and capable professional who can demonstrate the skills, knowledge and experience required to perform successfully in this role.

- Proven experience leading the planning and delivery of events, including managing logistics, resources and competing priorities.
- Strong Leadership experience building staff capability and developing positive working relationships with staff, contractors and stakeholders.
- Demonstrated experience managing compliance, WHS requirements and operational risks, and applying legislation, policies and procedures to deliver safe and compliant events.
- Demonstrated experience leading projects, implementing improvements or driving change to enhance event operations and business outcomes.
- Demonstrated sound judgement and decision-making skills, including the ability to solve problems and respond to operational issues.
- Ability to work autonomously and a strong commitment to working harmoniously within a dispersed team to achieve positive results and support the AEC's strategic direction.

Eligibility

- AEC employees must be Australian citizens.
- Any person who is, and seen to be active in political affairs, and intends to publicly carry on this activity, may compromise the strict neutrality of the AEC and cannot be considered.
- Applicants are required to consent to, undergo, obtain and maintain a character clearance.
- Applicants are required to consent to, undergo, obtain and maintain the security clearance required for this role.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Electoral Commission

The Australian Electoral Commission (AEC) is at the heart of Australian democracy. The AEC is responsible for conducting federal elections and referendums, maintaining the Commonwealth electoral roll and making sure the Australian public is informed about all electoral matters. Our goal is to see that all eligible Australians actively participate in our democracy. The AEC values of electoral integrity through quality, agility and professionalism drive strategic and corporate planning and assist in organising the agency in a way that will effectively deliver the business into the future. The AEC is an equal opportunity employer which upholds the APS employment principles and actively encourages a diverse and inclusive workplace. The AEC's statutory functions in relation to the conduct of elections and referendums require that the AEC and its employees must be, and must be seen to be, impartial and politically neutral. As a result, the AEC Enterprise Agreement and Political Neutrality Policy state that it is an inherent requirement of AEC employment that employees, and prospective employees, are not publicly active in any political affairs and do not publicly engage in such activities. This includes advocating any issues associated with a referendum. Should a prospective employee fail to meet this inherent requirement, they will be ineligible for employment with the AEC.

To Apply

Position Contact	Robert Guilfoyle, Coreworkforce@aec.gov.au
Agency Recruitment Site	https://candidate.aurion.cloud/aec/production/

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Vacancy VN-0773597

Australian Electoral Commission

Closing Date: Thursday 29 October 2026

Corporate Services and Governance Division
Legal Services Branch

Job Title	Senior Government Lawyer, Legal Services Branch
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Canberra ACT, Brisbane QLD
Salary	\$112,947 - \$123,331
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	The AEC support flexible workplace arrangements as per operational requirements.
Classification	Senior Government Lawyer
Position Number	2026-189 Multiple
Agency Website	https://www.aec.gov.au/

Job Description

<https://candidate.aurion.cloud/aec/production/>

Legal Services Branch

The Legal Services Branch is a dynamic team that provides legal advice to ensure and maintain the integrity of Commonwealth electoral systems and processes. The Branch plays an active role supporting and building capabilities across the AEC through training and guidance.

The Legal Services Branch is headed by the Chief Legal Officer and comprises three legal teams: Corporate Law, Electoral Law and Regulatory Law. Branch members are predominantly located in Canberra and Brisbane. Applicants from other capital cities will be considered on a case-by-case basis, depending on their skills and experience.

Corporate law

- Provides advice to the AEC on matters that affect the day-to-day running of the agency including a wide range of privacy, information law, commercial law and employment law matters.
- Provides advice on commercial law and contract management, particularly in relation to the commercial negotiation of the AEC's internal ICT modernisation project, the funding and disclosure reform program and a diverse range of procurements to support the staging of elections and referendums and the AEC's business as usual functions.
- Provides advice and acts in employment law matters, including Fair Work Commission and Australian Human Rights Commission complaints.

Electoral law

- Provides legal advice to the AEC in relation to the Commonwealth Electoral Act 1918 and Referendum (Machinery Provisions) Act 1984, as well as matters relating to industrial elections, fee-for-service elections and ballots, and the Torres Strait Regional Authority.
- Advises on statutory interpretation and administrative law issues.
- Provides advice and support in relation to the legislative development process.
- Assists the AEC in making robust administrative law decisions.

Regulatory law

- Provides advice on regulatory provisions, including civil penalty and criminal provisions, in the Commonwealth Electoral Act 1918 and Referendum (Machinery Provisions) Act 1984 and other relevant legislation.
- Advises and manages litigation on the administration and enforcement of the authorisation requirements for electoral communications, multi-voter provisions, anti-avoidance compliance, and other offences in electoral legislation, including bribery, misleading information, polling place offences.
- Appears in court proceedings in relation to non-voter prosecutions.

Duties

This is an exciting opportunity to join the AEC and contribute to work that has a direct impact on Australia's democratic processes. We are looking for legal talent to fill vacant positions across the three legal teams and to establish a merit pool for future opportunities at the Executive Level 1 (EL1) Senior Government Lawyer level.

Senior Government Lawyers manage and undertake the day-to-day matters relating to the provision of legal advice and services to all areas of the AEC. Senior Government Lawyers undertake complex or sensitive legal work under broad direction.

Responsibilities include:

- provide high-quality legal advice
- undertake research and analysis of legal issues
- attend court and tribunal matters
- drafting and reviewing agency policies
- corresponding with internal and external stakeholders, including external legal providers, the Minister's office, other APS agencies and political parties
- provide training to the agency on legal issues
- participating in section planning and aligning longer-term plans with the AEC's goals and objectives

To excel you'll have:

We are seeking motivated and capable professionals who can demonstrate the skills, knowledge and experience required to perform successfully in these roles.

- A minimum of 3 years' post admission experience.
- Demonstrated ability to analyse complex issues and provide high-quality legal services.
- A high level of attention to detail, with effective written and oral communication skills.
- Demonstrated ability to work under limited supervision, show initiative, meet deadlines and support the effective management of a legal practice.
- Proven ability to work collaboratively within a team and lead legal matters to deliver high-quality outcomes, including building team capability, maintaining expertise and supporting career development.
- Experience in at least one area of law relevant to the three legal teams, including regulatory or compliance work, advocacy, statutory interpretation, administrative law, employment law, commercial law, freedom of information (FOI) or privacy law.
- Experience in developing and actively managing key internal and external relationships, including collaborating with key stakeholders to identify opportunities, achieve outcomes and facilitate cooperation.
- Personal drive and integrity, with the ability to achieve results within legislative and budget parameters.
- A degree in law from an Australian tertiary institution, admission to practice in Australia as a legal practitioner, and a practising certificate (or ability to acquire one).

Eligibility

- AEC employees must be Australian citizens.
- Any person who is, and seen to be active in political affairs, and intends to publicly carry on this activity, may compromise the strict neutrality of the AEC and cannot be considered.
- Applicants are required to consent to, undergo, obtain and maintain a character clearance.
- Applicants are required to consent to, undergo, obtain and maintain the security clearance required for this role.

Notes

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About the Australian Electoral Commission

The Australian Electoral Commission (AEC) is at the heart of Australian democracy. The AEC is responsible for conducting federal elections and referendums, maintaining the Commonwealth electoral roll and making sure the Australian public is informed about all electoral matters. Our goal is to see that all eligible Australians actively participate in our democracy. The AEC values of electoral integrity through quality, agility and professionalism drive strategic and corporate planning and assist in organising the agency in a way that will effectively deliver the business into the future. The AEC is an equal opportunity employer which upholds the APS employment principles and actively encourages a diverse and inclusive workplace. The AEC's statutory functions in relation to the conduct of elections and referendums require that the AEC and its employees must be, and must be seen to be, impartial and politically neutral. As a result, the AEC Enterprise Agreement and Political Neutrality Policy state that it is an inherent requirement of AEC employment that employees, and prospective employees, are not publicly active in any political affairs and do not publicly engage in such activities. This includes advocating any issues associated with a referendum. Should a prospective employee fail to meet this inherent requirement, they will be ineligible for employment with the AEC.

To Apply

Position Contact	Tim Mason, tim.mason@aec.gov.au
Agency Recruitment Site	https://candidate.aurion.cloud/aec/production/

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Vacancy VN-0773621

Australian Electoral Commission

Closing Date: Thursday 29 October 2026

Operations Group
State Operations QLD/NSW State Operations

Job Title	Service Officers, QLD/NSW State Operations
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Toowoomba QLD, Townsville QLD, Robina QLD
Salary	\$71,088 - \$77,905
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	The AEC support flexible workplace arrangements as per operational requirements.
Classification	APS Level 3
Position Number	2026-190 Multiple
Agency Website	https://www.aec.gov.au/

Job Description

<https://candidate.aurion.cloud/aec/production/>

The AEC has a dispersed network of 150 electoral divisions. The positions advertised are based in three of our offices located in Toowoomba, Townsville, and Robina. We have a tight-knit team that values collaboration, professionalism and mutual support. As part of a national network of Service Officers, you will undertake a range of administrative and operational activities that support electoral roll maintenance and the delivery of electoral events.

The team you will be part of typically consists of 3 employees. However, staffing levels increase significantly during electoral events as we engage a temporary workforce. This provides opportunities to work with people from diverse backgrounds. This may involve contributing to election-specific projects delivered in a fast-paced environment, with tight timeframes, increased public scrutiny and multiple interdependent priorities.

Duties

This is an exciting opportunity to join the AEC and contribute to work that has a direct impact on Australia's democratic processes.

We are seeking a motivated Service Officer to support the delivery of Australia's electoral system. In this diverse role, you'll combine customer service, administration, project support and election delivery to help ensure Australians can participate in democracy with confidence.

As a Service Officer, you'll provide frontline support to the public, responding to enrolment enquiries and processing a variety of electoral enrolment applications. You'll use your attention to detail, sound judgement and problem-solving skills to help maintain the accuracy and integrity of the electoral roll.

Beyond enrolment services, you'll contribute to the delivery of key electoral projects and activities. This may include supporting recruitment processes, coordinating operational tasks and working across a range of teams to meet agency priorities. During electoral events, you'll have the opportunity to take on additional responsibilities, including coordinating event activities, training and supporting temporary election staff, supervising small teams and contributing to the successful delivery of election operations. We provide the training, support and guidance you need to succeed and grow in the role.

You will thrive in this position if you enjoy delivering quality customer service while managing competing priorities in a dynamic environment. Success in this role requires strong organisational skills, attention to detail, adaptability and a willingness to learn. You'll build positive working relationships, collaborate effectively with others and contribute to a supportive team culture. Most importantly, you'll bring a proactive approach and a commitment to achieving positive outcomes for the Australian community.

To excel you'll have:

We are seeking a motivated and capable professionals who can demonstrate the skills, knowledge and experience required to perform successfully in these roles, including:

- Resilience and a positive approach, with the ability to adapt to changing operational environments and priorities.
- Well-developed communication and interpersonal skills, with the ability to collaborate effectively and build productive working relationships with team members and stakeholders.
- The ability to provide accurate advice on issues, exercise sound judgement, seek guidance when required and learn from feedback.
- A strong commitment to working collaboratively as part of a team to achieve positive outcomes and contribute to the AEC's strategic objectives.
- Ability to deliver quality customer service and project outcomes within agreed timeframes, priorities and policy frameworks.
- Accountability for completing allocated tasks, making decisions within defined parameters and, during electoral events, reviewing work undertaken by temporary election workforce employees.
- The ability to resolve workplace issues with guidance and support from management when required.
- General computer proficiency, including a working knowledge of the Microsoft Office suite.

Eligibility

- AEC employees must be Australian citizens.
- Any person who is, and seen to be active in political affairs, and intends to publicly carry on this activity, may compromise the strict neutrality of the AEC and cannot be considered.
- Applicants are required to consent to, undergo, obtain and maintain a character clearance.

- Applicants are required to consent to, undergo, obtain and maintain the security clearance required for this role.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Electoral Commission

The Australian Electoral Commission (AEC) is at the heart of Australian democracy. The AEC is responsible for conducting federal elections and referendums, maintaining the Commonwealth electoral roll and making sure the Australian public is informed about all electoral matters. Our goal is to see that all eligible Australians actively participate in our democracy. The AEC values of electoral integrity through quality, agility and professionalism drive strategic and corporate planning and assist in organising the agency in a way that will effectively deliver the business into the future. The AEC is an equal opportunity employer which upholds the APS employment principles and actively encourages a diverse and inclusive workplace. The AEC's statutory functions in relation to the conduct of elections and referendums require that the AEC and its employees must be, and must be seen to be, impartial and politically neutral. As a result, the AEC Enterprise Agreement and Political Neutrality Policy state that it is an inherent requirement of AEC employment that employees, and prospective employees, are not publicly active in any political affairs and do not publicly engage in such activities. This includes advocating any issues associated with a referendum. Should a prospective employee fail to meet this inherent requirement, they will be ineligible for employment with the AEC.

To Apply

Position Contact	Tanika Prowse, CoreWorkforce@aec.gov.au
Agency Recruitment Site	https://candidate.aurion.cloud/aec/production/

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Vacancy VN-0773632

Australian Electoral Commission

Closing Date: Thursday 29 October 2026

Operations Group
State Operations QLD/NSW State Operations

Job Title	Service Support Officers, QLD/NSW State Operations
Job Type	Part-Time, Non-Ongoing
Location	Hervey Bay QLD, Maryborough QLD, Toowoomba QLD, Robina QLD
Salary	\$62,775 - \$69,210
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	The AEC support flexible workplace arrangements as per operational requirements.
Classification	APS Level 2
Position Number	2026-192 Multiple
Agency Website	https://www.aec.gov.au/

Job Description

<https://candidate.aurion.cloud/aec/production/>

The AEC has a dispersed network of 150 electoral divisions. These positions are based in our offices in Maryborough/Hervey Bay, Toowoomba and Robina. As part of a national network of Service Support Officers, you will undertake a range of administrative and operational activities that support electoral roll maintenance and the delivery of electoral events.

The team you will be part of typically consists of 3 employees; however, staffing levels increase significantly during electoral events as we engage a temporary workforce. This provides opportunities to work with people from diverse backgrounds and contribute to election-specific projects delivered in a fast-paced environment with tight timeframes, increased public scrutiny and multiple interdependent priorities.

Duties

The Opportunities

This is an exciting opportunity to join the AEC and contribute to work that has a direct impact on Australia's democratic processes.

AEC Queensland is seeking multiple Service Support Officers to help maintain the integrity of the Australian electoral roll and support the delivery of electoral services. In this role, you will assist in supervising APS 1 employees, provide customer-focused services when required, and work closely with Project Officers and Service Officers while reporting to an APS 6 Team Leader.

The Service Support Officer role is part-time; however, full-time work will likely be required during peak workload periods.

This role involves undertaking basic to moderately complex work under general direction. The role contributes to enrolment administration and supports a range of projects throughout the electoral cycle, responding to changing operational priorities as required.

During federal election events, workforce responsibilities increase significantly. Service Support Officers assist with the supervision of the Temporary Election Workforce (TEW), support the implementation of operational delivery plans and contribute to the effective operation of their nominated Outposted Centre (OPC) under the direction of a Divisional Returning Officer (DRO).

To excel you'll have:

We are seeking motivated and capable professionals who can demonstrate the skills, knowledge and experience required to perform successfully in these roles, including:

- Demonstrated resilience, adaptability and initiative when working in changing operational environments, including the ability to remain positive and respond effectively to evolving priorities.
- Ability to communicate clearly, collaborate effectively and build productive working relationships with team members and stakeholders.
- Demonstrated commitment to working collaboratively as part of a team, contributing to shared goals and supporting positive workplace outcomes.
- The ability to act with integrity, take responsibility for your work and make appropriate decisions within established procedures and guidelines.
- Demonstrated ability to take responsibility for the accurate completion of work, manage competing tasks and seek guidance when required.
- Ability to deliver quality customer service and project outcomes within agreed timeframes, priorities and policy frameworks.
- Experience in identifying potential issues that may affect the delivery of work, escalating concerns appropriately and contributing ideas to improve processes and outcomes.
- Ability to work independently when required, including managing priorities and maintaining productivity while working remotely from direct supervision.
- General computer skills, including working knowledge of the Microsoft Office suite.

Eligibility

- AEC employees must be Australian citizens.
- Any person who is, and seen to be active in political affairs, and intends to publicly carry on this activity, may compromise the strict neutrality of the AEC and cannot be considered.

- Applicants are required to consent to, undergo, obtain and maintain a character clearance.
- Applicants are required to consent to, undergo, obtain and maintain the security clearance required for this role.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Tanika Prowse, CoreWorkforce@aec.gov.au
Agency Recruitment Site	https://candidate.aurion.cloud/aec/production/

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Vacancy VN-0773665

Job Title	AEE2 Director, Public Engagement Capability
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$161,682 - \$191,321
Future Merit Locations	Canberra
Office Arrangement	On Site
Office Arrangement Details	Onsite
Classification	Executive Level 2
Position Number	02520262027
Agency Website	www.asio.gov.au

Job Description

www.beaumontandbeaumont.com.au/11814

The Organisation

The Australian Security Intelligence Organisation (ASIO) protects Australia and Australians from threats to their security. ASIO's people are ordinary Australians but they do extraordinary things – they are our most important asset. To be successful, we need talented people who are highly capable, dedicated, adaptable and resilient.

We seek to reflect the community we protect. ASIO is committed to fostering a diverse and inclusive environment, where all staff are valued and respected. We welcome applications from all eligible candidates, irrespective of gender, sexual orientation, ethnicity, religious affiliation, age or disability. Aboriginal and Torres Strait Islander peoples are encouraged to apply. We are secretive about what we do, not what we value.

At a time when Australia's security environment is dynamic, diverse and degrading, our work is more important than ever. Join the mission and make a difference every day.

The opportunity

ASIO is seeking an experienced and exceptional person to fill the role of Director, Public Engagement Capability. Operating from within the Office of the Director-General of Security, this role acts as a trusted

senior advisor, providing frank and fearless guidance to leaders navigating complex, politically sensitive, or high-scrutiny public environments.

Under broad direction, the Director, Public Engagement Capability leads ASIO's public affairs and engagement capability framework. You will provide advice and support to the Director-General of Security, their Deputies and Division Heads in the performance of their roles, helping to build and sustain public confidence, strengthen relationships with key stakeholders, and protect the organisation's reputation.

The advice you provide will cover emerging issues, stakeholder engagement, relationship management and reputational risk. This is aimed at helping ensure the organisation, through its senior leaders, communicates with clarity, credibility, and integrity while supporting ASIO's security intelligence outcomes.

In this role you will design and deliver training and coaching support to Senior Leaders to enable their involvement in high-impact media conferences, senate estimates and other committee hearings, and strategic stakeholder presentations, including public speaking engagements.

ASIO looks for candidates who are curious, resilient and enjoy problem solving. To be successful in this role, you will:

- Lead and manage people: You will need to apply leadership in developing high-performing teams, fostering an inclusive culture, and developing staff capability both in your immediate area, and more broadly across the agency.
- Coach with influence and political acumen: Including by providing real-time counsel to ASIO's most senior executive leadership and liaison teams during breaking media issues and crisis events.
- Create high-impact message architectures: Engaging and collaborating across ASIO to distill complex legislation, data, operations and policy into defensible, public-facing narratives and crisis holding lines.

A merit pool may be created to fill future vacancies which have the same or similar requirements to this position. This merit pool will be valid for up to 18 months.

Duties

Responsibilities

As the Director, Public Engagement Capability in ASIO, you will:

- Uplift ASIO's senior executive leadership capability to communicate with influence.
- Lead in the development and delivery of stakeholder engagement strategies.
- Establish and manage a range of productive partnerships across domestic and international stakeholders.
- Provide expert advice and recommendations to the Director-General of Security, their Deputies and Division Heads on their communication styles.

- Develop and implement a coaching and training schedule for the Director-General of Security, their Deputies and Division Heads to uplift and enhance capability of their public communications.
- Work in a fast-paced, agile environment, adapting quickly to changing priorities and deadlines while maintaining a focus on delivering high-quality, timely support and advice.

Eligibility

What you will bring

We are seeking candidates with the following capabilities:

- Promotes a security culture: Support staff to identify, assess and manage security and organisational risk including promoting and maintaining a positive and inclusive workplace environment in which staff feel comfortable seeking support and raising concerns.
- Strategic thinking: Extensive knowledge of the Australian media landscape, parliamentary processes, and whole-of-government communication standards, with a demonstrated ability to anticipate political sensitivities and shape agency narrative.
- Achieves results: Proven track record in designing and delivering high-level media training programs, coaching programs, and executive simulations that enhance performance measurably.
- Productive working relationships: High-level emotional intelligence and diplomacy to influence senior executives, build psychological safety during rigorous coaching, and partner effectively across diverse functional areas.
- Personal drive and integrity: Sound professional judgment under pressure, political astuteness, and an unwavering commitment to the ASIO Values and Code of Conduct.
- Communicates with influence: Exceptional verbal and written communication skills, with expertise in message framing, crisis communications, and adversarial interview dynamics.
- Technical skills: Extensive experience in training or executive coaching, journalism or public affairs, government relations, and stakeholder engagement and management.

You are not required to address each capability separately in your application. Consider providing examples that illustrate multiple capabilities at once.

Refer to ASIO's Core Capability Framework to understand what is expected at each level for each capability.

Skills and qualifications

Vocational or tertiary qualifications in the following areas are desirable:

- Presentation skills
- Training and executive coaching
- Public affairs and government relations
- Stakeholder engagement and management
- Journalism

Eligibility

To be eligible to work at ASIO, you must be:

- an Australian citizen
- assessed as suitable to hold and maintain a TOP SECRET-Privileged Access (TS-PA) security clearance.
- be available to support the Director-General and Chief of Staff during periods of official travel domestically and internationally, and for extended hours during other essential periods (e.g. active crisis response periods).

Reasonable adjustments

Please let us know if you require any additional assistance or reasonable adjustments during any stage of the recruitment process in order to fully participate in the recruitment process or the workplace. This may include reasonable adjustments to assessment methodologies to enable full participation.

Notes

What we offer you

ASIO provides a number of benefits to its staff including:

- A competitive salary, including a 7.5% allowance for maintaining a TOP SECRET-Privileged Access security clearance.
- Employer superannuation contributions of 15.4%.
- A variety of leave options in addition to the standard 4 weeks annual leave, including stand down between Christmas and New Year.
- Flexible working arrangements. **Please note** due to our unique working environment, work from home options are not available.
- Study assistance, including financial support and study leave for tertiary education.
- Access to 7 staff-led diversity and inclusion networks.
- Access to an Employee Assistance Program (EAP).

How to apply

Applications **must** be submitted using the online recruitment system:

www.beaumontandbeaumont.com.au/11814

ASIO officers' identities are protected by law. Under section 92 of the ASIO Act, the only declared ASIO officers are the Director-General and Deputy Directors-General. Due to the need to protect our people's

identities, ASIO holds all employment applications in the strictest of confidence. It is essential that you do the same. Please do not discuss your application with others as doing so may adversely affect your potential employment.

Click on '*Apply online*' to commence your application. Your application **must** be complete and include the following:

- A written pitch of up to 500 words that addresses the required capabilities for the role. Use examples to demonstrate how your skills and experience meet the capabilities.
- A current CV, no more than 2 pages in length, outlining your employment history, the dates and a brief description of your role, as well as any academic qualifications or relevant training you have undertaken.
- A completed ASIO Employment Suitability Questions document.
- Details of 2 referees, which must include a current or former supervisor. ASIO will not contact your referees without advising you prior to doing so.

Before applying read the [ASIO People Capability Framework](#) and [Core Capability Guide](#), both available on the ASIO website. To increase your chances of success, tailor your application responses to align with the relevant capabilities and levels outlined in these frameworks.

Use of AI in recruitment processes

We do not use AI to screen, rank or shortlist candidates, assess candidate suitability or merit, or make recommendations or selection decisions. Candidate assessment and recruitment advice remain the responsibility of our consultants and the Selection Advisory Committee, based on the evidence gathered through the recruitment process.

All applications are reviewed by a selection panel. We recognise some applicants may use AI technologies to draft applications or prepare for interviews. If you wish to use AI, we recommend doing this only for initial drafts and ensure that your application is personalised and accurately reflects your skills, experience and qualifications.

Additionally, be aware of the privacy policies of any AI tool you use. Be mindful of the information you are entering into AI tools (personal details, work history, etc) and how using it may link you to potential ASIO employment, noting that you are expected to be discrete and maintain confidentiality with your application.

If you are invited to attend interview, the use of AI tools and recording devices during interview is strictly prohibited. Should AI tools or recording services be detected, your application, and any future applications may be discontinued.

The recruitment selection process

Our selection process is rigorous and extensive. All employment decisions and selection processes at ASIO are based on merit principles and candidates must be prepared to undergo various selection stages. The stages may include application assessment, eligibility checks, online testing, skills-based assessment and interview.

We ask all applicants for their patience throughout the process.

Employment conditions

Employment is under the *Australian Security Intelligence Organisation Act 1979*. Conditions of service are similar to those applying in the Australian Public Service. We recognise entitlements accrued under the *Public Service Act 1999* and provide for continuation of superannuation under the Commonwealth schemes. Salary packaging arrangements are also available.

Australian Workplace Equality Index

ASIO has achieved the Australian Workplace Equality Index (AWEI) Gold Standard in 2024, 2025 and 2026, recognising ASIO’s inclusion work and positive culture. ASIO was the first Australian intelligence agency to achieve this status.

For more information about ASIO, please visit: www.asio.gov.au.

About the Australian Security Intelligence Organisation

To Apply

Position Contact	Lisa at Beaumont&Beaumont, 02 6126 4544
Agency Recruitment Site	www.beaumontandbeaumont.com.au/11814

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Vacancy VN-0773613

Job Title	Executive Assistant
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Canberra ACT, Melbourne VIC, Brisbane QLD, Sydney NSW
Salary	\$80,085 - \$86,246
Future Merit Locations	Canberra, Melbourne, Brisbane, Sydney
Office Arrangement	Hybrid
Office Arrangement Details	Split work on site / work from home options available
Classification	APS Level 4
Position Number	To be confirmed
Agency Website	https://www.asqa.gov.au/

Job Description

<https://asqacareers.nga.net.au/cp/index.cfm?event=jobs.home&CurATC=EXT&CurBID=62AFB35D%2D9273%2D>

Who we are

We are Australia's National Vocational Education and Training (VET) regulator.

What we do

We regulate providers that deliver VET qualifications and courses to students in Australia or offer Australian qualifications internationally, providers that deliver VET courses to overseas students, and certain providers that deliver English Language Intensive Courses for Overseas Students. We also accredit VET courses to make sure nationally approved standards are met.

Why we do it

We ensure quality VET so that students, industry, governments and the community have confidence in the integrity of national qualifications issues by training providers, and that students are protected from any practices that come at the expense of their ability to gain the required competencies.

ASQA supports and promotes a strong team culture, a safe, healthy and happy workplace and the sharing of knowledge.

Visit our website for more information [about ASQA](#), including our role and how we regulate.

Duties

About the Opportunity

We are seeking **Executive Assistants** to provide comprehensive administrative and executive support to ASQA's Executive Directors. Working under general direction from the Director, Executive Support, and with guidance from the Senior Executive Coordinator, Executive Assistants apply established procedures, judgement and discretion to manage priorities, escalate complex or sensitive matters, and support quality outcomes.

Key responsibilities include:

- coordinating and managing Executive Directors' schedules and diaries and undertaking other Group administrative tasks as required
- managing incoming correspondence including calls, emails, letters, and briefs
- coordinating and collating papers and supporting documents for meetings
- coordinating, compiling, formatting and quality assuring routine draft correspondence, briefing materials, meeting papers and other documents for the Executive Director in accordance with established procedures and guidance
- supporting the Executive Director to establish, maintain and document effective stakeholder relationships, both internally and externally
- maintaining accurate records and handling sensitive or confidential information in accordance with internal policies, procedures and APS expectations.

Skills and experience

1. Demonstrated ability to provide high-quality administrative and coordination support to senior management, manage multiple tasks within agreed priorities, and deliver timely, accurate and professional outcomes.
2. Strong interpersonal, written and oral communication skills, including the ability to communicate clearly and professionally with a diverse range of stakeholders, including senior leaders, while exercising discretion and maintaining confidentiality.
3. Ability to work flexibly and collaboratively and establish and maintain effective and productive working relationships.
4. Proven ability to apply self-management, initiative, sound judgement and resilience to work effectively, both individually and within a team, in an environment subject to competing priorities and change.
5. Proficient skills and experience working with the Microsoft Office suite of products and other contemporary technologies, including video conferencing.
6. Demonstrated understanding of ASQA's purpose, strategic direction and operating context, and the ability to connect day-to-day executive support activities to team and agency outcomes.
7. Demonstrated commitment to the APS Values and Code of Conduct, including integrity, respect, impartiality, accountability, discretion and appropriate handling of sensitive information.

What we offer

We are committed to providing a working environment that values diversity and inclusion and supports staff to reach their full potential.

We encourage applications from Aboriginal and Torres Strait Islander peoples, people with disabilities, members of the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA+) community, people with culturally and linguistically diverse (CALD) backgrounds, and people with neurological differences.

You will be joining a dynamic workforce at ASQA that will support you to thrive in your career.

You will have access to:

- generous leave entitlements
- a competitive salary (with clear and transparent salary progression and scheduled salary increases)
- 15.4% superannuation
- flexible working arrangements that promote work-life balance, including working from home and hybrid working arrangements
- flexible working hours
- professional development opportunities
- health and wellbeing events throughout the year
- free and confidential 24/7 counselling through our Employee Assistance Program (EAP), available for staff and their family members
- a \$300 annual healthy lifestyle allowance
- additional paid time off during the Christmas close-down period.

Benefits of working in the APS

- **Purpose and meaning** - the Australian Public Service (APS) offers a clear purpose and meaningful work where you can make a positive impact in people's lives.
- **Opportunities to learn and grow** - regardless of where you are in your career or what your skills are, there's a pathway and role for you.
- **Community and belonging** - we believe everyone belongs. Our leaders are focused on building a workplace which values diverse views, backgrounds, abilities, and perspectives.
- **Flexibility and balance** - we are committed to offering flexibility for all APS roles. We know flexibility is important so you can balance your work and personal priorities.
- **Conditions and lifestyle** - be a part of a secure, dynamic public service with great conditions of employment in a diverse range of roles and locations to support your lifestyle.

Eligibility

Eligibility to apply

- Under Section 22(8) of the Public Service Act 1999, employees must be Australian Citizens to be employed in the APS unless the Agency delegate has agreed, in writing, to the contrary.

- The successful applicant will be required to undergo pre-employment checks including a Federal Police Check and obtain a minimum Baseline Security Clearance (if they do not already hold a clearance).

Notes

How to apply

Please read the Australian Public Service Commission's (APSC) [Principles for candidate use of AI in recruitment](#) to understand the expectations related to the ethical, responsible and transparent use of AI when engaging in an APS recruitment process.

Visit [Current vacancies](#) for more information.

It is important that you review the **Job Information Pack** for more information on the role, including instructions on what to include in your application, before you apply.

Please include the following in your application:

- a one page pitch detailing your skills, background, and experience relevant to the role.
- a resume/CV, including the name and contact details of two referees (one should be your current supervisor/manager).

When preparing your one page pitch and resume, you should consider the relevant duties, selection criteria, skills, values and attributes required for the role, as outlined above and in the **Job Information Pack**.

If you have questions about this exciting opportunity, please contact **Davina Marotte, A/g Director, Executive Support Office** via Davina.Marotte@asqa.gov.au

Notes:

Use of AI by the Panel:

Selection panels may use basic artificial intelligence tools (such as Microsoft Copilot) to assist with administrative tasks during the recruitment process. This may include, for example, summarising information or drafting or refining documentation. We use AI to help us work more efficiently, but we do not use AI to make assessment and selection decisions about candidates.

These positions are available as an **ongoing** or **non-ongoing** opportunities. Non-ongoing opportunities will be offered for an initial fixed term period of up to 12 months, with the potential to be extended further or to becoming ongoing.

This selection process may be used to establish a **merit pool**. The merit pool may be accessed to fill ongoing and non-ongoing vacancies for similar roles within ASQA or across the APS over the next 18 months.

Applications close: Sunday, 1 November 2026 at 11:30pm (AEDT).

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Skills Quality Authority (ASQA)

The Australian Skills Quality Authority (ASQA) is the national regulator for Australia's vocational education and training (VET) sector. ASQA engages with, and regulates the VET sector to ensure confidence in the VET sector and its outcomes, including internationally. ASQA's mission is to continuously improve as a regulator, in partnership with the VET sector and to develop a shared understanding of the value of regulation to support quality outcomes for students. ASQA is a professional, responsive and innovative regulator currently undergoing substantial development and growth in response to changes in emphasis in Government policy and expectations of industry. ASQA supports and promotes a strong team culture, a safe, healthy and happy workplace and the sharing of knowledge. For more information about ASQA, please visit www.asqa.gov.au.

To Apply

Position Contact	Davina Marotte, Davina.Marotte@asqa.gov.au
Agency Recruitment Site	https://asqacareers.nga.net.au/cp/index.cfm?event=jobs.home&CurATC=EXT&CurBID=62AFB35D%2

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Vacancy VN-0773393

Department of Finance

Closing Date: Friday 30 October 2026

Major Projects Division

Job Title	Assistant Secretary, Executive Project Director
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Canberra ACT
Salary	-
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Hybrid
Office Arrangement Details	Finance supports flexible workplace arrangements as per operational requirements.
Classification	Senior Executive Service Band 1
Position Number	2026/SES/004
Agency Website	www.finance.gov.au

Job Description

<https://financejobs.nga.net.au/?jati=FF857814-E762-39FD-180D-ED627500B6B9>

ABOUT THE OPPORTUNITY

We are seeking a motivated, experienced and highly skilled individual to take up the role of Executive Project Director to the Ngurra Project. The Executive Project Director will be responsible for the delivery of the Project.

Duties

- Leading, mentoring and motivating a multidisciplinary team to achieve high levels of performance across delivery of the Project;
- Delivering a fit-for-purpose Project, on-time, on-budget, to the required quality and with a safety and innovation mindset;
- Providing senior strategic project leadership to establish and operate a governance regime that ensures project delivery objectives by:
 - Working collaboratively with the Constructor/s and advisors to establish and maintain the Project's work plans, and monitoring and reporting against work plans;

- Ensuring the Project adheres to regulatory requirements and approvals, government policies and Australian Standards;
- Maintaining accountability for Project outcomes, and anticipating and actively mitigating risks to Project delivery and reputation;
- Implementing regular reviews and updates;
- Overseeing coordination of dependencies across projects within and beyond the Program; and
- Resolving conflicts that may arise.
- Implementing strategies for continuous improvement and professional development to enhance the capability of the project team;
- Representing the Project in a range of senior government forums as required;
- Maintaining productive working relationships with stakeholders across diverse levels and areas of government, industry and community organisations; and
- Providing direct, timely and well-judged advice and support to the Finance Executive.

This is an exciting opportunity to be part of a signature outcome for Aboriginal and Torres Strait Islander peoples, and a significant infrastructure project for the Canberra region. In addition to what you bring to the Project, you will gain:

- Central agency experience helping Finance influence how the Government's strategic policy priorities are developed and implemented across the Commonwealth
- A sophisticated understanding of the machinery of Government, the Federal Budget and related processes
- Strategic policy and financial management/analysis skills
- An opportunity to cultivate strong working relationships with Ministers' Offices and Commonwealth agencies to collectively deliver the Federal Budget and related outcomes
- Experience working within Finance's leadership team.

Given the requirements of the Project, this position is Canberra-based.

This selection process will also be used to establish a merit pool that may be used to fill roles as they become available within the following 18-month period.

Eligibility

- Under section 22(8) of the *Public Service Act 1999*, employees must be Australian citizens to be employed in the Australian Public Service (APS) unless the Agency Head has agreed otherwise, in writing.
- Successful applicants will be required to undergo the process to obtain and maintain, or continue to hold the required security clearance level for the role as indicated in the downloadable job pack. All Finance staff are required to have a minimum baseline security clearance prior to commencement.
- This role is being advertised as both ongoing and non-ongoing. Roles may be offered as either ongoing or non-ongoing subject to operational requirements. Where a non-ongoing position is offered, the role will be filled for a specified term of up to 12 months. Specified term vacancies may be extended up to a maximum period of 18 months.

- We encourage and welcome applications from Aboriginal and Torres Strait Islander peoples, people with Disability, LGBTQI+ people, people from culturally and linguistically diverse backgrounds and mature aged people.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Finance

As a central agency of the Australian Government, the Department of Finance (Finance) plays an important role in assisting government across a wide range of policy areas to ensure its outcomes are met. Finance supports the government's ongoing priorities through the Budget process and fosters leading practice through the public sector resource management, governance and accountability frameworks. Finance plays a leading role in advising the government on many of its strategic priorities. We do this through our professional and considered approach to providing advice, developing policy, delivering services and engaging with our clients and stakeholders. Finance's key areas of focus are: - Budget - Business Enabling Services - Commercial - Governance and Resource Management

To Apply

Position Contact	Jacque D'Monte, (02) 6215 1677
Agency Recruitment Site	https://financejobs.nga.net.au/?jati=FF857814-E762-39FD-180D-ED627500B6B9

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Vacancy VN-0773626

Department of Finance

Closing Date: Sunday 01 November 2026

ICT
Government Services GovConnect

Job Title	Customer Experience and Service Designer
Job Type	Full-Time, Non-Ongoing
Location	Canberra ACT
Salary	\$101,355 - \$123,702
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Hybrid
Office Arrangement Details	Finance supports flexible workplace arrangements as per operational requirements
Classification	APS Level 6
Position Number	2026/249
Agency Website	www.finance.gov.au

Job Description <https://financejobs.nga.net.au/?jati=52A4F571-D202-2A69-E8DA-ED6450688027>

ABOUT THE BRANCH

The Government Services Branch (GSB) supports the Department of Finance in delivering high-quality, whole-of-government services that enable agencies to work securely, collaboratively and effectively.

The branch delivers and supports a range of digital and telecommunications services used across the Australian Government, including:

GovPlace – a secure collaboration platform providing agencies with a supported PROTECTED-level environment for cross-government work.

GovTEAMS – a whole-of-government collaboration service supporting communication, coordination and information sharing.

GovLINK – a secure inter-agency communications network for the exchange of information up to and including PROTECTED.

Parliamentary Document Management System (PDMS) – supporting parliamentary workflow management across government.

Within GSB, GovConnect is responsible for the ongoing delivery, support and continuous improvement of several of these services, helping agencies collaborate more effectively and improving the user experience across government.

Duties

ABOUT THE OPPORTUNITY

As an APS 6 Customer Experience and Service Designer, you will help shape and improve the experience of government users interacting with GovConnect services, including GovTEAMS OFFICIAL, GovTEAMS PROTECTED and GovPlace. You will work across a broad range of initiatives, partnering with customers, stakeholders, technical specialists and service providers to understand user needs, identify pain points and opportunities, and translate insights into practical service improvements. This role offers a unique opportunity to influence whole-of-government digital services through customer research, service design, journey mapping, user testing and continuous improvement activities.

We offer comprehensive onboarding and orientation, mentoring from experienced technical and product specialists, flexible working arrangements, professional development opportunities and the chance to contribute to whole-of-government digital services.

Key responsibilities may include:

- Undertaking customer research activities, including interviews, workshops, surveys and feedback analysis.
- Mapping customer journeys and service experiences to identify opportunities for improvement.
- Applying service design and human-centred design approaches to improve service outcomes.
- Facilitating workshops and co-design activities with stakeholders and users.
- Developing insights, recommendations and artefacts that support service improvements.
- Supporting onboarding, adoption and engagement activities across GovConnect services.
- Monitoring customer feedback and service performance trends.
- Contributing to continuous improvement initiatives and business priorities across the GovConnect portfolio.
- Working collaboratively with product owners, technical specialists, service providers and agency stakeholders.

Eligibility

- Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS) unless the Agency Head has agreed otherwise, in writing.
- Successful applicants will be required to undergo the process to obtain and maintain, or continue to hold the required security clearance level for the role as indicated in the downloadable job pack. All Finance staff are required to have a minimum baseline security clearance prior to commencement.

- We encourage and welcome applications from Aboriginal and Torres Strait Islander peoples, people with Disability, LGBTQI+ people, people from culturally and linguistically diverse backgrounds and mature aged people.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Finance

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To Apply

Position Contact	Leanne Walshe, 02 6215 1614
Agency Recruitment Site	https://financejobs.nga.net.au/?jati=52A4F571-D202-2A69-E8DA-ED6450688027

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Vacancy VN-0773642

Department of Home Affairs

Closing Date: Thursday 29 October 2026

People
Recruitment Diversity & Learning First Nations Unit

Job Title	Director, First Nations Unit - Affirmative Measures - First Nations
Job Type	Full-Time, Ongoing
Location	Various locations - NSW NSW, Various locations - ACT ACT, Various locations - VIC VIC, Various locations - TAS TAS, Various locations - SA SA, Various locations - WA WA, Various locations - NT NT, Various locations - QLD QLD
Salary	\$140,893 - \$183,347
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Flexible working arrangements can be negotiated in accordance with our Enterprise Agreement and the operational requirements of the role.
Classification	Executive Level 2
Position Number	JR 142231
Agency Website	www.homeaffairs.gov.au

Job Description

<https://jobs.homeaffairs.gov.au/job-invite/142231/>

About our team

The First Nations Unit (FNU) is as a dedicated section within the Recruitment, Diversity and Learning Branch in People Division. The Unit plays a key role in uplifting our collective cultural capability, improving how we engage and drive genuine reform in our policy development and program delivery.

The First Nations Unit is positioned in People Division and supports improved cultural capability across the entire Department, including the ABF. The Unit is a vital contributor to strengthening enduring partnerships with Aboriginal and Torres Strait Islander communities, organisations and groups to collectively address shared border protection challenges.

The Unit is a central coordination point for all First Nations initiatives, including Departmental contributions to Priority Reform as outlined within the National Agreement on Closing the Gap, enabling prioritisation of reform initiatives with the most meaningful and positive impact for Aboriginal and Torres Strait Islander peoples and communities.

Please visit our website for more information about the [Department of Home Affairs](#) or [Australian Border Force](#).

Our ideal candidate

- Exceptional strategic leadership skills, with the ability to influence enterprise outcomes and drive complex reform in a large and diverse organisation
- Deep understanding of Aboriginal and Torres Strait Islander peoples, cultures and issues, with a strong commitment to cultural safety, inclusion and self-determination
- Proven experience building and maintaining trusted relationships with First Nations stakeholders, communities, senior executives and external partners
- Strong governance, planning and performance management capability, including oversight of complex programs, reporting, risk management and accountability frameworks
- A track record of leading and developing high-performing teams, fostering collaboration, innovation and delivery of meaningful outcomes.

Duties

Duties and responsibilities

- Lead the implementation and continuous improvement of governance frameworks, strategic initiatives and culturally safe practices that support the Department's First Nations priorities.
- Oversee the Department's Closing the Gap commitments, including planning, performance monitoring, reporting, assurance activities and the provision of high-quality advice to senior executives.
- Provide leadership and quality assurance across policies, programs and workforce initiatives to ensure alignment with First Nations priorities, perspectives and outcomes.
- Monitor and report on First Nations initiatives, risks, dependencies and outcomes across the Department to support effective decision-making and accountability.
- Build and maintain strong partnerships, engagement networks and governance forums to strengthen collaboration, accountability and First Nations-informed decision-making across the Department and with external stakeholders.

Additional information

This position is an Affirmative Measure position for Aboriginal and/or Torres Strait Islander peoples.

Preferred Role Requirements and Qualifications:

- Experience leading and coordinating whole-of-organisation First Nations initiatives, including governance, reporting and executive briefings
- Demonstrated experience supporting delivery of the National Agreement on Closing the Gap (including Priority Reforms) and/or Reconciliation Action Plan implementation and reporting
- Experience developing and embedding culturally safe engagement protocols and advising on cultural risk/sensitivity for programs, communications and events
- Proven ability to build trusted partnerships with Aboriginal and Torres Strait Islander communities, peak bodies and cross-government stakeholders
- Experience in workforce or organisational development initiatives (e.g, cultural capability uplift, recruitment pathways, learning programs) informed by First Nations perspectives.

Eligibility

To be eligible for the position you must be an Australian Citizen.

The successful candidate will be required to obtain and maintain Baseline Vetting (AGSVA) security clearance, and:

- ABF Workers will also be required to obtain and maintain an Employment Suitability Clearance (ESC).
- Home Affairs Workers will also be required to obtain and maintain an Onboarding Check.

In certain circumstances, an Employment Suitability Clearance (ESC) may be required in addition to, or in lieu of, an Onboarding Check, which will be determined by the delegate as necessary.

Notes

The Department of Home Affairs offers an attractive remuneration package, including salary, superannuation benefits and flexible working conditions appropriate to the level of the position, to read more click [here](#). The Australian Public Service (APS) Employee Value Proposition (EVP) highlights the top reasons our employees enjoy working in the APS.

The Department may provide relocation assistance to eligible APS employees required to relocate. The level of assistance will vary depending on the reason for relocating and your personal circumstances. For further information please enquire with the contact officer listed in the advertisement.

AI tools may be used to support parts of this recruitment process. The selection panel will disclose where and how AI is used.

Information about employment and advice on how to apply for vacancies can be obtained from the Department's website at <https://www.homeaffairs.gov.au/about-us/careers>.

The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the 'Racial Discrimination Act 1975'. This vacancy is only available to Aboriginal and/or Torres Strait people. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification, please contact the advertising agency.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Home Affairs

The Department of Home Affairs is responsible for central coordination, and strategy and policy leadership in relation to cyber and critical infrastructure resilience and security, immigration, border security and management, counter-terrorism, the protection of our sovereignty, citizenship and social cohesion. The Department implements a strategically coordinated approach to the cyber security and resilience of all Australians through the appointment of a Cyber Security Coordinator and continues to enable rapid responses to threats of foreign interference through the dedicated Counter Foreign Interference Coordinator. Additionally, the Department contributes to Australia's prosperity and unity through the management and delivery of the migration, humanitarian and refugee programs. The Department also promotes social cohesion through multicultural programs, providing settlement services and through managing and conferring citizenship. We encourage applications from Indigenous Australians, people with disability and people from other diverse backgrounds. We are committed to providing a working environment that values diversity and inclusion and supports staff to reach their full potential. For more information www.homeaffairs.gov.au/about-us/careers/working-with-us/workplace-diversity

To Apply

Position Contact	Chelsea Parnell, .
Agency Recruitment Site	https://jobs.homeaffairs.gov.au/job-invite/142231/

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Vacancy VN-0773670

Federal Circuit and Family Court of Australia

Closing Date: Sunday 08 November 2026

Federal Circuit and Family Court of Australia
Office of the Chief Executive Officer and Principal Registrar

Job Title	Legal Policy Officer
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Sydney NSW
Salary	\$99,734 - \$111,701
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Hybrid / Flexible working arrangements may be considered in line with operational requirements.
Classification	APS Level 6
Position Number	0717-10-26
Agency Website	https://www.fcftoa.gov.au/

Job Description

<https://fcajobs.nga.net.au/?jati=E76CA563-7FDF-0636-1615-ED6452F9C714>

Position Overview

The Legal Policy Officer works within the Family Violence, Access, Equity and Inclusion team in the FCFCOA National Operations Team, reporting to the Director Family Violence | Director Access, Equity and Inclusion ('Director'). They will also work closely with the staff assisting the Chief Justice and Chief Executive Officer and Principal Registrar ('CEO/PR') of the FCFCOA, as required.

The Director provides strategic and specialist advice and support to the Chief Justice and CEO/PR on family safety, access, equity and inclusion. The Director's work connects evidence, stakeholder expertise and operational experience to identify systemic issues and support coordinated enhancements to Court policy, practice, services and pathways. The role forms part of a National Operations Team working across both Courts in family law, migration, and general federal law.

The Director works closely with the Chief Justice, CEO/PR, Senior Executives (including the Deputy Principal Registrar, Executive Director – National Registrar Operations and Practice, and Executive Director – Court Children’s Service) and the broader National Operations Team, Court and Tribunal Services, Corporate Services and other specialist areas to progress approved improvements across Court functions, services, facilities, digital systems and communications. This includes in-house training and education of Judges, Registrars, Court Child Experts and staff in trauma-informed practice, family and sexual violence, child safety, and access, equity and inclusion. The Director also provides input to key initiatives aimed at enhancing the ability of the Courts to respond to family and sexual violence, child abuse and other safety risks to parties and children and to improve the Courts’ accessibility and inclusion of diverse communities and people facing barriers to participation.

The Legal Policy Officer provides high level legal and policy research, advice and project support to the Director and the Family Violence, Access, Equity and Inclusion team, working with other National Operations staff as required. This includes preparing briefings, correspondence, presentations, reports and submissions and supporting various committees and working groups to inform internal court reform, policy development, case management processes and training and resource development. The role contributes legal and policy expertise to approved national initiatives and continuous improvement in court safety, accessibility and navigation, drawing on research relevant data, operational feedback and stakeholder perspectives. They will liaise with a range of key staff and internal and external stakeholders.

The team’s work supports safer and more accessible participation for children and young people, First Nations people and other marginalised court users, including migrant and refugee communities, people from culturally and linguistically diverse backgrounds, people with disability or neurodivergence, LGBTIQ+ people, and people facing regional, rural, remote or socio-economic barriers to accessing justice.

The role works under limited direction within agreed priorities and is accountable for the quality and timely completion of allocated work to support the Director in their senior role.

The Legal Policy Officer works collaboratively with the Executive Assistant and Project Support Officer, contributing substantive legal and policy expertise to the team’s projects, consultations and education activities. The person appointed to this position will be someone who can demonstrate an understanding of current policy, practice and legal frameworks aimed at addressing family and sexual violence, child safety and intersecting forms of discrimination, and who possesses high-level analytical and communication abilities, is excellent at prioritising work, anticipates what needs to be done and shows great initiative. The successful candidate will also have a commitment to excellence, and will be self-motivated, well organised, efficient, and able to work under pressure.

Some limited travel may be required.

Duties

The Legal Policy Officer is responsible for assisting the Director by undertaking a range of duties, including:

- Undertaking in-depth legal and policy research and analysis on topical and emerging issues of family and sexual violence, child abuse, access, equity and inclusion relevant to family, migration, and general federal law, including preparing draft advice, briefings and practical recommendations for the Director to support internal court reform, policy development, case management processes and training and resource development.
- Responding to requests and researching and drafting correspondence, briefings, speaking points, presentations and reports for the Director's review, including contributions of government reviews, inquiries and law reform processes and material for Judges, Registrars, Government and Parliament.
- Analysing research, relevant data, operational feedback, stakeholder expertise and lived experience perspectives to identify systemic barriers and risks, assess policy options, and support the design and evaluation of approved enhancements.
- Contributing to the development and review of policies, practice guidance, forms, templates and accessible resources for court users, including self-represented litigants, with attention to safety, accessibility and participation.
- Coordinating defined policy and reform projects or components of larger projects under the Director's guidance, including developing work plans, liaising with relevant operational and specialist areas, analysing implementation risks and dependencies, and preparing evaluation findings and recommendations.
- Supporting the development and evaluation of content for judicial and staff education, including researching and drafting materials, reviewing legal and policy accuracy, liaising with subject matter experts, and analysing participant feedback.
- Handling sensitive material and information confidentially on behalf of the Director and the team, in accordance with privacy, information security and records management requirements;
- Supporting various committees and working groups through legal and policy research, preparation of issues papers and advice, and analysis of matters referred for consideration.
- Communicating effectively with a wide range of internal and external stakeholders to clarify legal and policy issues, contribute to consultation with specialist services, researchers and communities, and analyse evidence and feedback to inform recommendations to the Director; and
- Other duties as required, consistent with the APS6 classification and priorities agreed with the Director.

Eligibility

Mandatory Qualifications

Completion of a legal degree or in final year of legal studies.

Competencies and Experience

- Experience undertaking legal or policy research, preparing evidence-informed advice or written materials, or contributing to policy and reform projects in a professional environment, such as a court, law firm, research or social service agency, or Government.
- Knowledge of family law, and familiarity with general federal law and the Federal courts system.
- Knowledge of policy, practice and legal frameworks aimed at addressing family and sexual violence, child safety, accessibility and inclusion, and intersecting forms of discrimination.

- Familiarity with the principles of public sector governance and accountability and the distinction between Court administration and judicial decision-making.
- Experience analysing consultation findings, preparing policy advice for committees, or developing education and resources is desirable.

Selection Criteria

1. Demonstrated high-level organisational and follow-through skills, including attention to detail, excellent time-management skills, the ability to work in a fast-paced environment, to deliver allocated policy and project work under limited direction, set and manage priorities, work effectively under pressure and apply planning and problem-solving skills.
2. Professional discretion, including tact and diplomacy, and an understanding of how to handle sensitive information with a high level of confidentiality and discretion.
3. Advanced oral and written communication and liaison skills; the ability to communicate effectively and sensitively with stakeholders in various roles and disciplines, and with people from diverse cultural and language groups, including communicating accessibly and applying culturally responsive and trauma-informed approaches.
4. Well-developed interpersonal skills, sound judgment and the ability to develop and maintain productive working relationships with key staff and a wide range of internal and external stakeholders.
5. Demonstrated understanding of current policy, practice and legal frameworks aimed at addressing family and sexual violence, child safety and intersecting forms of discrimination and high-level analytical abilities and aptitude for undertaking legal, policy and social research and translating findings into clear advice and practical resources.
6. Sound IT proficiency, including Microsoft applications, working with data and preparing accessible documents, and an aptitude to learn web-based applications and approved AI tools, including Microsoft Copilot, with sound judgment in verifying outputs and meeting Court requirements for confidentiality, privacy, information security and records management.
7. A demonstrated understanding and commitment to the application of the Australian Public Service (APS) Values, to abide by the APS Code of Conduct and the ability to comply with the principles of Workplace Diversity, Accessibility, Inclusion and Work Health and Safety.

How to apply

To apply, please complete the application form on the Court's careers portal.

As part of your application, you will be required to submit a written two-page pitch response to the selection criteria listed in the position description (maximum word limit 1000). Please ensure this document is attached before submitting your application.

If you have any technical issues with applying, please email recruitment@fedcourt.gov.au

Notes

Eligibility

Employment with the Court is subject to the conditions prescribed in the Public Service Act 1999, and the following:

1. Australian citizenship – the successful applicant must hold Australian citizenship.
2. Security and character clearance – the successful applicant must satisfy a Police Records Check and may also be required to complete security clearances during the course of their employment.
3. Successful applicants engaged into the APS will be subject to a probation period.

Interested candidates who have received a redundancy benefit from an APS agency are welcome to apply but note that they cannot be engaged until their redundancy benefit period has expired.

Diversity and Inclusion

Federal Court Australia is committed to supporting an inclusive and diverse workforce and welcomes and encourages applications from People with Disability.

First Nations peoples, LGBTIQ+ people, people from Culturally and Linguistically Diverse backgrounds, mature age workers, as well as young workers and supporting an inter-generational workforce and supporting gender equity and families.

Federal Court Australia will provide reasonable adjustments for candidates to participate equitably in the recruitment process and discuss workplace adjustments to fulfil the inherent requirements of the role.

Artificial Intelligence (AI) in recruitment

Candidates may use AI tools to assist with their participation in this recruitment process unless otherwise advised. Where AI tools are used, candidates are responsible for ensuring that all information submitted is transparent, accurate, and genuinely reflects their own skills, capabilities, and experience.

For more information, see: [Principles for candidate use of AI in Recruitment](#)

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Federal Circuit and Family Court of Australia

The Federal Circuit and Family Court of Australia Act 2021 (FCFCOA Act), which came into effect on 1 September 2021, merged the Family Court of Australia and the Federal Circuit Court of Australia into a unified court system known as the FCFCOA. The FCFCOA (Division 1) is a superior court that handles the most complex family law cases and serves as the appellate court for family law matters. It operates nationwide, except in Western Australia. The FCFCOA (Division 2), a federal court, shares jurisdiction over family law and child support with Division 1, but also handles general federal law matters, such as administrative law, bankruptcy, intellectual property, and migration law. The Federal Court of Australia entity engages employees under the Public Service Act 1999 to support the Federal Court, the FCFCOA (Divisions 1 and 2), and the National Native Title Tribunal. Established by the 2016 Courts Administration Legislation Amendment Act, each court retains its own identity and judicial independence. FCFCOA employees are covered by the Federal Court Enterprise Agreement 2024–2027.

To Apply

Position Contact	Hayley Foster, hayley.foster@fcfcoa.gov.au
Agency Recruitment Site	https://fcajobs.nga.net.au/?jati=E76CA563-7FDF-0636-1615-ED6452F9C714

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Vacancy VN-0773658

Job Title	Assistant Director Permits Compliance
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Townsville QLD
Salary	\$121,312 - \$132,962
Future Merit Locations	Various locations - QLD, Canberra, Townsville
Office Arrangement	On Site
Office Arrangement Details	This position is based in Townsville. While the agency supports workplace flexibility, remote working is not available for this role.
Classification	Executive Level 1
Position Number	002
Agency Website	

Job Description

<https://www2.gbrmpa.gov.au/careers>

We are seeking an experienced regulatory professional to lead a small team delivering a compliance program for Marine Park permits and administer the Environmental Management Charge.

Marine Park permits help protect the Great Barrier Reef while enabling ecologically sustainable use. As Assistant Director Permits Compliance, you'll lead a small team delivering a permits compliance program and administering the Environmental Management Charge.

You'll bring regulatory experience to work that connects permit decisions with compliance outcomes. Working closely with internal compliance and application assessment teams, government agencies and Reef-dependent industries, you'll help support effective regulation of activities in the Marine Park.

What you'll bring

- Knowledge of contemporary compliance risk and enforcement strategies relevant to marine protected areas.
- A demonstrated ability to negotiate persuasively with partner agencies, stakeholders and client groups.
- Sound judgement, attention to detail and the ability to manage competing priorities under pressure.
- An adaptable approach to change and improvement, with the ability to align operational priorities with organisational objectives.
- Collaborative leadership, effective communication and a high standard of integrity and probity

Duties

What you'll do

- Lead and support a small team to deliver quality outcomes in a productive, collaborative environment.
- Direct the permits compliance program and administration of the Environmental Management Charge.
- Improve the policies, strategies, procedures and systems that support consistent program delivery.
- Build effective working relationships across the Reef Authority and with the Queensland Government.
- Provide high-level advice and recommendations on permit compliance and Environmental Management Charge issues to senior management, legal advisers, investigators and stakeholders.
- Prepare clear briefs, reports, presentations and submissions to inform decisions.

Why join the Reef Authority?

At the Reef Authority, you'll build a meaningful career while helping protect one of the world's most iconic natural assets. We offer a supportive, flexible and purpose-driven workplace where your work has real impact.

You'll enjoy competitive APS employment conditions, including up to 15.4% employer superannuation, flexible working arrangements, wellbeing initiatives, professional development opportunities and a collaborative culture committed to protecting the Great Barrier Reef for future generations.

Eligibility

Essential Requirements

- Must hold or be able to obtain a Certificate IV in Government Investigations

- To be eligible for employment, candidates must be an Australian citizen at the time of application.
- The position requires a Negative Vetting Level 1 clearance. Successful candidates will be required to obtain and maintain a clearance at this level.
- The successful candidate will be willing to provide identity documents and undergo an identity pre-employment check through a Document Verification Service.

Desirable qualifications or equivalent experience

- Experience in investigation activities within law enforcement, compliance or regulatory agencies.
- Administrative compliance experience.
- Be able to occasionally travel and work outside of core hours.

Employment with the Reef Authority is subject to:

- Conditions prescribed within the Public Service Act 1999.
- Australian Government Security Vetting Agency (AGSVA) granting a security clearance at the required level.
- Evidence of citizenship status.
- Evidence of qualifications required of the role.
- Evidence of a completed national police-check with no risks identified by the Reef Authority.
- The CEO of the Reef Authority, or their Delegate, approving a Notice of Engagement.
- The [Australian Government Security Clearance Application Guide Book](#) provides information on minimum eligibility requirements for holding a security clearance at the required level. Please ensure that you are able to provide the necessary documents if you apply for the position. More information on the security clearance vetting process is available on the [AGSVA website](#).

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Great Barrier Reef Marine Park Authority

To Apply

Position Contact	Julia Chandler, 0447 682 764
Agency Recruitment Site	https://www2.gbrmpa.gov.au/careers

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Vacancy VN-0773615

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Corporate People and Capability

Job Title	Senior WHS and Case Management Advisor
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Various locations - ACT ACT
Salary	\$109,508 - \$119,513
Future Merit Locations	Various locations - ACT
Office Arrangement	Flexible
Office Arrangement Details	Flexible
Classification	APS Level 6
Position Number	0073_0926
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au/about-us/employment>

This is an exciting opportunity to join Sport Integrity Australia's People and Capability team in a newly established role that will help shape and strengthen the agency's WHS, psychosocial safety, injury management, rehabilitation and employee case management functions.

The Senior WHS and Case Management Advisor delivers practical WHS, wellbeing and employee case management support that contributes to a safe, respectful and legislatively compliant workplace. Working under limited direction as a senior subject-matter adviser, the role applies technical and professional knowledge to complex and sensitive matters, exercises sound judgement, and develops practical and defensible solutions.

The position leads and coordinates the day-to-day implementation of Sport Integrity Australia's WHS project under the oversight of the Assistant Director, People Support. This includes strengthening the WHS management framework, embedding proactive psychosocial risk management, improving access to practical WHS tools and information, supporting a shift towards preventative risk management, fostering leadership capability and building a strong safety culture.

Duties

What you'll bring

To be successful in this role, you will have:

- Specialist knowledge of WHS legislation and practice, including risk management, consultation, psychosocial hazards, and incident management.
- Experience managing complex WHS matters, workers' compensation claims, rehabilitation and return-to-work processes, and knowledge of the Safety, Rehabilitation and Compensation Act 1988.
- The ability to interpret legislation, enterprise agreements, policy and guidance and translate complex requirements into clear, practical and defensible advice.
- Strong analytical, risk assessment and problem-solving skills, with sound judgement and discretion in managing complex, sensitive and high-risk matters.
- Strong written communication skills, with experience preparing clear and balanced briefs, reports, correspondence, procedures and recommendations.
- Strong stakeholder engagement and influencing skills, with the ability to build trust, navigate competing perspectives and support managers and employees through complex matters.
- Experience developing WHS programs and delivering education and training that builds manager and employee capability.
- The ability to manage competing priorities, coordinate workflows, maintain accurate records and deliver outcomes within agreed timeframes.

The key duties of the position include:

- Provide timely, accurate and risk-based WHS advice to managers, workers, Health and Safety Representatives and other stakeholders.
- Manage physical and psychosocial hazards, incidents and WHS risks, including assessment, investigation, escalation and corrective actions.
- Coordinate WHS consultation and governance, including committees, inspections, risk reviews, action tracking and reporting.
- Lead implementation of WHS improvement initiatives and maintain fit-for-purpose procedures, guidance, tools, registers and reporting.
- Analyse WHS data to identify trends, emerging risks and opportunities to strengthen controls.

- Manage complex health, injury, rehabilitation, return-to-work and workplace adjustment matters in accordance with relevant legislation, policy and medical evidence.
- Partner with relevant business areas to develop and implement WHS procedures, risk-assessment tools, checklists and escalation protocols for remote and isolated work, travel and other higher-risk activities.
- Provide procedural advice and coordination for complex performance, conduct, workplace conflict and complaint matters, including fact-finding and investigation activities.
- Prepare clear, balanced and evidence-based briefs, correspondence, reports, governance papers and recommendations for senior stakeholders and decisionmakers.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to Sport Integrity Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

The successful applicant must be willing to disclose all relevant and required information.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Alica Tarlinton, 0476 817 206
Agency Recruitment Site	https://www.sportintegrity.gov.au/about-us/employment

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Vacancy VN-0773619

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Corporate People and Capability

Job Title	Senior WHS and Case Management Advisor - Affirmative Measure - First Nations
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Various locations - ACT ACT
Salary	\$109,508 - \$119,513
Future Merit Locations	Various locations - ACT
Office Arrangement	Flexible
Office Arrangement Details	Flexible
Classification	APS Level 6
Position Number	0104_1026
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au/about-us/employment>

This is an exciting opportunity to join Sport Integrity Australia's People and Capability team in a newly established role that will help shape and strengthen the agency's WHS, psychosocial safety, injury management, rehabilitation and employee case management functions.

The Senior WHS and Case Management Advisor delivers practical WHS, wellbeing and employee case management support that contributes to a safe, respectful and legislatively compliant workplace. Working under limited direction as a senior subject-matter adviser, the role applies technical and professional knowledge to complex and sensitive matters, exercises sound judgement, and develops practical and defensible solutions.

The position leads and coordinates the day-to-day implementation of Sport Integrity Australia's WHS project under the oversight of the Assistant Director, People Support. This includes strengthening the WHS management framework, embedding proactive psychosocial risk management, improving access to practical WHS tools and information, supporting a shift towards preventative risk management, fostering leadership capability and building a strong safety culture.

Duties

What you'll bring

To be successful in this role, you will have:

- Specialist knowledge of WHS legislation and practice, including risk management, consultation, psychosocial hazards, and incident management.
- Experience managing complex WHS matters, workers' compensation claims, rehabilitation and return-to-work processes, and knowledge of the Safety, Rehabilitation and Compensation Act 1988.
- The ability to interpret legislation, enterprise agreements, policy and guidance and translate complex requirements into clear, practical and defensible advice.
- Strong analytical, risk assessment and problem-solving skills, with sound judgement and discretion in managing complex, sensitive and high-risk matters.
- Strong written communication skills, with experience preparing clear and balanced briefs, reports, correspondence, procedures and recommendations.
- Strong stakeholder engagement and influencing skills, with the ability to build trust, navigate competing perspectives and support managers and employees through complex matters.
- Experience developing WHS programs and delivering education and training that builds manager and employee capability.
- The ability to manage competing priorities, coordinate workflows, maintain accurate records and deliver outcomes within agreed timeframes.

The key duties of the position include:

- Provide timely, accurate and risk-based WHS advice to managers, workers, Health and Safety Representatives and other stakeholders.
- Manage physical and psychosocial hazards, incidents and WHS risks, including assessment, investigation, escalation and corrective actions.
- Coordinate WHS consultation and governance, including committees, inspections, risk reviews, action tracking and reporting.
- Lead implementation of WHS improvement initiatives and maintain fit-for-purpose procedures, guidance, tools, registers and reporting.
- Analyse WHS data to identify trends, emerging risks and opportunities to strengthen controls.
- Manage complex health, injury, rehabilitation, return-to-work and workplace adjustment matters in accordance with relevant legislation, policy and medical evidence.
- Partner with relevant business areas to develop and implement WHS procedures, risk-assessment tools, checklists and escalation protocols for remote and isolated work, travel and other higher-risk activities.
- Provide procedural advice and coordination for complex performance, conduct, workplace conflict and complaint matters, including fact-finding and investigation activities.

- Prepare clear, balanced and evidence-based briefs, correspondence, reports, governance papers and recommendations for senior stakeholders and decisionmakers.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to Sport Integrity Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

The successful applicant must be willing to disclose all relevant and required information.

Notes

The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the 'Racial Discrimination Act 1975'. This vacancy is only available to Aboriginal and/or Torres Strait people. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification, please contact the advertising agency.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Alicia Tarlinton, Alicia.Tarlinton@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au/about-us/employment

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Vacancy VN-0773620

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Corporate People and Capability

Job Title	Senior WHS and Case Management Advisor - Affirmative Measure - Disability
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Various locations - ACT ACT
Salary	-
Future Merit Locations	Various locations - ACT
Office Arrangement	Flexible
Office Arrangement Details	Flexible
Classification	APS Level 6
Position Number	0105_1026
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au/about-us/employment>

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management, improving access to practical WHS tools and information, supporting a shift towards preventative risk management, fostering leadership capability and building a strong safety culture.

Duties

What you'll bring

To be successful in this role, you will have:

- Specialist knowledge of WHS legislation and practice, including risk management, consultation, psychosocial hazards, and incident management.
- Experience managing complex WHS matters, workers' compensation claims, rehabilitation and return-to-work processes, and knowledge of the Safety, Rehabilitation and Compensation Act 1988.
- The ability to interpret legislation, enterprise agreements, policy and guidance and translate complex requirements into clear, practical and defensible advice.
- Strong analytical, risk assessment and problem-solving skills, with sound judgement and discretion in managing complex, sensitive and high-risk matters.
- Strong written communication skills, with experience preparing clear and balanced briefs, reports, correspondence, procedures and recommendations.
- Strong stakeholder engagement and influencing skills, with the ability to build trust, navigate competing perspectives and support managers and employees through complex matters.
- Experience developing WHS programs and delivering education and training that builds manager and employee capability.
- The ability to manage competing priorities, coordinate workflows, maintain accurate records and deliver outcomes within agreed timeframes.

The key duties of the position include:

- Provide timely, accurate and risk-based WHS advice to managers, workers, Health and Safety Representatives and other stakeholders.
- Manage physical and psychosocial hazards, incidents and WHS risks, including assessment, investigation, escalation and corrective actions.
- Coordinate WHS consultation and governance, including committees, inspections, risk reviews, action tracking and reporting.
- Lead implementation of WHS improvement initiatives and maintain fit-for-purpose procedures, guidance, tools, registers and reporting.
- Analyse WHS data to identify trends, emerging risks and opportunities to strengthen controls.
- Manage complex health, injury, rehabilitation, return-to-work and workplace adjustment matters in accordance with relevant legislation, policy and medical evidence.
- Partner with relevant business areas to develop and implement WHS procedures, risk-assessment tools, checklists and escalation protocols for remote and isolated work, travel and other higher-risk activities.
- Provide procedural advice and coordination for complex performance, conduct, workplace conflict and complaint matters, including fact-finding and investigation activities.
- Prepare clear, balanced and evidence-based briefs, correspondence, reports, governance papers and recommendations for senior stakeholders and decisionmakers.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to Sport Integrity Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

The successful applicant must be willing to disclose all relevant and required information.

Notes

The filling of this vacancy is intended to constitute an affirmative measure under Section 33 of the Australian Public Service Commissioner's Direction 2022. This vacancy is open only to people with disability. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Alicia Tarlinton, Alicia.Tarlinton@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au/about-us/employment

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Vacancy VN-0773633

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Sport Engagement Sport Partnerships

Job Title	State Integrity Manager – Active Tasmania and Tasmanian Institute of Sport (TIS)
Job Type	Full-Time, Non-Ongoing
Location	Various locations - TAS TAS
Salary	\$125,820 - \$137,127
Future Merit Locations	Various locations - TAS
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible
Classification	Executive Level 1
Position Number	0082_0926
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au/about-us/employment>

About Active Tasmania and the Tasmanian Institute of Sport

Active Tasmania develops and implements programs and initiatives to increase opportunities for all Tasmanians to participate in sport and active recreation in a way that works for them. Our aim is to support the growth of the sport and active recreation sector by building the capability of organisations to provide safe, fun and inclusive opportunities. We also support the development of accessible and contemporary sport and active recreation facilities. Active Tasmania has staff based in offices in Hobart, Launceston and Burnie.

The Tasmanian Institute of Sport (TIS) was established by the Tasmanian Government in 1985 to support Tasmania's talented athletes to achieve excellence in sport. The TIS plays a key role in Tasmania's high-performance sport system, supporting the development of world-class athletes and contributing to sustainable high-performance pathways. The TIS provides athletes with the support, services and opportunities required to develop and perform at the highest level, while working with sporting and high-performance partners to strengthen pathways towards national and international competition and representation. TIS's strategic focus is on developing Tasmania's future sporting success and contributing to increased Olympic and Paralympic representation and

performance. The Institute operates across two facilities in Tasmania, with its northern office located at the Silverdome in Launceston and its southern office located at the Tasmanian Technopark in Hobart.

Active Tasmania and the TIS are both part of the Creative Industries, Sport and Visitor Economy division of Building Tasmania, a department of the Tasmanian government.

Our Opportunity

The State Integrity Manager – Active Tasmania and TIS is a dual role that will engage with key state-based stakeholders, primarily State Sporting Organisations (SSOs) and State Sporting Organisations for People with Disability (SSODs), state government agencies and sector bodies as well as staff, athletes and coaches in the TIS. The purpose of the role is to increase the awareness of Sport Integrity Australia's functions, support SSO/SSOD's to implement national policies in Tasmania, increase their integrity capability and respond appropriately to integrity matters that arise. You will also serve the integrity manager function for the TIS working closely with Sport Integrity Australia to develop, educate and embed integrity related policies, procedures and practices into all levels of the organisation.

The key aspect of the State Integrity Manager – Active Tasmania and TIS role is the alignment between national and state level integrity initiatives, including but not limited to; increased collaboration and communication between Sport Integrity Australia, the TIS and SSO/SSODs.

The role will act as a conduit between all state and national bodies to enhance sport integrity as aligned with Sport Integrity Australia's Corporate Plan.

The role will play a key role in connecting and aligning the work of key partners including the TIS, sport advocacy groups, state government agencies, State Minister's Office and any other key partners or agencies relevant to the priorities of Sport Integrity Australia. The role will represent the agency at relevant forums and will identify opportunities to meet with key stakeholders, deliver education and develop supporting resources.

The key duties of the position include, but are not limited to:

- Lead stakeholder engagement with SSOs, SSODs, government agencies and sector partners to strengthen sport integrity across Tasmania.
- Drive implementation of the National Integrity Framework, Sport Integrity Policy Standards and related integrity initiatives, including the Tasmanian Child and Youth Safe Organisations Framework.
- Serve as the integrity lead for TIS, developing and embedding effective integrity policies, practices including complaint management and education programs.
- Deliver advice, education and capability-building support to state sporting organisations, and TIS athletes, coaches and administrators.
- Facilitate collaboration and alignment between Sport Integrity Australia, TIS and key state and national stakeholders.

- Represent Sport Integrity Australia, Active Tasmania and TIS at forums, meetings and industry events.
- Provide leadership on emerging integrity issues and contribute to organisational priorities and culture.

The key accountabilities of the position include, but are not limited to:

- Compliance with the PGPA Act, Finance Law and Commonwealth Procurement Guidelines.
- Compliance with all relevant legislation and regulations.
- Ensure confidentiality is maintained at all times.
- Ensure the APS Values and Code of Conduct is adhered to at all times.
- Endorse and encourage 'best practice' recordkeeping in accordance with Sport Integrity Australia's Record Keeping Policy and Information Governance Framework.
- Cooperate with the employer and comply with all relevant legislation and Sport Integrity Australia's health and safety policies, procedures and instructions and Sport Integrity Australia's ICT and Information Governance Framework.
- Work and act safely and take all reasonable care to protect personal health and safety and the health and safety of others.

Duties

What we are looking for (selection criteria):

- Demonstrated relevant experience and understanding of sport integrity initiatives, processes, including complaint/reporting mechanisms is desirable.
- Highly developed stakeholder engagement skills and demonstrated experience in developing and maintaining stakeholder relationships.
- Well-developed oral and written communication skills, including the ability to develop and deliver workshops and forums.
- Proven ability to work independently or under limited guidance and ability to manage competing priorities and to influence, drive change and achieve results.
- Proven strategic thinking and the ability to align strategy with operational activities, analysis and insights to enable positive outcomes.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

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To Apply

Position Contact	Tamarah Knox, tamarah.knox@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au/about-us/employment

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Vacancy VN-0773635

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Sport Engagement Sport Partnerships

Job Title	State Integrity Manager – Active Tasmania and Tasmanian Institute of Sport (TIS) - Affirmative Measure Disability
Job Type	Full-Time, Non-Ongoing
Location	Various locations - TAS TAS
Salary	\$125,820 - \$137,127
Future Merit Locations	Various locations - TAS
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible
Classification	Executive Level 1
Position Number	0108_1026
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au>

About Active Tasmania and the Tasmanian Institute of Sport

Active Tasmania develops and implements programs and initiatives to increase opportunities for all Tasmanians to participate in sport and active recreation in a way that works for them. Our aim is to support the growth of the sport and active recreation sector by building the capability of organisations to provide safe, fun and inclusive opportunities. We also support the development of accessible and contemporary sport and active recreation facilities. Active Tasmania has staff based in offices in Hobart, Launceston and Burnie.

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The key aspect of the State Integrity Manager – Active Tasmania and TIS role is the alignment between national and state level integrity initiatives, including but not limited to; increased collaboration and communication between Sport Integrity Australia, the TIS and SSO/SSODs.

The role will act as a conduit between all state and national bodies to enhance sport integrity as aligned with Sport Integrity Australia's Corporate Plan.

The role will play a key role in connecting and aligning the work of key partners including the TIS, sport advocacy groups, state government agencies, State Minister's Office and any other key partners or agencies relevant to the priorities of Sport Integrity Australia. The role will represent the agency at relevant forums and will identify opportunities to meet with key stakeholders, deliver education and develop supporting resources.

The key duties of the position include, but are not limited to:

- Lead stakeholder engagement with SSOs, SSODs, government agencies and sector partners to strengthen sport integrity across Tasmania.
- Drive implementation of the National Integrity Framework, Sport Integrity Policy Standards and related integrity initiatives, including the Tasmanian Child and Youth Safe Organisations Framework.
- Serve as the integrity lead for TIS, developing and embedding effective integrity policies, practices including complaint management and education programs.
- Deliver advice, education and capability-building support to state sporting organisations, and TIS athletes, coaches and administrators.
- Facilitate collaboration and alignment between Sport Integrity Australia, TIS and key state and national stakeholders.

- Represent Sport Integrity Australia, Active Tasmania and TIS at forums, meetings and industry events.
- Provide leadership on emerging integrity issues and contribute to organisational priorities and culture.

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- Cooperate with the employer and comply with all relevant legislation and Sport Integrity Australia's health and safety policies, procedures and instructions and Sport Integrity Australia's ICT and Information Governance Framework.
- Work and act safely and take all reasonable care to protect personal health and safety and the health and safety of others.

Duties

What we are looking for (selection criteria):

- Demonstrated relevant experience and understanding of sport integrity initiatives, processes, including complaint/reporting mechanisms is desirable.
- Highly developed stakeholder engagement skills and demonstrated experience in developing and maintaining stakeholder relationships.
- Well-developed oral and written communication skills, including the ability to develop and deliver workshops and forums.
- Proven ability to work independently or under limited guidance and ability to manage competing priorities and to influence, drive change and achieve results.
- Proven strategic thinking and the ability to align strategy with operational activities, analysis and insights to enable positive outcomes.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

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The successful applicant must be willing to disclose all relevant and required information.

Notes

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To Apply

Position Contact	Tamarah Knox, tamarah.knox@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au

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Vacancy VN-0773636

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Sport Engagement Sport Partnerships

Job Title	State Integrity Manager – Active Tasmania and Tasmanian Institute of Sport (TIS) - Affirmative Measure First Nations
Job Type	Full-Time, Non-Ongoing
Location	Various locations - TAS TAS
Salary	\$125,820 - \$137,127
Future Merit Locations	Various locations - TAS
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible
Classification	Executive Level 1
Position Number	0107_1026
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au>

About Active Tasmania and the Tasmanian Institute of Sport

Active Tasmania develops and implements programs and initiatives to increase opportunities for all Tasmanians to participate in sport and active recreation in a way that works for them. Our aim is to support the growth of the sport and active recreation sector by building the capability of organisations to provide safe, fun and inclusive opportunities. We also support the development of accessible and contemporary sport and active recreation facilities. Active Tasmania has staff based in offices in Hobart, Launceston and Burnie.

The Tasmanian Institute of Sport (TIS) was established by the Tasmanian Government in 1985 to support Tasmania's talented athletes to achieve excellence in sport. The TIS plays a key role in Tasmania's high-performance sport system, supporting the development of world-class athletes and contributing to sustainable high-performance pathways. The TIS provides athletes with the support, services and opportunities required to develop and perform at the highest level, while working with sporting and high-performance partners to strengthen pathways towards national and international competition and representation. TIS's strategic focus is on developing Tasmania's future sporting success and contributing to increased Olympic and Paralympic representation and performance. The Institute operates across two facilities in Tasmania, with its northern office located at the Silverdome in Launceston and its southern office located at the Tasmanian Technopark in Hobart.

Active Tasmania and the TIS are both part of the Creative Industries, Sport and Visitor Economy division of Building Tasmania, a department of the Tasmanian government.

Our Opportunity

The State Integrity Manager – Active Tasmania and TIS is a dual role that will engage with key state-based stakeholders, primarily State Sporting Organisations (SSOs) and State Sporting Organisations for People with Disability (SSODs), state government agencies and sector bodies as well as staff, athletes and coaches in the TIS. The purpose of the role is to increase the awareness of Sport Integrity Australia's functions, support SSO/SSOD's to implement national policies in Tasmania, increase their integrity capability and respond appropriately to integrity matters that arise. You will also serve the integrity manager function for the TIS working closely with Sport Integrity Australia to develop, educate and embed integrity related policies, procedures and practices into all levels of the organisation.

The key aspect of the State Integrity Manager – Active Tasmania and TIS role is the alignment between national and state level integrity initiatives, including but not limited to; increased collaboration and communication between Sport Integrity Australia, the TIS and SSO/SSODs.

The role will act as a conduit between all state and national bodies to enhance sport integrity as aligned with Sport Integrity Australia's Corporate Plan.

The role will play a key role in connecting and aligning the work of key partners including the TIS, sport advocacy groups, state government agencies, State Minister's Office and any other key partners or agencies relevant to the priorities of Sport Integrity Australia. The role will represent the agency at relevant forums and will identify opportunities to meet with key stakeholders, deliver education and develop supporting resources.

The key duties of the position include, but are not limited to:

- Lead stakeholder engagement with SSOs, SSODs, government agencies and sector partners to strengthen sport integrity across Tasmania.
- Drive implementation of the National Integrity Framework, Sport Integrity Policy Standards and related integrity initiatives, including the Tasmanian Child and Youth Safe Organisations Framework.
- Serve as the integrity lead for TIS, developing and embedding effective integrity policies, practices including complaint management and education programs.
- Deliver advice, education and capability-building support to state sporting organisations, and TIS athletes, coaches and administrators.
- Facilitate collaboration and alignment between Sport Integrity Australia, TIS and key state and national stakeholders.
- Represent Sport Integrity Australia, Active Tasmania and TIS at forums, meetings and industry events.

- Provide leadership on emerging integrity issues and contribute to organisational priorities and culture.

The key accountabilities of the position include, but are not limited to:

- Compliance with the PGPA Act, Finance Law and Commonwealth Procurement Guidelines.
- Compliance with all relevant legislation and regulations.
- Ensure confidentiality is maintained at all times.
- Ensure the APS Values and Code of Conduct is adhered to at all times.
- Endorse and encourage 'best practice' recordkeeping in accordance with Sport Integrity Australia's Record Keeping Policy and Information Governance Framework.
- Cooperate with the employer and comply with all relevant legislation and Sport Integrity Australia's health and safety policies, procedures and instructions and Sport Integrity Australia's ICT and Information Governance Framework.
- Work and act safely and take all reasonable care to protect personal health and safety and the health and safety of others.

Duties

What we are looking for (selection criteria):

- Demonstrated relevant experience and understanding of sport integrity initiatives, processes, including complaint/reporting mechanisms is desirable.
- Highly developed stakeholder engagement skills and demonstrated experience in developing and maintaining stakeholder relationships.
- Well-developed oral and written communication skills, including the ability to develop and deliver workshops and forums.
- Proven ability to work independently or under limited guidance and ability to manage competing priorities and to influence, drive change and achieve results.
- Proven strategic thinking and the ability to align strategy with operational activities, analysis and insights to enable positive outcomes.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to Sport Integrity Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

The successful applicant must be willing to disclose all relevant and required information.

Notes

The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the 'Racial Discrimination Act 1975'. This vacancy is only available to Aboriginal and/or Torres Strait people. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification, please contact the advertising agency.

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To Apply

Position Contact	Tamarah Knox, tamarah.knox@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au

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Vacancy VN-0773646

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Sport Engagement Sport Partnerships

Job Title	Sport Integrity Manager – Victorian Institute of Sport
Job Type	Full-Time, Non-Ongoing
Location	Melbourne VIC
Salary	\$125,820 - \$137,127
Future Merit Locations	Melbourne
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible
Classification	Executive Level 1
Position Number	0080_0926
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au>

About the Victorian Institute of Sport (VIS)

A few stops along the number 12 tram route from the CBD of Melbourne, within the leafy surrounds of Albert Park, the Victorian Institute of Sport stands.

Housed within a refurbished 146-year-old red-brick grandstand, the VIS supports scholarship athletes from every corner of Victoria, serving as an indicator of the level of participation and overall vitality of sports across the state, and is an institution that is unmistakably Melburnian.

It is certainly more accurate, though, to say that the VIS and Victoria go together.

Approximately a third of the 450 athletes who train out of the VIS are drawn from regional Victoria or areas just outside of the state. The VIS is an Internationally recognised Olympic & Paralympic training facility, that houses state of the art equipment and innovative, world-leading technology for Victoria's best athletes to thrive on the world stage. The VIS facility underwent a renovation in 2023, with staff enjoying open plan spaces, plenty of natural light and modern ergonomic workstations supporting health and wellbeing in the workplace.

From Hamilton in the far-west to Bright in the north and Lakes Entrance in the east, Victoria's aspiring Olympians and Paralympians have access to the holistic suite of services that the VIS provides.

The VIS may be housed in Melbourne but is unmistakably Victorian.

Our Opportunity

The Sport Integrity Manager - VIS will be employed by Sport Integrity Australia and seconded to work within the VIS to create a fair and safe high-performance environment for staff, coaches and athletes through robust sport integrity practices. You will work closely with Sport Integrity Australia to develop, educate and embed integrity related policies, procedures and practices into all levels of the VIS.

The key duties of the position include, but are not limited to:

- Lead and coordinate the VIS's sport integrity function, including policy development, implementation and continuous improvement of the National Integrity Framework or Sport Integrity Standards.
- Embed integrity, safeguarding and child-safe practices across all areas of the VIS.
- Oversee and deliver complaints management processes and provide advice on the management of integrity-related matters.
- Deliver education and capability-building programs that strengthen integrity awareness and compliance in the VIS.
- Develop and maintain strong relationships with Sport Integrity Australia, sporting organisations and high-performance sport partners including other SIS/SAS.
- Provide strategic advice on emerging integrity issues, risks and opportunities.
- Foster a safe, fair and inclusive environment in the VIS for athletes, coaches and staff.
- Contribute to the Executive team and apply an integrity lens when providing feedback on organisation policies and operations

The key accountabilities of the Sport Integrity Manager include, but is not limited to:

- Compliance with the obligations set out in the Secondment / Funding Agreement.
- Compliance with all relevant legislation and regulations.
- Ensure confidentiality is maintained at all times.
- Cooperate with the employer and comply with all relevant legislation.
- Work and act safely and take all reasonable care to protect personal health and safety and the health and safety of others.

Duties

What we are looking for (selection criteria):

The selection criteria of this role include:

- Demonstrated relevant experience and understanding of sport integrity initiatives, processes, including complaint/reporting mechanisms is desirable.
- Highly developed stakeholder engagement skills and demonstrated experience in developing and maintaining stakeholder relationships.
- Well-developed oral and written communication skills, including the ability to develop and deliver workshops and forums.
- Proven ability to work independently or under limited guidance and ability to manage competing priorities and to influence, drive change and achieve results.
- Proven strategic thinking and the ability to align strategy with operational activities, analysis and insights to enable positive outcomes.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to Sport Integrity Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

The successful applicant must be willing to disclose all relevant and required information.

Notes

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To Apply

Position Contact	Tamarah Knox, tamarah.knox@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au

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Vacancy VN-0773647

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Sport Engagement Sport Partnerships

Job Title	Sport Integrity Manager – Victorian Institute of Sport - Affirmative Measure First Nations
Job Type	Full-Time, Non-Ongoing
Location	Melbourne VIC
Salary	\$125,820 - \$137,127
Future Merit Locations	Melbourne
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible
Classification	Executive Level 1
Position Number	0110_1026
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au/about-us/employment>

About the Victorian Institute of Sport (VIS)

A few stops along the number 12 tram route from the CBD of Melbourne, within the leafy surrounds of Albert Park, the Victorian Institute of Sport stands.

Housed within a refurbished 146-year-old red-brick grandstand, the VIS supports scholarship athletes from every corner of Victoria, serving as an indicator of the level of participation and overall vitality of sports across the state, and is an institution that is unmistakably Melburnian.

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Our Opportunity

The Sport Integrity Manager - VIS will be employed by Sport Integrity Australia and seconded to work within the VIS to create a fair and safe high-performance environment for staff, coaches and athletes through robust sport integrity practices. You will work closely with Sport Integrity Australia to develop, educate and embed integrity related policies, procedures and practices into all levels of the VIS.

The key duties of the position include, but are not limited to:

- Lead and coordinate the VIS's sport integrity function, including policy development, implementation and continuous improvement of the National Integrity Framework or Sport Integrity Standards.
- Embed integrity, safeguarding and child-safe practices across all areas of the VIS.
- Oversee and deliver complaints management processes and provide advice on the management of integrity-related matters.
- Deliver education and capability-building programs that strengthen integrity awareness and compliance in the VIS.
- Develop and maintain strong relationships with Sport Integrity Australia, sporting organisations and high-performance sport partners including other SIS/SAS.
- Provide strategic advice on emerging integrity issues, risks and opportunities.
- Foster a safe, fair and inclusive environment in the VIS for athletes, coaches and staff.

- Contribute to the Executive team and apply an integrity lens when providing feedback on organisation policies and operations

The key accountabilities of the Sport Integrity Manager include, but is not limited to:

- Compliance with the obligations set out in the Secondment / Funding Agreement.
- Compliance with all relevant legislation and regulations.
- Ensure confidentiality is maintained at all times.
- Cooperate with the employer and comply with all relevant legislation.
- Work and act safely and take all reasonable care to protect personal health and safety and the health and safety of others.

Duties

What we are looking for (selection criteria):

The selection criteria of this role include:

- Demonstrated relevant experience and understanding of sport integrity initiatives, processes, including complaint/reporting mechanisms is desirable.
- Highly developed stakeholder engagement skills and demonstrated experience in developing and maintaining stakeholder relationships.
- Well-developed oral and written communication skills, including the ability to develop and deliver workshops and forums.
- Proven ability to work independently or under limited guidance and ability to manage competing priorities and to influence, drive change and achieve results.
- Proven strategic thinking and the ability to align strategy with operational activities, analysis and insights to enable positive outcomes.

Eligibility

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The successful applicant must be willing to disclose all relevant and required information.

Notes

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To Apply

Position Contact	Tamarah Knox, tamarah.knox@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au/about-us/employment

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Vacancy VN-0773649

Sport Integrity Australia

Closing Date: Sunday 01 November 2026

Sport Engagement Sport Partnerships

Job Title	Sport Integrity Manager – Victorian Institute of Sport - Affirmative Measure Disability
Job Type	Full-Time, Non-Ongoing
Location	Melbourne VIC
Salary	\$125,820 - \$137,127
Future Merit Locations	Melbourne
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible
Classification	Executive Level 1
Position Number	0109_1026
Agency Website	www.sportintegrity.gov.au

Job Description

<https://www.sportintegrity.gov.au>

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Our Opportunity

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- Provide strategic advice on emerging integrity issues, risks and opportunities.
- Foster a safe, fair and inclusive environment in the VIS for athletes, coaches and staff.
- Contribute to the Executive team and apply an integrity lens when providing feedback on organisation policies and operations

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- Compliance with the obligations set out in the Secondment / Funding Agreement.
- Compliance with all relevant legislation and regulations.
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- Cooperate with the employer and comply with all relevant legislation.
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Eligibility

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The successful applicant must be willing to disclose all relevant and required information.

Notes

The filling of this vacancy is intended to constitute an affirmative measure under Section 33 of the Australian Public Service Commissioner's Direction 2022. This vacancy is open only to people with disability. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Tamarah Knox, tamarah.knox@sportintegrity.gov.au
Agency Recruitment Site	https://www.sportintegrity.gov.au

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Agriculture, Water and the Environment

Vacancy VN-0773630

Department of Agriculture, Fisheries and Forestry

Closing Date: Friday 30 October 2026

People, Property and Security
Property Services Property Services North East

Job Title	Property Services Officer
Job Type	Full-Time, Ongoing
Location	Brisbane QLD
Salary	\$80,371 - \$87,496
Future Merit Locations	Brisbane
Office Arrangement	On Site;Flexible
Office Arrangement Details	Subject to negotiation
Classification	APS Level 4
Position Number	2026/3122
Agency Website	https://www.agriculture.gov.au

Job Description

<https://www.agriculture.gov.au/about/jobs/apply>

Why YOU are important to us and what impact will you have on the People, Property and Security Division and the departments' goal.

We support our people across the employment life cycle, enabling the effective management of people-related risk and building future ready leaders, people and culture. We prevent, detect and respond to misconduct, fraud and corruption, deliver objective and risk-based internal audit, assurance and advisory services, and provide support to our two independent Inspectors-General. We ensure the effective management of our property portfolio, facilities management, security, sustainability, facilities emergency management, and a range of corporate site services and commercial contracts nationwide.

We provide a safe, reliable, and efficient environment that enables staff to work effectively. We are customer-focused, proactive, and dedicated to delivering quality services and solutions.

Duties

This is where you play an important role.

APS4 Property Officers are responsible for the day-to-day coordination of property and facilities services, including maintenance activities, contractor management, stakeholder engagement, and service request management. The role coordinates contractors, undertakes routine compliance and operational activities, and liaises with internal and external stakeholders to achieve service outcomes. Working with a degree of independence, the APS4 exercises sound judgement, prioritises competing tasks, maintains accurate records, and contributes to the effective delivery of property services in accordance with government policies, procedures and legislative requirements.

Under general direction, provide administrative support and advice to staff in the region, performing a range of tasks including but not limited to:

- Developing and maintaining a productive relationship with our Property Service Provider and building users to identify property needs, raise jobs in the system and escort service providers where required.
- Administration tasks as required, including coordination of fleet vehicles, and managing the shared mailbox
- Responding to general enquiries from internal and external stakeholders
- Providing client service to departmental staff and service providers
- Assisting with facilities management activities
- Participating in ongoing learning and development to achieve personal, team and program objectives.
- Assisting in all activities that support the team's operational requirements.

Eligibility

Who we are looking for

Our ideal candidate will have the ability to:

- Coordinate administrative and operational activities to support effective property and fleet service delivery.

- Monitor contractor and service provider activities and follow-up actions to support timely and effective outcomes.
- Maintain accurate records and documentation.
- Apply sound judgement and initiative to manage work activities and resolve routine issues within established frameworks.
- Research, gather and analyse information to support recommendations and business outcomes.
- Organise and prioritise work to meet deadlines and achieve quality results.
- Build productive working relationships with colleagues and stakeholders.
- Communicate clearly and effectively, both verbally and in writing.
- Adapt to changing priorities and respond positively to new challenges and opportunities.
- Identify practical opportunities to improve processes and service delivery.
- Demonstrate professionalism, integrity and commitment to APS values.

The successful candidate:

- Must hold and maintain a valid Australian motor vehicle drivers licence
- Obtain and maintain an Aviation Security Identification Card (ASIC) and a Maritime Security Identification Card (MSIC)

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

This vacancy has been identified to participate in VetPaths. The Australian Public Service (APS) values the unique skills, perspectives, and experiences that veterans gain during their Australian Defence Force (ADF) employment and encourage veterans to apply. Support may be available to veterans transitioning to meaningful APS careers through participation in VetPaths, which offers veterans an opportunity to participate in a six month program offering formal learning and development, career mentoring and activities for wellness and peer supports. For more visit: <https://www.dva.gov.au/vetpaths> This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Agriculture, Fisheries and Forestry

To Apply

Position Contact	Penny Lillicrap, 0435 288 897
Agency Recruitment Site	https://www.agriculture.gov.au/about/jobs/apply

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Attorney-General's

Vacancy VN-0773627

Federal Court of Australia

Closing Date: Friday 30 October 2026

Federal Court of Australia
Court and Tribunal Services

Job Title	Court Support Coordinator
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Brisbane QLD
Salary	\$79,125 - \$86,246
Future Merit Locations	Brisbane
Office Arrangement	Flexible
Office Arrangement Details	Flexible
Classification	APS Level 4
Position Number	0715-10-26
Agency Website	https://www.fedcourt.gov.au/about/employment

Job Description

<https://www.fedcourt.gov.au/about/employment>

Position Overview

The position is responsible for the day-to-day management, allocation and functioning of Federal Court courtrooms and hearings. As hearings at the Federal Court fluctuate depending on judicial listings and requirements, the position is also responsible for the allocation and management of a small team of casual court officers. The position reports directly to the Team Leader, National Court Support

Duties

Position Duties

1. Prepare for and manage all aspects of courtroom allocation in the Queensland Registry, including preparation and publication of the daily court list
2. Managing a team of casual court officers, including allocation of work, training, and administrative support;
3. Oversight of in-court technology, including liaising with chambers staff, the onsite transcription service and other technology providers;
4. Communicating and coordinating attendance of litigants with external agencies, including government agencies such as immigration detention centres;
5. Provide training and support for in-court processes, including opening and closing court, swearing in witnesses, and videoconference process;
6. Corresponding with practitioners and legal support staff in relation to videoconference procedure, including related administrative process;
7. Provide assistance and coordination with Court events, including seminars, webinars and ceremonial/formal occasions;
8. Other administrative duties, for instance the allocation of courtrooms, mediation suites and visiting chambers, as required.

Eligibility

Competencies & Attributes

The position requires the candidate to excel in a fast-paced and high volume environment. The role is required to quickly respond to in-court judicial requirements and, as such, the candidate must be able to quickly assess urgency and respond accordingly. The position takes a significant role in the smooth functioning of the judiciary in its primary role – the listing and hearing of disputes brought before the Court.

As such, the candidate will be required to take ownership of, and responsibility for, the ongoing and changing nature of the role. The ability to liaise effectively with the Judiciary and their staff in relation to their courtroom requirements will be key.

Other competencies can be found in the work level standards for this classification.

Selection Criteria

- Strong administrative and organisational skills with demonstrated attention to detail and a capacity to perform effectively under pressure in a high-volume environment;
- Ability to lead, train, develop, and performance manage a team;
- Relationship management capacity, including an ability to communicate effectively with people at all levels, including judicial officers, as well as strong interpersonal skills, including a proven ability to manage stressful and/or conflict situations in a professional manner, on a continual basis.
- Ability to work with minimal supervision and as a member of an operational team
- Initiative, adaptability and sound problem-solving skills, including in relation to technology.

Notes

Artificial Intelligence (AI) in recruitment

Candidates may use AI tools to assist with their participation in this recruitment process unless otherwise advised. Where AI tools are used, candidates are responsible for ensuring that all information submitted is transparent, accurate, and genuinely reflects their own skills, capabilities, and experience.

For more information, see: Principles for candidate use of AI in Recruitment

Eligibility

Employment with the Court is subject to the conditions prescribed in the Public Service Act 1999, and the following:

1. Australian citizenship – the successful applicant must hold Australian citizenship;
2. Security and character clearance – the successful applicant must satisfy a Police Records Check, and may also be required to complete security clearances during the course of their employment;
3. Health clearance – the successful applicant may be required to complete a health declaration or attend a medical assessment to confirm their fitness for duty.

Interested candidates who have received a redundancy benefit from an APS agency are welcome to apply, but note that they cannot be engaged until their redundancy benefit period has expired.

Diversity and Inclusion

Federal Court Australia is committed to supporting an inclusive and diverse workforce and welcomes and encourages applications from People with Disability.

First Nations peoples, LGBTIQ+ people, people from Culturally and Linguistically Diverse backgrounds, Mature age workers, as well as young workers and supporting an inter-generational workforce and supporting gender equity and families.

Federal Court Australia will provide reasonable adjustments for candidates to participate equitably in the recruitment process and discuss workplace adjustments to fulfil the inherent requirements of the role.

How to Apply

To apply, please complete the application form on the Court's careers portal.

As part of your application, you will be required to submit a written response to the selection criteria listed in the position description (maximum word limit 1500). Please ensure this document is attached before submitting your application.

If you have any issues with applying please email recruitment@fedcourt.gov.au

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Federal Court of Australia

The Chief Executive Officer and Principal Registrar of the Federal Court, together with officers and staff identified under the Federal Court of Australia Act 1976, the Federal Circuit and Family Court of Australia Act 2021 and the Native Title Act 1993, constitute a single Statutory Agency for the purposes of the Public Service Act 1999. Employees are engaged to work in support of the following courts or tribunal: • Federal Court of Australia, • Federal Circuit and Family Court of Australia, and • National Native Title Tribunal. Employees are covered by the Federal Court of Australia Enterprise Agreement 2024-2027. The Federal Court and the Federal Circuit and Family Court each maintain a distinct statutory identity, with separate functions and judicial independence.

To Apply

Position Contact	Justine Boeheme, (07) 3052 4977
Agency Recruitment Site	https://www.fedcourt.gov.au/about/employment

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Attorney-General’s

Vacancy VN-0773683

Office of the Australian Information Commissioner

Closing Date:Sunday 01 November 2026

Regulatory Intelligence and Strategy

Job Title	Policy Officers
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Adelaide SA, Sydney NSW, Brisbane QLD, Canberra ACT, Perth WA, Melbourne VIC, Hobart TAS, Darwin NT
Salary	\$100,215 - \$111,702
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible;Hybrid
Office Arrangement Details	The OAIC operates a hybrid work model with a combination of remote working and office attendance
Classification	APS Level 6
Position Number	OAIC-2026-018
Agency Website	https://www.oaic.gov.au/about-us/

Job Description

<https://www.oaic.gov.au/about-us/join-our-team/>

Policy and Program Officers (APS 6) report to EL1 Assistant Directors within the Policy and Statutory Functions team and work closely with the Directors, team members and other teams across the branch.

Duties

- The successful delivery of any allocated workstreams, from conception, planning, project management, stakeholder engagement, product delivery and review and continuous improvement
- Preparing high-quality strategic policy and regulatory advice drawing on research and analysis, leveraging expertise of key stakeholders and undertaking strategic consultation
- Building strong, effective relationships with internal and with external stakeholders, including government agencies, international counterparts, businesses and the community
- Engaging in agile and innovative ways of working to deliver on the Commissioner's key priorities, as well as discharging BAU
- Supporting the strategic direction of the team and the Branch, and contributing to a shared sense of purpose for staff
- Fostering a positive work environment and a collaborative and innovative team culture for the RIS Branch
- Modelling flexibility, adaptability and resilience in a dynamic work environment
- Developing and maintaining administrative processes to support delivery of the team's work

Eligibility

- Section 22 of the Public Service Act 1999 requires that APS employees must be Australian citizens.

- There are restrictions on employment of people who have, within the previous 12 months, accepted a redundancy benefit from an APS agency or a non-APS Commonwealth employer.
- For the duration of your employment with the OAIC you will be required to obtain and maintain an Australian Government security clearance at the Baseline level and meet required background, identification and character checks.
- All duties are to be performed in accordance with the APS Code of Conduct and APS Values and OAIC policies, including Workplace Diversity and Work Health and Safety. Under section 25 of the Public Service Act 1999 the OAIC may re-assign the duties of an employee from time to time.

Notes

How to apply

1. Please complete the application form found at the end of the job pack which can be downloaded from <https://www.oaic.gov.au/about-us/join-our-team/>.
2. Please provide a single page application response (one A4 page-pitch) addressing your interest, motivation and fit for the role. Your pitch should include the use of practical and professional examples as relevant to the role and the job specific capabilities, skills and experience outlined above.
3. Please email your application form, CV (maximum 3 pages) and one-page-pitch as three separate documents to: jobs@oaic.gov.au.
4. Please format your email subject line and name your application document(s) as follows: **First name Last Name - OAIC-2026-018 – APS6, Policy Officers, Policy and Statutory Functions**

About the Office of the Australian Information Commissioner

The Office of the Australian Information Commissioner (OAIC) is an independent agency within the Attorney-General's portfolio. Our primary functions are privacy, freedom of information and government information policy. Our responsibilities include conducting investigations, reviewing decisions, handling complaints, and providing guidance and advice.

To Apply

Position Contact	Zoe Fitzell, 02 9942 4139
Agency Recruitment Site	https://www.oaic.gov.au/about-us/join-our-team/

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Defence

Vacancy VN-0772685

Department of Defence

Closing Date: Sunday 01 November 2026

Capability Acquisition and Sustainment Group
Land Systems

Job Title	Petroleum Operations Tech Officer
Job Type	Full-Time, Ongoing
Location	Monegeetta VIC, Southbank VIC
Salary	\$99,733 - \$112,431
Future Merit Locations	Monegeetta, Southbank
Office Arrangement	On Site;Flexible
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	APS Level 6
Position Number	CASG/05329/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=1D889BCE-6E50-B8B1-DF70-ED4D44E3E77C>

Duties

The Role

The Land Engineering Agency (LEA), part of the Defence Delivery Group (DDG), provides specialist engineering and technical support across Defence. LEA contributes to the development, acquisition, sustainment and disposal of land materiel, delivering services in engineering, design, testing, technical investigations and data management.

As a Technical Officer within LEA, you will support the sustainment and enhancement of critical Australian Defence Force capabilities. Working in a skilled technical environment, you will be part of a Technical Sustainment Team responsible for investigating, analysing and resolving issues relating to Defence petroleum equipment and systems, including aircraft refuelling vehicles, tanker systems and deployable fuel modules.

The role includes delivering technical tasks, providing specialist advice, developing documentation and procedures, sharing technical knowledge, and ensuring compliance with relevant engineering standards, policies and regulatory requirements.

More information about our projects can be found on our website:
<https://www.defence.gov.au/projects#land>

About our Team

Land Systems Division's (LSD) mission is to acquire and support capability that enables the ADF to generate and sustain deployable Land power for an integrated force, in peace and war. We aim to be agile, innovative and outcomes-focussed as we collaborate closely with the Services and industry to deliver the latest equipment to maximise ADF performance.

The Land Engineering Agency (LEA), as part of DDG, supports various Projects and Systems Program Offices (SPO) to ensure successful technical outcomes of Defence acquisition and in-service support of land materiel. LEA provides services in engineering, testing, design and development, technical data and configuration management across the Defence Capability Life Cycle.

LSD is dedicated to providing staff with an inclusive and healthy work-life environment, and we will invest in your ongoing professional development to ensure your work with us is deeply rewarding.

Our Ideal Candidate

The ideal candidate will be a Technical Specialist who provides specialist technical advice and expertise to support and maintain Technical Integrity across land-based military equipment and systems.

The successful applicant may work in a commodity-based or platform-based role, undertaking engineering acquisition and sustainment activities within their delegated authority across a diverse range of land materiel. The position requires experience in team leadership, technical data management, and quality assurance of technical outputs.

Success in this role requires the ability to interpret, apply and verify compliance with technical standards. Experience within the petroleum sector is highly desirable, including petroleum information management, petroleum terminology, Heavy Rigid (HR) and/or Heavy Combination (HC) fuel tanker systems, dangerous goods compliance, Safe Load Pass (SLP), fuel tanker design, aircraft refuelling asset requirements, or related petroleum management functions. Such experience will be highly regarded and support effective technical and operational outcomes.

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at “Negative Vetting Level 1”.

Mandatory Qualifications

This technical position requires the individual to have obtained a recognised Australian Qualifications Framework (AQF) Level 5 qualification in a relevant technical domain or relevant skills and work experience such that an individual can reasonably achieve a recognised AQF qualification if required by the position.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Defence

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To Apply

Position Contact	Steve Brown, 03 8531 9425
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=1D889BCE-6E50-B8B1-DF70-ED4D44E3E77C

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Defence

Vacancy VN-0773498

Department of Defence

Closing Date: Sunday 01 November 2026

Naval Shipbuilding and Sustainment Group
Major Surface Combatants

Job Title	Cyber and Software Engineer
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$99,733 - \$112,431
Future Merit Locations	Canberra
Office Arrangement	Hybrid
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	APS Level 6
Position Number	NSSG/05366/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=865E6545-A614-4357-5C9D-ED62ECC84266>

Duties

The Role

The Maritime Integrated Warfare Systems (MIWS) Branch is seeking professional, motivated and APS6 Engineering Professionals to support delivery and sustainment of cutting edge capability. This position is in the MIWS Cyber and Software Function team, providing matrixed support to the Projects and Products within MIWS. You will be part of a dynamic team overseeing cyber security and cyberworthiness across the Design, Development, Installation, Testing and Sustainment of Maritime Integrated Warfare systems. This may include the maturing of technical guidance, undertaking technical reviews through to the conduct or observation of testing activities.

Ideally, you will have a software/cyber background, with experience across one or more of the following; systems engineering, combat systems, software and communications engineering. Experience in systems security, test and evaluation, or systems reviews are also desirable.

As an APS 6 Engineer, you will report directly to an EL1 Engineering Manager. Some of your key duties may include:

- Review, analysis and interpretation of software and cyber artefacts; undertaking assessments, technical investigations, design and development, verification and validation and testing in support of mandated system review activities across the Capability Life Cycle.
- Ensure cyber security and cyberworthiness requirements of the mission system are incorporated into the system design.
- Leading and supporting cyber activities for the establishment of a system's cyber security case.
- Management of materiel risk, preparation of technical plans and risk assessments to support software and cyber security implementation.
- Support verification and validation of cyber controls as capabilities transition into sustainment.
- Largely, you will work to ensure that cyber considerations are embedded early, consistently, and effectively throughout the capability lifecycle.

About our Team

MIWS Branch under Major Surface Combatants and Combat Systems Division is an exciting and complex environment to work in, offering a rewarding career in one of the most dynamic organisations within NSSG. We work across both Acquisition and Sustainment environments to develop and deliver products into new shipbuilding programs and to provide update/upgrade products to the existing RAN fleet, giving staff exposure to a wide variety of high profile maritime projects.

Our Ideal Candidate

MIWS are looking for an enthusiastic, motivated candidate with excellent personal attributes and a strong technical knowledge and engineering mindset to join our Branch. We pride ourselves in a positive, collaborative and supportive workplace culture. For us it's all about teamwork and we want people who want to be a part of the culture we've created. Our ideal candidate will enjoy working in a dynamic workplace across a wide technical domain. The candidate will be energetic and able to create and maintain positive working relationships with internal and external stakeholders.

The ideal candidates will have the following attributes and competencies:

- Experience in software and cybersecurity, particularly in cybersecurity Governance, Risk and Compliance (GRC).
- Demonstrated ability in developing cybersecurity governance artefacts such as System Security Plans, Security Risk Management Plans, Cybersecurity Management Plans etc.

- Demonstrated engineering experience within a technical team.
- A sound understanding of major systems integration, and experience in Systems Engineering on complex programs and design assurance, with an understanding of the One Defence Capability System.
- The ability to identify and communicate technical risk in complex and evolving environments
- Good interpersonal, written and verbal communication skills

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at “Negative Vetting Level 1”.

Mandatory Qualifications

A role in this engineering occupation requires a Bachelor of Engineering from an Australian institution, or a qualification gained elsewhere, that satisfies the requirements of the Washington Accord for recognition as a Professional Engineer.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Contact Officer, Please Email
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=865E6545-A614-4357-5C9D-ED62ECC84266

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Defence

Vacancy VN-0773501

Department of Defence

Closing Date: Sunday 01 November 2026

NAVY
Head Navy Engineering

Job Title	Mk41 Vertical Launching System and Guided Weapon Specialist
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$124,393 - \$140,315
Future Merit Locations	Canberra
Office Arrangement	Flexible
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	Executive Level 1
Position Number	NAVY/05811/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=6761C183-DBE2-564E-8771-ED62ED54EEE6>

Duties

The Role

Mk 41 Vertical Launch System Test Director and Guided Weapon SQEP are Technical Professionals with extensive knowledge and experience within the category of guided weapons, hold an appropriate engineering or science degree, diploma or trade, and preferably graduates of the Mk41 Vertical Launch System In-Service Engineering Agent/Field Service Representative course conducted at NSWC Port Huneme. They may choose to apply for Technologist Warrant Holder 1 or 2 depending upon their experience and associated eligibility for membership with Engineers Australia. They should be specialised within the Guided Weapon system category.

They will supervise Intermediate Level maintenance activity including Installation and Check Out activities. They will provide specialist advice on maintenance and training and feedback regarding the effectiveness of associated maintainer certification programs. They will participate in identification, selection, training, assessment, and certification of Mk41 VLS I-Level maintainers. They will participate in review, amendment and development of associated policy.

This role has been identified as requiring access to International Traffic in Arms Regulations (ITAR) controlled technologies. The ITAR is United States (US) law that controls the manufacture, sale, use and access of Defence and military end-use articles on the United States Munitions List. It is the policy of the US to deny exports of ITAR controlled technologies to proscribed countries. This may also apply to access by persons who hold or have held a citizenship, or current permanent residency, of said countries.

Defence utilises workforce mechanisms to mitigate these restrictions, which will require applicants provide details of all current citizenships and permanent residencies, as well as previously held citizenships. Defence collects citizenship details to confirm an applicant's eligibility for the role and to maintain compliance with international obligations.

About our Team

Armaments Systems Engineering delivers and supports a variety of engineering services related to armaments and weapons systems including missiles, torpedoes, medium caliber gunnery and naval artillery, close in weapons systems and small arms. Tasks include weapon selection, inspection and investigation of armament incidents, defect investigation and repair plans.

Our Ideal Candidate

Our ideal candidate will have:

- Demonstrated ability to coordinate, manage and report on Intermediate Level technical maintenance activities.
- Demonstrated ability in providing technical assurance of equipment, systems and processes.
- Practical application and experience of engineering/technical judgement through assessing condition of physical assets.
- Strong skill sets in analysing, synthesising and presenting technical information and data in a clear and concise manner that aids decision making.
- Demonstrated capability to influence key stakeholders in order to achieve effective strategic outcomes.
- Ability to work in a fluid environment, remaining flexible, agile and adaptable supporting colleagues at short notice.
- Highly developed verbal and written communication skills as well as familiarity using standard office software applications.

Eligibility

Security clearance

Applicants must be able to obtain and maintain a security clearance at “Negative Vetting Level 1”.

Mandatory Qualifications

This technical position requires the individual to have obtained Engineers Australia Stage 1 competency standard for Engineering Associate recognition (or ability to obtain status as an Engineering Associate within three months) or relevant skills and work experience such that an individual can reasonably achieve a recognised AQF qualification if required by the position.

Notes

This vacancy has been nominated for filling within the agency's Apprenticeship program. An Apprenticeship program is designed to provide participants with the opportunity to undertake a vocational level qualification whilst gaining on-the-job training to learn new skills. Apprentices experience structured development, mentoring and on-the-job support and may be offered a permanent placement on completion of the program.

About the Department of Defence

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To Apply

Position Contact	David Chadwick, 02 6132 7564
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=6761C183-DBE2-564E-8771-ED62ED54EEE6

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Defence

Vacancy VN-0773522

Department of Defence

Closing Date: Sunday 01 November 2026

Capability Acquisition and Sustainment Group
Air Defence & space Systems Division

Job Title	Technical Manager
Job Type	Full-Time, Ongoing
Location	Brindabella Business Park ACT
Salary	\$124,393 - \$140,315
Future Merit Locations	Brindabella Business Park
Office Arrangement	On Site
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	Executive Level 1
Position Number	CASG/05640/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=BE59BDB7-D8BC-8714-5916-ED63DBBC6366>

Duties

The Role

As a Technical Manager, you will be accountable under broad direction to perform and achieve complex to very complex specialist engineering work within an integrated workforce. You will require an in-depth knowledge of and compliance with legislative frameworks, government decision-making and Defence's mission and policy requirements. The role will require complex problem solving, risk and issues management and may include detailed or sensitive projects, which impact on strategic, political or operational outcomes for Defence.

The main responsibilities for the Technical Manager, role are:

- Responsible for managing teams, allocated resources, setting work area priorities, managing workflows, developing strategies and evaluating business outcomes.
- Plan, manage and deliver critical and complex to very complex engineering and project activities and provide advice in all relevant engineering disciplines and management systems under broad direction.
- Set work that aligns with the strategic objectives and communicate expected outcomes.
- Lead and manage the successful delivery of complex projects within scope, time and budget.
- Effectively manage all stakeholders both internal and external
- Develop productive and effective relationships with suppliers and other government agencies.

- Evaluate engineering activities to understand critical factors for success and engage in continuous improvement and innovation to ensure that delivered materiel meets requirements.

About our Team

Space Systems Branch acquires and sustains SATCOM systems, and is a trusted advisor of SATCOM systems for the Australian Defence Organisation. The team comprises professionals from various disciplines including project management, engineering, commercial, and logistics. This multi-disciplinary team is composed of highly skilled and motivated Australian Public Service, Australian Defence Force and contracted personnel. The team works from Brindabella Park offices in Canberra and maintains close collaboration with other parts of Defence and other Government Agencies.

Our Ideal Candidate

Our ideal candidate is a capable, collaborative and outcomes-focused technical manager who can operate with independence, sound judgement and accountability in a complex Defence environment. They will bring strong technical/engineering management, stakeholder engagement and people leadership skills, with the ability to manage competing priorities and deliver practical outcomes.

Key attributes and experience we are looking for:

- The capacity to think strategically and develop engineering plans and solutions to enhance the achievement of engineering and fleet outcomes.
- A highly engaged leader who is an innovative and adaptive thinker, and will take accountability while taking a risk based and flexible approach to delivering outcomes.
- A highly effective communicator, who is collaborative, agile and can effectively manage a highly integrated workforce.
- A confident leader who understands the audience and adjust their communication to provide advice in a clear and concise manner.
- High-level organisational skills, self-drive and initiative with the ability to influence others to achieve tasks and business objectives.

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at "Negative Vetting Level 1".

Mandatory Qualifications

This technical position requires the individual to have obtained Engineers Australia Stage 1 competency standard for Engineering Associate recognition (or ability to obtain status as an

Engineering Associate within three months) or relevant skills and work experience such that an individual can reasonably achieve a recognised AQF qualification if required by the position.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	James O'Callaghan, 02 5109 9448
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=BE59BDB7-D8BC-8714-5916-ED63DBBC6366

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Defence

Vacancy VN-0773526

Department of Defence

Closing Date: Sunday 01 November 2026

Capability Acquisition and Sustainment Group
Air Defence & Space Systems Division

Job Title	SPA9102 Program Director
Job Type	Full-Time, Ongoing
Location	Brindabella Business Park ACT
Salary	\$144,430 - \$206,309
Future Merit Locations	Brindabella Business Park
Office Arrangement	On Site
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	Executive Level 2
Position Number	CASG/05881/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=326928BC-75C2-269D-BE98-ED63A07DC390>

Duties

The Role

As the Program Director (EL2.1) - SPA9102, you will be responsible for the following:

- Providing strategic leadership, governance and oversight of SPA9102 to ensure successful delivery of program outcomes aligned with Defence priorities.
- Leading and managing a team of Project Directors and Project Managers, setting priorities, managing performance, and fostering a high-performing and accountable workforce.
- Providing authoritative advice to senior Defence leadership on complex, sensitive and strategic program matters, supporting informed decision-making.
- Overseeing program governance, assurance, risk management and compliance activities to ensure adherence to Defence legislative, policy and regulatory requirements.
- Driving delivery of approved program scope within agreed schedule, cost, capability and risk parameters while balancing requirements from sustainment products within the SPO.
- Managing program reporting requirements, including executive briefs, ministerial correspondence, Cabinet submissions, PPRIP, MRM, POI reports, and other governance documentation.
- Identifying, assessing and managing strategic risks, issues and dependencies, while developing solutions to complex challenges in a dynamic environment.
- Building and maintaining effective relationships with key stakeholders across Defence, Government, industry and international partners.
- Representing Defence at senior-level domestic and international forums, meetings and engagements.

- Promoting continuous improvement and organisational performance through effective leadership, workforce development and sound governance practices.

About our Team

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Our Ideal Candidate

Our ideal candidate is a strategic and influential leader with a proven ability to deliver complex programs and achieve outcomes in a dynamic and stakeholder-rich environment. They will demonstrate sound judgement, strong leadership, and the ability to navigate complex issues while maintaining focus on organisational priorities.

You will possess:

- Demonstrated experience leading and developing high-performing teams through subordinate managers.
- Strong program or project management expertise, with the ability to deliver outcomes within scope, schedule, cost and risk parameters.
- Credibility with operational/technical specialists and strategic executives to influence the delivery of complex outcomes.
- Excellent stakeholder engagement and relationship management skills, with the ability to influence and collaborate across Defence, Government, industry and international partners.
- The ability to provide clear, authoritative advice on complex and sensitive matters to senior leaders.
- Strong governance, risk management and decision-making capabilities.
- Highly developed written and verbal communication skills, including the preparation of executive correspondence, briefs and submissions.
- Strong analytical and problem-solving skills, with the ability to interpret policy and develop practical solutions in ambiguous environments.
- Balance competing priorities between Army, Navy, Air Force, Joint Capabilities Group, CASG, DDG and external agencies.

The successful candidate will be outcomes-focused, resilient and adaptable, with a demonstrated ability to lead change, manage competing priorities and drive strategic outcomes that support Defence capability and organisational objectives.

Eligibility

Security Clearance

Prior to commencement, successful applicants will be required to undergo a psychological assessment and an extensive security clearance process. As a Positive Vetting clearance is required, applicants must be Australian Citizens; be able to account for their personal background for their whole life; and be able to demonstrate suitability to work in a high security intelligence environment.

Notes

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To Apply

Position Contact	SSB Business Management, 02 1234 5678
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=326928BC-75C2-269D-BE98-ED63A07DC390

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Defence

Vacancy VN-0773527

Department of Defence

Closing Date: Sunday 25 October 2026

Associate Secretary Group
Data

Job Title	Director AI Strategy, Policy and Engagement
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$144,430 - \$173,359
Future Merit Locations	Canberra
Office Arrangement	On Site
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	Executive Level 2
Position Number	ASG/05902/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=E0F11026-3CCD-2C6E-92D5-ED63A09F6060>

Duties

The Role

You will be an experienced professional who will lead a highly effective team to create and deliver Defence AI priorities and provide enterprise leadership to ensure AI capabilities are governed appropriately, risks are managed effectively and opportunities are realised at pace to enhance Defence capability, decision advantage and organisational performance.

Key Responsibilities:

- Lead the implementation of Defence's AI Strategy, ensuring alignment with government priorities, Defence objectives and emerging technological opportunities.
- Provide leadership for Defence AI policy, governance and assurance, establishing the frameworks, accountabilities and standards needed for responsible adoption of AI.
- Build Defence's AI workforce capability and communities of practice.
- Lead engagement with senior Defence leaders, government agencies, industry, academia and international partners to strengthen AI capability, influence policy development and advance Defence priorities.
- Provide advice to senior executives on AI strategy, governance, risk, assurance, workforce capability and adoption, to support informed decision-making.
- Translate government policy, strategic direction and regulatory requirements into practical frameworks, guidance and initiatives that support Defence outcomes.

- Drive AI adoption through targeted engagement, strategic communications and change leadership.
- Identify and manage strategic risks associated with AI while enabling innovation, experimentation and capability delivery at pace.
- Lead and develop a high-performing team, fostering a culture of collaboration, inclusion and continuous improvement.

About our Team

This is an exciting time to join our team as we establish the settings for Defence's adoption of AI.

The Directorate of AI Strategy, Policy and Engagement is at the centre of the realisation of the benefits AI can bring by:

- Establishing Defence's strategic direction for AI.
- Designing and building key policy controls and the AI governance ecosystem.
- Engaging across government, academia and international partners on the design, development, deployment and use of AI.

Our Ideal Candidate

Our ideal candidate is an experienced and strategic leader with demonstrated experience in the following:

- Providing strategic direction within a large government or complex organisation.
- Developing and implementing high-impact initiatives, including AI strategies, governance frameworks, and workforce capability programs.
- Exceptional problem solving, analytical and critical thinking skills.
- Excellent written and verbal communication skills, including the ability to communicate complex concepts clearly.
- Influencing and negotiating across diverse stakeholder groups to achieve outcomes.
- Leading and managing high-performing multidisciplinary teams through direction, coaching, and mentoring.

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at "Negative Vetting Level 2".

Notes

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To Apply

Position Contact	Emily Clarke, 02 5109 7082
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=E0F11026-3CCD-2C6E-92D5-ED63A09F6060

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Defence

Vacancy VN-0773542

Department of Defence

Closing Date: Sunday 01 November 2026

Joint Capabilities Group
Joint Logistics Command

Job Title	Explosive Ordnance Planning Capability Manager
Job Type	Full-Time, Ongoing
Location	Orchard Hills NSW
Salary	\$124,393 - \$140,315
Future Merit Locations	Orchard Hills
Office Arrangement	On Site
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	Executive Level 1
Position Number	JCG/05896/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=D92FD590-8731-AD6F-F3E8-ED63D9C8187F>

Duties

The Role

We are seeking an experienced and strategic leader to fill the role of Explosive Ordnance Planning Capability Manager. This is a unique opportunity to influence the future direction of Defence's explosive ordnance capability, logistics planning and supply chain preparedness within a nationally significant operating environment.

In this role, you will lead the planning, coordination and integration of explosive ordnance capability and logistics planning activities, supporting the effective management of Defence's explosive ordnance storage and distribution network.

Working under broad direction, you will provide strategic advice, lead a high-performing team and engage with stakeholders across Defence and industry to deliver complex planning outcomes that support Defence preparedness and operational capability.

Key Responsibilities

As the Explosive Ordnance Planning Capability Manager, you will:

- Lead capability and logistics planning activities supporting Defence's explosive ordnance storage and distribution requirements.
- Coordinate strategic planning initiatives that inform logistics preparedness and network optimisation.
- Manage complex projects and programs, including governance, scheduling, risk management and stakeholder engagement.
- Analyse emerging capability requirements and provide evidence-based advice to support senior decision-making.
- Develop and maintain productive relationships with Defence Groups, Services, capability sponsors and industry partners.
- Oversee reporting and performance monitoring across the explosive ordnance storage and distribution network.
- Contribute to technical assurance activities, planning, governance and continuous improvement initiatives.
- Lead, mentor and develop a small team, fostering a collaborative and high-performing workplace culture.

About our Team

The Directorate of Logistics - Explosive Ordnance comprises of four functional areas in support of ADF explosive ordnance storage and distribution; Contract Management, EO Licensing, Facilities Planning and Delivery, and Logistics Capability Planning. In this role, as the Explosive Ordnance Planning Capability Manager, you will lead a planning team supporting and reporting to the Director of Logistics - Explosive Ordnance.

Our Ideal Candidate

You are a motivated and experienced leader who can think strategically while delivering practical outcomes in a complex environment.

To be successful, you will demonstrate:

- Significant experience in logistics, supply chain management, capability planning, project management or a related discipline.
- Proven ability to lead complex projects and programs involving multiple stakeholders and competing priorities.
- Strong analytical and problem-solving skills, with the ability to translate complex information into practical solutions.
- Exceptional stakeholder engagement and relationship management capabilities, including influencing outcomes at senior levels.
- Experience delivering strategic outcomes within large and complex organisations.
- Strong communication skills, including the preparation of executive briefs, reports, business cases and strategic advice.
- Experience leading and developing teams to achieve high-quality outcomes.
- An understanding of logistics planning, inventory management, capability development, Defence supply chains or explosive ordnance systems.

- A commitment to governance, accountability, risk management and continuous improvement.

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at “Negative Vetting Level 1”.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Bryce Murdoch, 02 4726 0327
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=D92FD590-8731-AD6F-F3E8-ED63D9C8187F

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Defence

Vacancy VN-0773548

Department of Defence

Closing Date: Sunday 01 November 2026

Naval Shipbuilding and Sustainment Group
Major Surface Combatants

Job Title	Configuration Officer
Job Type	Full-Time, Ongoing
Location	Canberra ACT, Sydney NSW
Salary	\$99,733 - \$112,431
Future Merit Locations	Canberra, Sydney
Office Arrangement	Hybrid
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	APS Level 6
Position Number	NSSG/05384/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=53A58E8D-B8A9-D137-2E46-ED63DA5C8F06>

Duties

The Role

The Maritime Integrated Warfare Systems (MIWS) Branch is seeking 2 professional and motivated APS 6 Configuration Officers to support Projects to deliver cutting edge capability. This role plays a pivotal part in ensuring MIWS meets configuration, data governance, and digital engineering standards, while developing and supporting a high-performing CDM workforce.

You will assist in the uplift capability of configuration activities that spans across people, processes, tools and training, and ensure consistent execution of configuration practices across multiple complex programs. You will be part of a dynamic team overseeing the engineering change, development, installation and configuration of Maritime Integrated Warfare Systems.

This may include the conduct or observation of physical configuration audit activities either in manufacturing plants, at the waterfront or out at sea.

Some of your key duties may include:

- Design and establish configuration management and data management documentation.
- Lead capability development across people, processes, tools, and training within the Configuration Management function.
- Mentor team members to build consistency, quality, and technical excellence within the Configuration Management function.
- Coordinate configuration and data management activities across multi-disciplinary program teams.
- Apply robust configuration management principles to maintain product integrity and support digital engineering initiatives.
- Provide specialist expertise in Product Lifecycle Management systems to integrate configuration data across tools and environments.
- Ensure establishment of capability baselines and conducting assurance activities for a wide range of maritime capabilities.
- Largely, you will work to deliver complex capability through planning, organisation control and integration.

About our Team

MIWS Branch under Major Surface Combatants and Combat Systems Division is an exciting and complex environment to work in, offering a rewarding career in one of the most dynamic organisations within NSSG. We work across both Acquisition and Sustainment environments to develop and deliver products into new shipbuilding programs and to provide update/upgrade products to the existing RAN fleet, giving staff exposure to a wide variety of high profile maritime projects.

It this team you will develop in depth technical knowledge in acoustic tracking technologies. You will have the opportunity to work with sophisticated and leading-edge technologies along with flexible working arrangements and leave benefits.

Our Ideal Candidate

MIWS are looking for an enthusiastic, motivated candidate with excellent personal attributes and a strong knowledge of governance to join our Branch. We pride ourselves in a positive, collaborative and supportive workplace culture. For us it's all about teamwork and we want people who want to be a part of the culture we've created. Our ideal candidate will enjoy working in a dynamic workplace across a wide variety of projects and products. The candidate will be energetic and able to create and maintain positive working relationships with internal and external stakeholders.

MIWS is seeking a candidate who demonstrates utmost integrity, professionalism, self-motivation, positive attitude towards challenges, and persistence in achieving outcomes. The candidate will be able to work under pressure with great resilience, remain focused on tasks and possess strong attention to detail.

The ideal candidate will have the following attributes and can demonstrate:

- Mature judgement, professionalism and high level interpersonal skills.
- Enthusiasm, drive and initiative and willingness to learn.
- An ability to meet deadlines and prioritise workloads.
- Adaptability, resilience and flexibility in the face of changing priorities.
- Good written and verbal communication skills.
- A good understanding of legislative, policy and regulatory frameworks.

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at “Negative Vetting Level 1”.

Mandatory Qualifications

This technical position requires the individual to have obtained a recognised Australian Qualifications Framework (AQF) Level 6 qualification in a relevant technical domain or relevant skills and work experience such that an individual can reasonably achieve a recognised AQF qualification if required by the position.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Halle Knupkis, 02 5109 8656
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=53A58E8D-B8A9-D137-2E46-ED63DA5C8F06

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Defence

Vacancy VN-0773558

Department of Defence

Closing Date: Sunday 01 November 2026

Capability Acquisition and Sustainment Group
Air Defence & Space Systems Division

Job Title	Systems Engineer
Job Type	Full-Time, Ongoing
Location	Fyshwick ACT
Salary	\$99,733 - \$112,431
Future Merit Locations	Fyshwick
Office Arrangement	On Site
Office Arrangement Details	Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.
Classification	APS Level 6
Position Number	CASG/05910/26
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=0EC654DD-0141-3811-C876-ED63DB3E5C78>

Duties

The Role

The Systems Engineer will support the acquisition, integration and sustainment of advanced radar and air defence capabilities. Working within a multidisciplinary team, the role involves managing requirements, reviewing technical documentation, supporting integration and verification activities, identifying technical risks and engaging with Defence, industry and operational stakeholders. The successful applicant will apply systems engineering principles to support capability delivery across the lifecycle.

The ideal candidate is a motivated and analytical engineer with experience in Defence, aerospace, radar, communications or other complex engineering environments. They will be comfortable engaging with both technical specialists and senior stakeholders and possess strong problem solving, communication and stakeholder management skills. Experience in systems integration, requirements management, verification and validation and technical risk management will be highly regarded.

About our Team

The Active Electronically Scanned Array Systems Program Office (AESASPO) Engineering and Technical (E&T) team provides engineering, technical and systems integration assurance supporting the acquisition, sustainment and evolution of CEA Phase Array Radar (CEAFAR) capabilities for Commonwealth and international customers. The team is responsible for maintaining technical oversight of new and in-service systems, ensuring delivered capabilities meet customer, operational and regulatory requirements throughout the capability lifecycle. This includes requirements management, systems engineering, technical risk management, verification and validation, configuration control, and support to integration activities involving radar, command and control, and wider mission systems.

The E&T function leverages objective quality evidence (OQE), lessons learned, and engineering knowledge gained from previously delivered CEAFAR systems to inform decision-making, reduce technical risk, and support capability delivery. Through close engagement with industry, Defence stakeholders and operational users, the team helps ensure CEAFAR systems remain effective, interoperable and supportable throughout their service life.

Our Ideal Candidate

We are seeking a motivated and adaptable Systems Engineer with experience in Defence, C2, EW, radar or other complex engineering environments. The ideal candidate will possess a sound understanding of systems engineering principles including requirements management, integration, verification and validation and technical risk management. They will demonstrate strong analytical and problem solving skills, initiative and the ability to work effectively with a diverse range of stakeholders.

Experience supporting the acquisition, integration or sustainment of mission critical systems, particularly within radar, command and control, sensor integration or air defence domains, will be highly regarded. The successful applicant will be collaborative, outcomes focused and committed to delivering high quality engineering solutions.

Eligibility

Security Clearance

Applicants must be able to obtain and maintain a security clearance at "Negative Vetting Level 2".

Mandatory Qualifications

A role in this engineering occupation requires a Bachelor of Engineering from an Australian institution, or a qualification gained elsewhere, that satisfies the requirements of the Washington Accord for recognition as a Professional Engineer.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Shantan Kandukuri, 6245 9108
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=0EC654DD-0141-3811-C876-ED63DB3E5C78

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Foreign Affairs and Trade

Vacancy VN-0773592

Australian Secret Intelligence Service

Closing Date: Monday 02 November 2026

Not specified
Not specified

Job Title	Strategic Communications Officer
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$108,584 - \$138,523
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	.
Classification	APS Level 5;APS Level 6
Position Number	.
Agency Website	https://www.asis.gov.au

Job Description

<https://www.asis.gov.au/>

Strategic communications at ASIS requires solutions to internal and external communications challenges in a complex operating environment. Join a full-service communications function, write things people want to read, and give senior leaders advice they'll use. You'll write the stories, speeches, campaigns and key messages that will build the corporate culture and attract the workforce of the future. You'll work alongside designers, media and web specialists in a team that delivers innovative communications solution. If you like working in a high-paced, multidisciplinary environment and see opportunities in challenges, you'll fit right in.

Duties

Role responsibilities

- Write clear, persuasive content across channels: news, features, speeches, briefings, social, intranet and web.
- Shape campaign ideas and messaging from first brief through to launch.
- Give senior leaders straight, practical communications advice.
- Work with designers and media colleagues to make ideas look and sound as good as they read.
- Edit and lift the quality of writing across the team and the wider organisation.
- Juggle competing deadlines calmly and keep projects moving.
- (Level 6) Lead projects, mentor colleagues and manage stakeholder relationships independently.

Core skills

- Excellent writing and editing: plain, active, engaging.
- Strategic thinking: you see the "so what" before you start drafting.
- Ability to simplify complex topics for any audience.
- Calm under pressure and solutions-focused when plans change.
- Collaborative and generous with ideas.
- Curiosity and a willingness to try new approaches.

Education and qualification requirements

The following education, qualifications and/or experience will be highly regarded:

- A degree in communications, journalism, marketing, media or a related field is desirable, but not essential. A strong portfolio and proven experience matter more.

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 <https://protectivesecurity.gov.au>, Release 2026 section 18.5 provides information on Eligibility and suitability.

Notes

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Please note: ASIS does not provide feedback to unsuccessful applicants

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To Apply

Position Contact	Not provided, Not provided
Agency Recruitment Site	https://www.asis.gov.au/

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Foreign Affairs and Trade

Vacancy VN-0773595

Australian Secret Intelligence Service

Closing Date:Monday 02 November 2026

Not specified
Not specified

Job Title	Graphic Design and Multimedia Creative, and Print Room Manager
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$108,584 - \$138,523
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	.
Classification	APS Level 5;APS Level 6
Position Number	.
Agency Website	https://www.asis.gov.au

Job Description

<https://www.asis.gov.au/>

Graphic Designer and Multimedia Creative (Level 5 - 6)

In this role you'll make visuals, video, pods and motion for real campaigns, with a team that backs good ideas and moves fast. You'll be critical in shaping ASIS's brand; from campaign identities to explainer videos, turning ideas into design that stops people mid-scroll. You'll work side by side with writers, media and web colleagues, having a real say in the creative direction.

Print Room Manager (Level 6)

In this role you'll run our print room day to day ensuring products are delivered on time, every time, and be the person people trust with the jobs that matter. You'll keep jobs flowing, equipment working, suppliers sharp and quality high, working closely with the creative team, so what's on the screen is what ends up in people's hands.

Duties

Role responsibilities

Graphic Designer and Multimedia Creative (Level 5 - 6)

- Design and produce graphics, publications, social content, video and motion work.
- Take concepts from rough sketch to polished final across digital and print.

- Keep our brand strong, consistent and fresh.
- Work with writers, media and web colleagues to deliver integrated campaigns.
- Provide strategic design advice on the best format and execution of messaging.
- Manage multiple jobs and deadlines without losing quality.
- (Level 6) Lead creative projects, guide junior staff and set the direction for design and multimedia.

Print Room Manager (Level 6)

- Run print room operations: workflow, scheduling, equipment and turnaround.
- Prepare and check files for print, and identify problems before they cost time or money.
- Manage suppliers, quotes, stock and budgets.
- Keep quality high and waste low.
- Work with designers and clients to find the best print solution for each job.
- Keep safety, maintenance and record-keeping up to scratch.
- Lead and develop print room capability, and improve how the print room operates.

Core skills

Graphic Designer and Multimedia Creative (Level 5 - 6)

- Strong design sense and proven skills in the Adobe Creative Suite (InDesign, Illustrator, Photoshop, Premiere, After Effects).
- Video, motion and multimedia skills.
- Practical, organised and good at solving problems on the fly.
- Calm and professional when deadlines tighten.
- Able to present work, open to feedback and happy to share ideas.
- Eye for innovation: you bring new techniques and tools to the team.

Please note that while ideal that you are able to produce graphic design and multimedia work, it is not critical. What is critical is that you are open to learning new mediums and skills and are proactive in identifying opportunities to bring value to the team through the development of new skills.

Print Room Manager (Level 6)

- Solid knowledge of print production, finishing and file preparation.
- Confident with digital print and large-format equipment.
- Working knowledge of Adobe Creative Suite for preflight and file fixes.
- Organised, practical and quick to solve problems.
- Calm and professional when deadlines tighten.
- Clear communicator who keeps clients informed.
- Always looking for a faster, smarter way to get the job done.

Education and qualification requirements

The following education, qualifications and/or experience will be highly regarded:

Graphic Designer and Multimedia Creative (Level 5 - 6)

A diploma or degree in graphic design, visual communication, multimedia or a related field is desirable. Equivalent industry experience is just as welcome.

Print Room Manager (Level 6)

A certificate or diploma in print production, graphic pre-press or a related field is desirable. Hands-on experience in a production or print environment is just as valuable.

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 <https://protectivesecurity.gov.au>, Release 2026 section 18.5 provides information on Eligibility and suitability.

Notes

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Please note: ASIS does not provide feedback to unsuccessful applicants

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To Apply

Position Contact	Not provided, Not provided
Agency Recruitment Site	https://www.asis.gov.au/

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Foreign Affairs and Trade

Vacancy VN-0773639

Australian Secret Intelligence Service

Closing Date:Monday 02 November 2026

Not specified
Not specified

Job Title	Assurance Professionals
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$120,199 - \$175,338
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	.
Classification	APS Level 6;Executive Level 1
Position Number	.
Agency Website	https://www.asis.gov.au

Job Description

<https://www.asis.gov.au/>

There are multiple roles available within the Audit, Compliance and Oversight Branch. The Branch provides independent assurance and guidance to ensure ASIS maintains propriety and adherence to legislation, policy and expectations. These roles support ASIS's licence to operate and are critical to ensuring transparency for oversight bodies and maintaining confidence across Government that ASIS continues to deliver against its mission in a legal and appropriate manner.

Audit Professionals (EL1 and Level 6)

Audit Professionals undertake a range of internal audit activities to assess business processes, organisational performance and the adequacy and effectiveness of ASIS's corporate and operational frameworks. The Manager Internal Audit, at an EL1 level will assess compliance with relevant legislation, value for money and better practices, while working with stakeholders, team members and individually on projects.

Compliance Professionals (EL1 and Level 6)

Compliance Professionals facilitate independent oversight across all areas of ASIS, guiding teams to improve compliance understanding through training and outreach and ensuring that ASIS's performance is accurately represented to the Government. These roles involve significant internal and external engagement and management.

Institutional Assurance (EL1 and Level 6)

Institutional Assurance roles manage a complex array of internal and external relationships, policies, and processes to support the workforce. The roles provide critical advice and assurance that the necessary mechanisms are in place for the organisation to succeed in its mission while mitigating institutional risk. As Australia's overseas intelligence collection agency, providing institutional assurance is fundamental to ensuring the safety and security of officers operating globally.

Access and Examination Professionals (Level 6)

Access and Examination Professionals provide high-level strategic policy advice on the public release of classified Government information that may cause harm to Australia's national security and international relations. The team provides critical administration and operational support to a team of experts, coordinating with partner agencies (including the Intelligence Community, Defence, AGD, DFAT and the National Archives) to ensure timely advice.

Duties

Under limited/broad direction, Assurance Professionals will be responsible for the following key duties:

Audit Professionals

- **Audit Delivery:** Lead the planning, conduct, and delivery of internal audits as approved in the annual audit work program, utilising rigorous research and analysis.
- **Reporting:** Prepare high-quality written audit reports and briefs in strict accordance with professional audit standards and internal business policies.
- **Stakeholder Management:** Establish and maintain strong, professional working relationships with audit stakeholders and senior management.

- **Risk Mitigation:** Liaise and negotiate with stakeholders to develop and implement practical recommendations that address identified issues and mitigate organisational risks.

Compliance Professionals

- **Oversight Facilitation:** Act as the primary point of contact and facilitator for IGIS oversight across all functional areas of ASIS.
- **Program Management:** Coordinate and manage a robust program of compliance inspections, policy development, and specialised training.
- **Risk Partnership:** Partner with risk owners across the agency to ensure compliance performance is accurately monitored, reported to the Government, and aligned with all governance requirements.
- **Relationship Management:** Establish and maintain strong working relationships with internal and external compliance stakeholders.

Institutional Assurance

- **Institutional Protection:** Ensure that assurance frameworks directly contribute to the protection of personnel in the field.
- **Strategic Advice:** Provide high-level guidance on the mechanisms required for organisational success.
- **Governance:** Manage the intersection of internal policies and external expectations to maintain the agency's operational integrity.
- **Relationship Management:** Establish and maintain strong working relationships with internal and external stakeholders.

Access and Examination Professionals

- **Case Management:** Manage public access requests, oversee the secure movement of files, and coordinate the formal ASIS response.
- **Framework Improvement:** Apply a deep understanding of legislative, regulatory, and policy requirements to contribute to and enhance ASIS's examination framework.
- **Technical Liaison:** Liaise and negotiate with stakeholders to address issues and refine examination practices within an increasingly complex technical environment.
- **Relationship Management:** Establish and maintain strong working relationships with internal, external, and foreign access examination stakeholders.
- **Project Oversight:** Lead and oversee projects designed to enhance the efficiency and security of the access examination process.

In addition to the above, Assurance Professionals at Executive Level 1 are also expected to:

- Lead a team and identify learning and growth opportunities.
- Set tasks that align with the strategic objectives of the organisation.
- Negotiate confidently and persuasively.
- Exemplify resilience and inspire a positive team culture.

Core skills

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

- Demonstrated ability to build and maintain strong and productive working relationships with key stakeholders.
- Ability to manage sensitive matters with discretion and confidentiality.
- Ability to exercise independent judgement, critical thinking and innovative problem-solving in a complex and changing environment.
- Ability to deliver training, guidance and support to areas across the Service.
- Ability to deliver frank and fearless advice and guidance.
- Demonstrated ability in applying legislation, policy and procedural framework to support sound decision making.
- Strong ability to communicate clearly and effectively, both in writing and verbally, specifically when developing policy, submissions and briefings.

Education and qualification requirements

The following education, qualifications and/or experience will be highly regarded:

- Relevant tertiary qualification(s);
- Membership of relevant professional association(s).
- Experience in a regulatory, compliance, audit, governance or investigative environment.

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 <https://protectivesecurity.gov.au>. Release 2026 section 18.5 provides information on Eligibility and suitability.

Notes

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To Apply

Position Contact	Not provided, Not provided
Agency Recruitment Site	https://www.asis.gov.au/

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Foreign Affairs and Trade

Vacancy VN-0773644

Australian Secret Intelligence Service

Closing Date:Monday 02 November 2026

Not specified
Not specified

Job Title	Coordination Professionals
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$120,199 - \$175,338
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	.
Classification	APS Level 6;Executive Level 1
Position Number	.
Agency Website	https://www.asis.gov.au

Job Description

<https://www.asis.gov.au/>

Coordination Professionals provide coordination across the Branch and Division level to ensure the seamless delivery of divisional priorities. The roles support the requirements of the Division's Senior Executive officers and forms the primary point of contact for them, managing the interface between the leadership team and the rest of the organisation. These roles require the ability to apply strategic thinking in drafting outputs on behalf of the Division's executives.

Duties

Under limited/broad direction, Coordination Professionals will be responsible for the following key duties:

- **Task Coordination:** Monitor and track tasking, as well as drafting initial input to support the Branch and Division when appropriate.
- **Quality Assurance:** Ensure all divisional outputs, audit reports, and executive briefings meet high standards of accuracy, consistency, and professional quality before they are finalised or submitted.
- **Strategic Advice:** Provide high-level guidance on relevant strategic context to inform outputs.
- **Relationship Management:** Establish and maintain strong working relationships with internal and external stakeholders.

In addition to the above, Coordination Professionals at Executive Level 1 are also expected to:

- Lead a team and identify learning and growth opportunities.
- Set tasks that align with the strategic objectives of the organisation.
- Negotiate confidently and persuasively.
- Exemplify resilience and inspire a positive team culture.

Core skills

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

- Demonstrated ability to build and maintain strong and productive working relationships with key stakeholders.
- Ability to manage sensitive matters with discretion and confidentiality.
- Ability to exercise independent judgement, critical thinking and innovative problem-solving in a complex and changing environment.
- Ability to deliver training, guidance and support to areas across the Service.
- Ability to deliver frank and fearless advice and guidance.
- Demonstrated ability in applying legislation, policy and procedural framework to support sound decision making.
- Strong ability to communicate clearly and effectively, both in writing and verbally, specifically when developing policy, submissions and briefings.

Eligibility

To be eligible for a role you must:

- Be an Australian citizen
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To Apply

Position Contact	Not provided, Not provided
Agency Recruitment Site	https://www.asis.gov.au/

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Department of Foreign Affairs and Trade

Closing Date: Sunday 01 November 2026

Diplomatic Security

Job Title	Director (EL2), Diplomatic Security Division
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT
Salary	\$153,852 - \$173,760
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	Remote work is not possible for these roles due to operational and security requirements.
Classification	Executive Level 2
Position Number	0693/2026
Agency Website	

Job Description

<https://dfatcareers.nga.net.au/?jati=9ED43D36-98E9-0A79-C644-ED63DD6C3042>

Applications close at 11:30pm AEDT Sunday 01 November 2026

The Opportunities

The Department of Foreign Affairs and Trade is seeking experienced and motivated leaders to fill a number of Director vacancies within the Diplomatic Security Division (DSD). These Canberra-based roles offer an opportunity to lead critical operational security and security infrastructure functions.

DSD is responsible for protecting the department's people, information and resources from security threats in Australia and overseas. The Division delivers protective security outcomes through operational, physical, technical and personnel security functions, supported by governance, risk management, threat analysis, infrastructure, policy and business services.

Directors within DSD provide strategic leadership across complex programs, operational functions, and specialist security capabilities. They are responsible for delivering outcomes of strategic, operational and organisational significance, leading multidisciplinary teams, and providing trusted advice to senior decision-makers.

The current vacancies lead the delivery of operational security advice, security infrastructure and capability programs risk management, assurance and specialist security services that support DFAT's domestic operations and global network. Directors are expected to manage competing priorities, respond to emerging security challenges and deliver practical, risk-based security outcomes in support of departmental priorities.

Director roles across DSD may also lead specialist functions spanning technical and physical security, personnel security, security risk and governance, investigations and assessments, threat analysis, policy development, and business services. Across these portfolios, Directors are expected to provide strategic direction, manage sensitive and complex issues, build capability, and deliver practical security outcomes that protect DFAT's people, information, assets and operations.

Future opportunities may include leadership of operational and technical security functions, risk and governance activities, investigations and assessments, and security policy development.

These roles provide an opportunity to shape strategic direction, lead high-performing teams, influence organisational outcomes, and deliver security services that enable DFAT's domestic and international operations.

The vacancies to be filled from this process are based in Canberra.

Our Ideal Candidates

We are looking for accomplished leaders who can provide strategic direction, deliver results through others, and lead high-performing teams in complex and dynamic operating environments.

Our ideal candidates will have skills and experience in the following areas:

Strategic Leadership and Delivery

- provide strategic leadership and set direction in complex operating environments

- translate organisational priorities into practical outcomes and deliver results through effective planning, resource management and governance
- lead organisational improvement and manage competing priorities to achieve outcomes of strategic significance.

Operational and Physical Security Expertise

- demonstrate experience in protective security, technical security, risk management, intelligence, personnel security (including investigations and clearances) or related fields
- demonstrate an understanding of Australian Government protective security requirements, including but not limited to the Protective Security Policy Framework (PSPF) and the Australian Government Information Security Manual (ISM) or the ability to rapidly acquire and apply this knowledge
- experience delivering or managing teams responsible for high-impact security infrastructure projects
- provide practical, risk-informed advice and make sound decisions in complex operational environments
- apply specialist expertise and professional judgement to identify and manage emerging threats, vulnerabilities and security risks
- balance operational requirements, stakeholder needs and security obligations to achieve organisational outcomes.

Risk, Governance and Decision Making

- exercise sound judgement and resilience when managing sensitive, complex or high-profile issues
- identify, assess and manage risk, apply appropriate governance frameworks and ensure accountability for outcomes
- respond effectively to emerging issues and changing operational circumstances.

Communication and Stakeholder Engagement

- communicate with influence and provide clear, authoritative advice to senior executives and governance bodies

- build and sustain productive relationships with internal and external stakeholders
- represent the department effectively in complex negotiations, forums and stakeholder engagements
- exercise a strong client focus while balancing operational requirements, risk and organisational priorities.

People Leadership and Culture

- lead, develop and support high-performing teams
- foster a positive, inclusive and accountable workplace culture
- build organisational capability and guide teams through change while maintaining a strong focus on wellbeing, performance and service delivery.

All employees of the department are expected to abide by the [APS Values and Code of Conduct](#) and the [DFAT Values Statement](#).

Duties

Your duties and responsibilities will be aligned to the relevant APS Work Level Standards.

Your key duties will include:

- lead a diverse team of APS staff and contractors and provide strategic direction across a complex program, function or capability
- provide authoritative advice to senior executives on complex, sensitive or high-risk matters
- lead the development, implementation and continuous improvement of policies, services, programs or operational activities
- oversee the identification, assessment and management of security risks and ensure appropriate governance, assurance and compliance arrangements are in place
- manage security incidents, emerging threats and changing operational environments through the application of sound judgement and risk-informed decision making
- build and maintain effective relationships across government, industry and international stakeholder groups
- represent the department in forums, committees and negotiations on complex or sensitive issues
- lead the delivery of operational security or corporate outcomes that support DFAT's domestic and international priorities
- manage resources, budgets, contracts and workforce requirements to achieve organisational objectives

- promote innovation, continuous improvement and a strong security and risk culture
- develop organisational capability through effective leadership, workforce planning and performance management.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS), unless the Agency Head has agreed otherwise in writing.

Depending on the role into which you are placed, you may also be required to obtain and maintain a Working with Vulnerable People or Children registration, or equivalent.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Foreign Affairs and Trade

To Apply

Position Contact	Brooke Goddard, N/A
Agency Recruitment Site	https://dfatcareers.nga.net.au/?jati=9ED43D36-98E9-0A79-C644-ED63DD6C3042

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Foreign Affairs and Trade

Vacancy VN-0773582

Department of Foreign Affairs and Trade

Closing Date: Sunday 01 November 2026

Various
Various

Job Title	APS5 Regulatory, Compliance, Assurance and Risk Officers
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT
Salary	\$92,753 - \$99,113
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Work From Home;On Site;Flexible;Hybrid
Office Arrangement Details	Flexible and work-from-home arrangements may be negotiated on a case-by-case basis, considered in view of operational and security requirements.
Classification	APS Level 5
Position Number	0688/2026
Agency Website	

Job Description

<https://dfat.gov.au/careers/Pages/careers.aspx>

Applications for this position close on Sunday 1 November at 11.30pm AEDT

The Opportunities

The Australian Passport Office (APO) and the Regulatory and Legal Policy Division (RLD) are seeking dynamic, motivated individuals to fill vacancies in their teams.

Regulatory and Legal Policy Division (RLD)

The Australian Sanctions Office administers Australia's sanctions framework, implementing listings, providing guidance, issuing permits, promoting compliance, and supporting sanctions policy. Sanctions Officers support the Australian Government's decisions on sanctions through evidence-based, legally grounded recommendations considering applicable law, policy, evidence, consultation, risk, national interest, and UNSC requirements.

The Foreign Arrangements Branch administers the Foreign Arrangements Scheme, ensuring international engagement by Australian governments and universities aligns with foreign policy. It advises on foreign policy, research security and interference risks, works with government and intelligence partners, conducts nationwide outreach, supports regulated entities' compliance, and leads DFAT's countering foreign interference policy.

Australian Passport Office (APO)

The Australian Passport Office (APO) is seeking APS5 Risk and Assurance Officers to support the maintenance and continuous improvement of APO's risk management, internal controls and assurance arrangements.

APO operates in a high-value, high-risk environment and must maintain effective systems of risk oversight, internal control and compliance across its operational and enabling functions. The role supports evidence-based assessments of whether controls are appropriately designed, documented and operating as intended, and contributes to identifying control weaknesses, risks and opportunities for improvement.

APS5 officers will undertake research, evidence collection, control documentation and assurance testing under general direction. They will work with business areas to understand processes and controls, maintain accurate assurance records and prepare clear findings and recommendations. The role requires sound judgement, analytical capability, attention to detail and the ability to handle sensitive information appropriately.

For further information, please see the Applicant Information Pack at DFAT Careers website.

Duties

Australian Passport Office (APO)

- Coordinate and undertake risk-based assurance reviews and control-effectiveness assessments across APO functions, processes and internal controls under general direction.
- Contribute to the development of assurance scopes, testing approaches and evidence requirements in line with approved assurance plans and relevant frameworks.
- Analyse evidence, risks, control weaknesses and dependencies, exercise sound judgement, and develop evidence-based findings and practical recommendations.
- Prepare clear and accurate assurance reports, briefs and governance updates on control effectiveness, identified risks and proposed improvements.
- Consult with APO business owners to confirm findings, support the development of proportionate management actions and maintain records of remediation progress through to closure.

- Provide risk and assurance advice within established policies and procedures and support consistent application of the DFAT Risk Management Framework and APO Internal Controls Framework.
- Support assurance capability by preparing guidance, contributing to training and, quality assurance activities and assisting other officers and business areas.
- Build productive stakeholder relationships and contribute ideas to improve APO's assurance methodology, reporting, tools and processes.

Foreign Arrangements Branch (FAB)

- Support administration of the Foreign Arrangements Scheme in accordance with the Australia's Foreign Relations (State and Territory Arrangements) Act 2020 (Act).
- Assess and triage foreign arrangements notified under the Scheme, balancing foreign policy, security and risk analysis informed by whole-of-government consultation.
- Provide advice and undertake assessment of proposed notifications to ensure compliance with the Act and consistent application of the Scheme, including implementation of recent changes to the Act.
- Contribute to advice and liaison with key stakeholders to manage DFAT equities regarding Countering Foreign Interference.
- Support outreach to the regulated community. This includes undertaking stakeholder engagement to raise awareness and ensure compliance with the Scheme; and management of, and participation in, domestic outreach, virtual updates, meetings, conferences, workshops, and training opportunities.
- Develop and maintain guidance, SOPs, and outreach material to ensure effective administration of, and compliance with, the Scheme.
- Assist with analysis of Scheme data and ICT systems to inform data driven decisions and strategic policy advice.
- Prepare Ministerial submissions, a broad range of briefing and advice for internal and external audiences, outreach and guidance material and other ad hoc duties within FAB as required.

Australian Sanctions Office (ASO)

- Contribute effectively to monitoring and compliance casework and policy, including supporting engagement with government partners to coordinate responses to potential non-compliance.
- Research, interpret and apply legislation and legal advice on compliance casework.
- Draft sanctions compliance assessments, including through an understanding and analysis of relevant data and intelligence material.
- Support work to build and maintain critical cross-government relationships, including by representing DFAT and the ASO in external forums.
- Contribute to uplifting team capability and collaboration through training and practical experience.
- Support the development and implementation of strategies, policies and internal operating procedures and templates to build a strong, innovative, and sustainable sanctions monitoring and compliance practice.

- Exercise and foster strong professional judgment and risk management in handling sensitive and high-profile matters under pressure.

Other duties as required.

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS) unless the Agency Head has agreed otherwise, in writing.

Depending on the role into which you are placed, you may also be required to obtain and maintain a Working with Vulnerable People/Children registration (or equivalent).

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Foreign Affairs and Trade

To Apply

Position Contact	Jonathan Messieh, N/A
Agency Recruitment Site	https://dfat.gov.au/careers/Pages/careers.aspx

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Foreign Affairs and Trade

Vacancy VN-0773583

Department of Foreign Affairs and Trade

Closing Date: Sunday 01 November 2026

Various
Various

Job Title	APS6 Regulatory, Compliance, Assurance and Risk Officers
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT
Salary	\$102,266 - \$114,988
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Work From Home;On Site;Flexible;Hybrid
Office Arrangement Details	Flexible and work-from-home arrangements may be negotiated on a case-by-case basis, considered in view of operational and security requirements.
Classification	APS Level 6
Position Number	0687/2026
Agency Website	

Job Description

<https://dfat.gov.au/careers/Pages/careers.aspx>

Applications for this position close on Sunday 1 November at 11.30pm AEDT

The Opportunities

Australian Passport Office (APO)

The Australian Passport Office is seeking APS6 Senior Risk and Assurance Officers to plan, coordinate and undertake complex risk and assurance activities across APO's operational and enabling functions.

The role supports the ongoing maintenance and improvement of APO's Internal Controls Framework and the delivery of a risk-based assurance program that evaluates the design and operating effectiveness of key controls. APS6 officers will lead or independently undertake assurance reviews, determine appropriate testing approaches, analyse complex evidence and provide clear, defensible findings and recommendations to business owners and management.

The role requires a strong understanding of risk management, internal controls, assurance methodology and evidence-based reporting. APS6 officers will work with business owners to address control deficiencies, monitor agreed actions and strengthen organisational capability through practical advice, guidance and knowledge transfer.

Executive Division (EXD)

The Enterprise Risk Section supports implementation of DFAT's Enterprise Risk Management Policy, strengthens risk management capability across the department, and helps embed risk considerations into departmental activities and decision-making. We are seeking motivated and capable risk practitioners who can contribute to enterprise risk activities, work collaboratively with stakeholders, and support the delivery of high-quality risk analysis and reporting.

We are looking for officers with experience in risk management or a related field and an interest in developing their expertise in enterprise risk. Experience working with data to support analysis, reporting and risk-informed decision-making is desirable. The role requires strong analytical and communication skills, attention to detail, and the ability to undertake research, prepare risk reporting and briefing materials, support risk assessments, and contribute to the development of risk management guidance and tools.

Regulatory and Legal Policy Division (RLD)

The Australian Sanctions Office administers Australia's sanctions framework, implementing listings, providing guidance, issuing permits, promoting compliance, and supporting sanctions policy. Sanctions Officers support the Australian Government's decisions on sanctions through evidence-based, legally grounded recommendations considering applicable law, policy, evidence, consultation, risk, national interest, and UNSC requirements.

The Foreign Arrangements Branch administers the Foreign Arrangements Scheme, ensuring international engagement by Australian governments and universities aligns with foreign policy. It advises on foreign policy, research security and interference risks, works with government and intelligence partners, conducts nationwide outreach, supports regulated entities' compliance, and leads DFAT's countering foreign interference policy.

The Public Interest Law Branch seeks high-performing officers for complex FOI, visa screening, and declassification work. Roles involve advising senior leaders, managing legal compliance and foreign policy risks, and working independently. Applicants may have experience in policy, legal advice, project or corporate management, FOI or information disclosure. Legal qualifications are not essential.

For further information, please see the Applicant Information Pack at DFAT Careers website.

Duties

Across APO, EXD, and RLD the roles share a strong focus on applying legislation and policy, managing sensitive and complex matters, providing sound advice, assessing risk, and working collaboratively with internal and external stakeholders.

Key duties across all divisions include:

- Legislation, policy and procedural application: interpret and apply relevant legal, policy and operational frameworks to support defensible decisions and effective program delivery.
- Assessment, analysis and judgement: assess information, evidence and risk to support sound decisions in complex or sensitive matters.
- Stakeholder engagement: build and maintain productive relationships across government, internal business areas and external partners.
- Advice, reporting and communication: provide clear written and verbal advice, including briefings, assessments, reporting, recommendations and guidance materials.
- Risk, sensitivity and integrity: manage sensitive or high-profile matters with discretion, sound judgement and adherence to ethical and integrity frameworks.
- Capability building and continuous improvement: contribute to training, guidance, procedural improvement and broader capability uplift within teams and business areas.

Further details of role-specific key duties are available at DFAT Careers website (Applicant Information Pack).

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS) unless the Agency Head has agreed otherwise, in writing.

Depending on the role into which you are placed, you may also be required to obtain and maintain a Working with Vulnerable People/Children registration (or equivalent).

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Foreign Affairs and Trade

To Apply

Position Contact	Jonathan Messieh, N/A
Agency Recruitment Site	https://dfat.gov.au/careers/Pages/careers.aspx

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Foreign Affairs and Trade

Vacancy VN-0773586

Department of Foreign Affairs and Trade

Closing Date:Sunday 01 November 2026

Various
Various

Job Title	EL1 Regulatory, Compliance, Assurance and Risk Officers
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT
Salary	\$127,351 - \$142,452
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Work From Home;On Site;Flexible;Hybrid
Office Arrangement Details	Flexible and work-from-home arrangements may be negotiated on a case-by-case basis, considered in view of operational and security requirements.
Classification	Executive Level 1
Position Number	0686/2026
Agency Website	

Job Description

<https://dfat.gov.au/careers/Pages/careers.aspx>

Applications for this position close on Sunday 1 November at 11.30pm AEDT

The Opportunities

Australian Passport Office (APO)

The Australian Passport Office is seeking EL1 Assistant Directors to lead significant elements of APO's risk, internal controls and assurance function.

The role provides leadership and professional oversight of a risk-based assurance program that supports the APO Executive to understand whether key risks are being effectively managed and whether internal controls are appropriately designed and operating effectively. The Assistant Director will lead complex assurance reviews, shape the annual assurance plan, provide strategic and evidence-based advice, and support business owners to address systemic or significant control weaknesses.

The role operates with a high degree of independence, judgement and accountability. It requires the ability to manage sensitive and complex matters, influence senior stakeholders, maintain the quality and integrity of assurance activities and translate detailed evidence into clear advice about risk exposure, control effectiveness and required action.

Executive Division (EXD)

The Enterprise Risk Section supports implementation of DFAT's Enterprise Risk Management Policy, strengthens risk management capability across the department, and helps embed risk considerations into corporate and policy decision-making. We are seeking a collaborative and influential leader who can work with stakeholders at all levels to strengthen risk management practices, support informed decision-making, and contribute to a positive risk culture across the department.

We are seeking officers with experience in enterprise risk management, governance, assurance or a closely related discipline. Relevant risk management qualifications, professional certifications or demonstrated expertise will be highly regarded. Experience using data and analysis to identify trends, inform risk insights and support decision-making is desirable. The role requires strong judgement and stakeholder engagement skills, including the ability to analyse and communicate

complex risk information, coordinate enterprise risk reporting, provide clear advice to senior leaders and governance committees, and support the department to identify and respond to emerging risks.

Regulatory and Legal Policy Division (RLD)

The Australian Sanctions Office administers Australia's sanctions framework, implementing listings, providing guidance, issuing permits, promoting compliance, and supporting sanctions policy. Sanctions Officers support the Australian Government's decisions on sanctions through evidence-based, legally grounded recommendations considering applicable law, policy, evidence, consultation, risk, national interest, and UNSC requirements.

The Foreign Arrangements Branch administers the Foreign Arrangements Scheme, ensuring international engagement by Australian governments and universities aligns with foreign policy. It advises on foreign policy, research security and interference risks, works with government and intelligence partners, conducts nationwide outreach, supports regulated entities' compliance, and leads DFAT's countering foreign interference policy.

The Public Interest Law Branch seeks high-performing officers for complex FOI, visa screening, and declassification work. Roles involve advising senior leaders, managing legal compliance and foreign policy risks, and working independently. Applicants may have experience in policy, legal advice, project or corporate management, FOI or information disclosure. Legal qualifications are not essential.

For further information, please see the Applicant Information Pack at DFAT Careers website.

Duties

Across APO, EXD, and RLD the roles share a strong focus on applying legislation and policy, managing sensitive and complex matters, providing sound advice, assessing risk, and working collaboratively with internal and external stakeholders.

Key duties across all divisions include:

- Provide strategic advice to senior stakeholders and management on fraud, compliance, risk or integrity-related matters.
- Build and maintain relationships with internal and external stakeholders.
- Lead and support policy development, implementation and continuous improvement.

- Manage risk and support effective compliance with legislative and policy frameworks.
- Lead teams, develop staff capability and foster a collaborative, high-performing culture.
- Exercise sound judgement on sensitive, complex or high-profile matters.
- Contribute to divisional and departmental strategic objectives.
- Develop innovative approaches, procedures and practices to strengthen business outcomes.
- Ensure work is conducted in accordance with DFAT policies and relevant legislation.

Further details of role-specific key duties are available at DFAT Careers website (Applicant Information Pack).

Eligibility

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS) unless the Agency Head has agreed otherwise, in writing.

Depending on the role into which you are placed, you may also be required to obtain and maintain a Working with Vulnerable People/Children registration (or equivalent)

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Foreign Affairs and Trade

To Apply

Position Contact	Jonathan Messieh, N/A
Agency Recruitment Site	https://dfat.gov.au/careers/Pages/careers.aspx

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Health

Vacancy VN-0773625

Australian Institute of Health and Welfare

Closing Date: Sunday 01 November 2026

Various
Various

Job Title	EL1 Statistical Team Leaders & Project Managers – Affirmative Measures, First Nations
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT, Sydney NSW
Salary	\$123,564 - \$137,837
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	The AIHW has a range of flexible working arrangements available to its employees under the AIHW Enterprise Agreement 2024-27.
Classification	Executive Level 1
Position Number	147_10/26
Agency Website	

Job Description <https://aihwcareers.nga.net.au/?jati=9C2B6263-9EB5-748F-9551-ED644FDA1783>

The AIHW’s [APS employee census](#) results reflect the strength of our positive and supportive workplace culture. We continue to foster an inclusive, flexible and high-performing organisation where people are treated with respect and courtesy, and where diversity is recognised, valued, and celebrated.

The results are a testament to the professionalism, commitment, and dedication of our staff, highlighting the strong connection they have to our purpose, our flexible ways of working, and the contribution we make to improving the health and welfare of Australians. We are also proud to be ranked among the top ten APS agencies, out of 112, for employee engagement, enabling innovation and wellbeing, demonstrating our ongoing commitment to creating a workplace where people can thrive and perform at their best.

We offer a range of benefits including:

- access to flexible working arrangements to support your work/life balance
- attractive remuneration packages including generous superannuation and leave provisions
- challenging and fulfilling work where you can use your skills and expertise
- opportunities for professional development.

We are committed to creating genuine opportunities for everyone and we welcome applications from First Nations people, people with disability, LGBTIQ+, neurodiverse people and people from diverse cultural and linguistic backgrounds.

The AIHW has offices in Canberra and Sydney and offers remote work opportunities for many roles.

For more information, visit the [Benefits of working for the AIHW page](#) of our website.

Duties

The AIHW is seeking experienced and emerging leaders to fulfil Statistical Team Leaders and Project Managers roles across a range of subject and project areas. These roles provide leadership in developing and implementing strategies and objectives aligned with the institute's corporate priorities and actively contribute to business improvement and broader organisational outcomes. Some roles may be in First Nations specific areas that lead the development, analysis and reporting of information and statistics about the health and welfare of Aboriginal and Torres Strait Islander people. Other roles will work on broader topic areas across the health and welfare domains that have regular touch points with First Nation stakeholders. Details of the breadth of our functions are outlined in our [Corporate Plan 2026-27](#) and our [organisation structure](#).

The AIHW provides authoritative evidence and meaningful insights to support policy development, service planning, allocation of resources, and monitoring of progress against national priorities, including Closing the Gap. We are committed to working in partnership with First Nations communities, organisations, and service providers to enhance the accessibility and use of our reports and data, enabling informed decision-making and supporting the self-determination of First Nations peoples.

These roles involve extensive stakeholder engagement, including working closely with the Aboriginal and Torres Strait Islander health sector and other partners. Successful candidates will support the organisation, coordination, drafting and collation of information across a wide range of health and welfare topics. The ability to engage respectfully, build relationships, and bring cultural knowledge and lived experience to this work is highly valued.

As a Team Leader you will typically be responsible for the management and supervision of teams and/or projects relevant to the Unit's work.

Under general direction you will:

- Lead the development, management and/or analysis of data including the preparation of reports, technical papers, and presentations for various audiences.
- Provide strategic advice and develop options on professional, technical, and management matters.
- Work collaboratively with the Unit Head and other officers within the institute to provide leadership, direction, and performance management of staff, and the effective management of allocated resources.
- Manage complex projects and activities and provide administrative and professional support.
- Liaise and negotiate with other areas of the AIHW, other Commonwealth government agencies, state and local authorities, and business or community organisations, and represent the AIHW at meetings as appropriate to the responsibilities above.

This recruitment process will be used to establish a merit pool to fill future similar vacancies within the AIHW.

Eligibility

Employment with the AIHW is prescribed within the Public Service Act 1999. To be eligible for a role through this round, applicants must:

- be an Australian Citizen
- be of Aboriginal and/or Torres Strait Islander descent, identify as Aboriginal or Torres Strait Islander, and be accepted by your community as being Aboriginal or Torres Strait Islander.
- undergo any required pre-employment checks, including a police records check
- obtain and maintain a valid Security Clearance if required by the institute.

If you are successful in progressing to the interview stage, you will be required to provide suitable evidence of your Aboriginal or Torres Strait Islander status.

A probationary period of six months will apply to any new engagement to the APS.

For information on conditions of employment, please refer to [AIHW Conditions of Employment](#).

Notes

Please submit your application online via the AIHW [e-Recruit](#) system. When applying online for the first time, you will need to register and provide a valid email address.

Your application must include:

1. Share Your Journey: In under 750 words tell us about your story—your background and experiences. We’re interested in how your journey connects with this role and the work we do. Please tailor your response to the position/s you are interested in.
2. Your current CV and the names of two referees.

Following consideration of applications, the selection panel will invite candidates progressing to the next stage for a conversation which is intended to be less structured than an interview and more of a yarn about you and your interest in the role.

The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the 'Racial Discrimination Act 1975'. This vacancy is only available to Aboriginal and/or Torres Strait people. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification, please contact the advertising agency.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Institute of Health and Welfare

To Apply

Position Contact	Joshua McKinnon, 02 6249 5122
Agency Recruitment Site	https://aihwcareers.nga.net.au/?jati=9C2B6263-9EB5-748F-9551-ED644FDA1783

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**Australian Radiation Protection and Nuclear Safety
Agency**

Closing Date: Friday 30 October 2026

Office for Business Support Human Resources

Job Title	Senior HR & Payroll Coordinator
Job Type	Full-Time, Non-Ongoing
Location	Hobart TAS, Yallambie VIC, Canberra ACT, Melbourne VIC, Sydney NSW, Brisbane QLD
Salary	-
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Open to discussion (hybrid, remote etc.)
Classification	APS Level 6
Position Number	13203
Agency Website	https://www.arpansa.gov.au/

**Job
Description**

<https://candidate.aurion.cloud/arpansa/production/redirect/to/dmFjYW5jaWVzLzI5MTIxOTA0MTI5MjY3OTIh-MS9IZC>

The Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) is the Australian Government's primary authority on radiation protection and nuclear safety. Our purpose is to protect the Australian people and the environment from the harmful effects of radiation, through understanding risks, best practice regulation, research, policy, services, partnerships and engaging with the community.

Human Resources is responsible for driving the development and delivery of a range of strategic and operational human resource management functions. Working in partnership with ARPANSA's branches and offices, Human Resources provides services and advice on the Agency's employment framework, workplace relations, workforce and succession planning initiatives, workforce metrics and analysis, talent management, organisational design and classification management, as well as the payroll and recruitment activities.

Why work for us?

- Opportunities to engage with national and international stakeholders
- Inclusive and diverse workplace
- Competitive salaries with 15.4% superannuation
- Generous leave conditions
- Flexible work practices
- Modern amenities and free parking at both our Yallambie and Miranda sites.

Duties

The Senior HR & Payroll Coordinator manages ARPANSA's day-to-day payroll operations through Aurion Managed Payroll Services and provides workforce reporting and operational HR services across the employee lifecycle.

As ARPANSA's payroll subject matter expert, the role coordinates pay and entitlement requests and ensures they are processed accurately, on time and in line with the ARPANSA Enterprise Agreement, internal policies and procedures, and legislative requirements. The role checks payroll calculations and Aurion outputs, investigates and resolves issues, maintains accurate information in Aurion, and provides advice to employees and managers on pay, employment conditions, entitlements and HR processes. The role also analyses payroll data and prepares information and workforce reporting for management, workforce planning, compliance, agency surveys and other HR-related activities.

As part of a small, customer-focused HR team, the role works flexibly across the employee lifecycle. This includes onboarding and offboarding, employee movements, return to work and Comcare claims, policy and procedure updates, HR projects and process improvements. The role works collaboratively across the team to respond to changing priorities and manage peak workloads, including to support the Payroll Project Lead with projects, configuration and system upgrades as required.

The role also helps ensure HR policies, systems and services remain current and aligned with agency and Australian Government employment frameworks.

Key accountabilities

- Lead ARPANSA's day-to-day payroll operations and fortnightly pay run, in liaison with Aurion Managed Payroll Services, ensuring service quality, accuracy and timeliness.
- Provide prompt, practical and customer-focused advice to employees and managers on pay and employment conditions, raise payroll processing requests and provide quality assurance checks.
- Complete reconciliations, audits and annual compliance activities to ensure payments and entitlements comply with legislation, the ARPANSA Enterprise Agreement, policies and procedures.
- Investigate and resolve complex payroll enquiries, discrepancies, data issues and system errors, working with Aurion to correct errors and address service issues.

- Maintain accurate employee, payroll, position and organisational structure data in Aurion, and support system configuration, testing, upgrades and changes needed for legislative, policy and EA purposes.
- Prepare workforce reports, identify trends and data issues, and information to support management decisions, workforce planning, HR initiatives, audits and compliance requirements.
- Coordinate employee lifecycle administration, including onboarding, offboarding, contract extensions, employee movements and transfers between agencies.
- Support return to work activities, administer Comcare and workers' compensation claims, and maintain related employee records.
- Build effective relationships with internal and external stakeholders, maintain payroll and HR policies, procedures and guidance, and support the transition to a sustainable payroll service model.

Eligibility

We are seeking an experienced HR professional with strong payroll and workforce reporting expertise. You will have substantial experience delivering payroll services, preferably through Aurion Managed Payroll Services or a similar outsourced service arrangement, and be able to check complex calculations and outputs, maintain accurate records, and resolve payroll, data and system issues.

You will understand Commonwealth HR legislation and policy frameworks and be able to interpret and apply enterprise agreements, employment conditions, policies and procedures. You will have strong analytical, reporting and communication skills, with the ability to produce accurate workforce information, identify trends and anomalies, communicate useful insights, and build effective relationships. You will provide responsive, customer-focused service, exercise sound judgement and handle sensitive information with care.

Payroll experience is essential, preferably in the public sector or a similarly complex environment. You will be organised, flexible and able to manage competing priorities. Relevant tertiary qualifications and experience across more than one area of the employee lifecycle, including recruitment, return to work, workers' compensation, policy development or project support, will be highly regarded.

You must hold Australian citizenship and be prepared to travel interstate from time to time as required. ARPANSA requires all new employees to obtain and maintain a national security clearance as a condition of engagement.

Selection criteria

1. Proven knowledge of Commonwealth HR legislation and policy frameworks, with the ability to interpret and apply APS employment conditions, enterprise agreements, policies and procedures.
2. Demonstrated comprehensive knowledge and experience in payroll operations including verifying complex payroll calculations, maintaining data integrity, producing reports and supporting system administration, testing and improvement.

3. Demonstrated ability to analyse and prepare accurate, clear and useful workforce reporting and information to inform management decisions and meet audit and compliance requirements.
4. Demonstrated ability to investigate and resolve complex issues, exercise sound judgement, meet strict deadlines and manage competing priorities while maintaining accuracy.
5. Well-developed communication, liaison and customer service skills, including the ability to build effective relationships and work flexibly across employee lifecycle priorities and HR projects.

Eligibility

Employment with ARPANSA is subject to:

- conditions prescribed within the Public Service Act 1999
- agency and role specific pre-employment security checks that may include, but are not limited to:
 - entitlement to work in Australian
 - national criminal history
 - international criminal history
 - professional memberships
 - qualifications
 - sanctions
 - anti-money laundering & counter-terrorism financing
 - ASIC banned & disqualified persons
 - ASIC credit registered persons
 - bankruptcy & national personal insolvency
 - directorship
 - global media check
- former Australian Government employer information sharing
- Protective Security Policy Framework (PSPF) security clearance eligibility requirements
- evidence of citizenship status required
- evidence of qualifications required of the role
- internal security assessment
- security clearance vetting
- the CEO of ARPANSA, or their Delegate, approving a Notice of Engagement.

The Australian Government Security Vetting Agency (AGSVA) website provides detailed information about the requirements for obtaining a security clearance at the required level, the documentary evidence you will be required to provide, the forms that need to be completed, and the relevant timeframes. Please ensure that you are able to provide the required evidence if you apply for the position. Failure or refusal to complete the required forms, or to comply with reasonable requests from AGSVA, will result in ARPANSA withdrawing your security clearance application, and your employment with the agency not progressing.

ARPANSA is responsible for assessing how information relates to the agency's security risks, as well as a person's suitability for employment by the agency. ARPANSA will use the information you provide to undertake relevant checks in order to identify any factors or circumstances that

pose a security risk to the agency and assess whether you are suitable to have access to the agencies non-public assets. You will be notified if you are assessed as unsuitable for employment by the agency.

Notes

How to apply

Applications can be lodged through ARPANSA Recruitment Portal. Your application should consist of a resume, and a ‘500-word pitch’ that considers:

- Key accountabilities
- Job specific capabilities
- Selection criteria.

ARPANSA recognises the need for our workforce to reflect the community we serve and provide an inclusive environment that respects and values diversity. We strongly encourage qualified applicants from diverse backgrounds to apply.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme applicants who choose to apply under the scheme will be invited to participate in further assessment activities for the vacancy, where they meet the minimum requirements for the position. ARPANSA will provide reasonable adjustments or flexibilities in the recruitment process as requested. For more information visit: <https://www.apsc.gov.au/recruitability>

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Radiation Protection and Nuclear Safety Agency

The Australian Radiation Protection and Nuclear Safety Agency (ARPANSA) is the Australian Government's primary authority on radiation protection and nuclear safety. Our purpose is to protect the Australian people and the environment from the harmful effects of radiation, through understanding risks, best practice regulation, research, policy, services, partnerships and engaging with the community.

To Apply

Position Contact	Nicole Coultres, 03 9433 2416
Agency Recruitment Site	https://candidate.aurion.cloud/arpnsa/production/redirect/to/dmFjYW5jaWVzLzI5MTIxOTA0MTI5MjY3c

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Home Affairs

Vacancy VN-0773668

National Emergency Management Agency

Closing Date: Thursday 29 October 2026

People Governance & Integrity Performance and Integrity and Conditions and Wellbeing

Job Title	NEMA Assistant Directors, Workplace Relations and Performance
Job Type	Full-Time, Ongoing
Location	Various locations - ACT ACT
Salary	\$125,935 - \$143,531
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Flexible working arrangements can be negotiated in accordance with our Enterprise Agreement and the operational requirements of the role.
Classification	Executive Level 1
Position Number	JR 142161
Agency Website	https://nema.gov.au/about-us

Job Description

<https://jobs.homeaffairs.gov.au/job-invite/142161/>

NEMA plays a central role in supporting Australia's emergency management arrangements. Our people are united by a shared commitment to serving the Australian community and strengthening national resilience.

NEMA offers a rewarding and diverse work environment where innovation, collaboration and continuous improvement are valued, and where your expertise can make a tangible difference.

For further information on NEMA's purpose, vision and values, please see the [NEMA website](#).

About the role

Two exciting opportunities are available for experienced HR professionals to join the National Emergency Management Agency (NEMA) as Assistant Directors in either Workplace Relations or Performance and Behaviour.

As an Executive Level 1 leader within the People, Governance and Integrity Branch, you will play a critical role in shaping organisational performance, strengthening workforce capability, and supporting NEMA's strategic priorities. You will partner with managers and senior leaders across the Agency, providing trusted advice on complex and sensitive people matters while delivering practical, risk-based and people-centred solutions.

Working in a dynamic and evolving environment, you will lead initiatives that enhance organisational capability, support effective decision-making, and contribute to a high-performing, accountable and inclusive workplace culture. You will identify emerging risks and opportunities, influence outcomes, and drive continuous improvement across key people functions.

Success in these roles requires strategic thinking, sound judgement, strong stakeholder engagement skills, and the ability to navigate complexity with confidence. You will bring demonstrated experience managing sensitive workforce matters, balancing competing priorities, and delivering outcomes that support both employee wellbeing and organisational performance.

At times, staff within NEMA may be required to work outside of standard business hours, particularly during the high-risk weather season.

Our ideal candidate

We are seeking motivated and experienced professionals to fill the roles of Assistant Director, Workplace Relations and Assistant Director, Performance and Behaviour. These roles offer an opportunity to make a significant contribution to NEMA's people strategy by providing expert advice, leading complex workforce matters and delivering people-focused outcomes in a dynamic and evolving environment.

For the Assistant Director, Workplace Relations role, you will bring demonstrated expertise in workplace relations, employment legislation, industrial instruments, HR policy and workforce

management practices. You will be confident providing authoritative, risk-informed advice on complex employment matters and supporting managers to achieve fair, consistent and compliant outcomes.

For the Assistant Director, Performance and Behaviour role, you will bring expertise in performance management, employee conduct, behaviour management, workplace investigations and case management. You will have the ability to manage sensitive matters with professionalism, sound judgement and a focus on achieving constructive and sustainable outcomes.

Across both roles, you will possess strong analytical and problem-solving skills, excellent judgement and the ability to balance legislative, policy, operational and people considerations. You will build productive relationships with stakeholders at all levels, communicate effectively in challenging situations and influence positive outcomes.

As a leader, you will foster a collaborative and inclusive team environment, support the development of others and contribute to a culture of accountability, continuous improvement and high performance. You will be resilient, adaptable and committed to delivering high-quality people services that support NEMA's strategic objectives.

Most importantly, you will be a people-centred professional who values integrity, works collaboratively and is committed to building a safe, respectful and high-performing workplace.

We encourage applications from First Nations people, people with disability, LGBTQIA+ people, people from culturally and linguistically diverse backgrounds, mature age people and people from other diverse backgrounds. We are committed to providing a working environment that values diversity and inclusion and supports staff to reach their full potential.

Duties

Assistant Director, Workplace Relations

- Support the effective management of the workplace relations function, including enterprise agreement interpretation, policy development and interpretation, and legislative compliance
- Provide strategic and operational advice to managers and senior leaders on complex and sensitive workplace relations matters, risks and workforce issues
- Support governance and oversight of employment conditions and payroll-related matters to ensure compliance, effective risk management and continuous improvement
- Foster constructive relationships with unions, employee representatives and key stakeholders to support consultation, engagement and effective issue resolution
- Analyse workforce trends and workplace relations risks, providing insights and recommendations to inform decision-making and organisational priorities
- Build organisational capability through coaching, training and guidance on workplace relations matters

- Lead and develop a high-performing team, setting clear expectations, building capability, and fostering a culture of collaboration, accountability and continuous improvement.

Assistant Director, Performance and Behaviour

- Manage complex and sensitive employee matters, including underperformance, workplace complaints and misconduct (preliminary inquiries and investigations)
- Develop and maintain strong working relationships with managers, employees and key stakeholders to foster constructive engagement, build trust and support effective issue resolution
- Provide advice, coaching and support to managers on performance and behaviour matters, ensuring compliance with the enterprise agreement, policies and procedures, and relevant legislation
- Assess risks and identify appropriate courses of action to support timely, fair and defensible decision-making
- Contribute to the continuous improvement of performance, conduct and integrity frameworks, policies, processes and practices
- Develop organisational capability through mentoring, coaching, training and guidance to managers and employees on performance and behaviour matters
- Lead and develop a high-performing team, fostering a culture of collaboration, accountability, professionalism and continuous improvement.

Role requirements/qualifications

As an Executive Level 1 leader, you will demonstrate strategic thinking, sound judgement and the ability to influence organisational outcomes in a complex and dynamic environment. You will build trusted relationships, provide high-quality advice, and deliver practical solutions that support both organisational objectives and a high-performing workforce.

To be successful in these roles, you will demonstrate:

- Demonstrated experience interpreting and applying employment legislation, enterprise agreements, policies and industrial instruments.
- Excellent judgement and the ability to operate with a high degree of autonomy, professionalism and discretion when managing sensitive and complex matters.
- Excellent communication, stakeholder engagement and relationship management skills, with the ability to build credibility, foster collaboration and influence outcomes at all levels.
- The ability to provide authoritative, risk-informed advice and recommendations on complex workplace issues, supporting effective and defensible decision-making.
- Strong analytical and problem-solving skills, with the ability to identify emerging risks, challenges and opportunities, and develop practical, sustainable and people-centred solutions.
- Demonstrated ability to lead teams, build capability and contribute to a culture of accountability, continuous improvement and high performance.

Desirable qualifications

- Relevant tertiary qualifications and/or professional certifications in a related and relevant discipline.

Eligibility

To be eligible to work with the NEMA you must:

- Be an Australian Citizen
- Fulfil the Agency's minimum requirements by satisfactorily answering all screening questions during the application process and successfully undergo a National Police Check
- Obtain and maintain a Baseline Vetting (AGSVA) security clearance
- Satisfy a probation period (if applicable)
- Undergo a health assessment (if applicable).

Notes

The Agency offers an attractive remuneration package, including salary, superannuation benefits and flexible working conditions appropriate to the level of the position.

If you have identified as having a disability, please indicate whether you require any support throughout the selection process. For further information please contact recruitment@homeaffairs.gov.au.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the National Emergency Management Agency

Who we are: NEMA works closely with local communities as well as state and territory governments to deliver the best outcome for communities across Australia. To help communities respond and recover, while preparing Australia for future emergencies, we: • fund programs and initiatives, big and small, that help communities in times of emergency, as well as to recover and prepare, including through disaster recovery funding and the Disaster Ready Fund to help reduce the risk and impact of disasters; • work with communities, industry and non-government organisations by connecting local Regional Support Officers and other NEMA staff right around Australia, to share lessons learnt, provide awareness on navigating government services, and gain community and industry-led ideas and concepts to inform strategic policy and planning; • provide national leadership to share knowledge, situational awareness, and trends in disaster efforts to inform, guide and shape the national picture and decision-making at the Commonwealth, state and local government level – including through policy development and strategy to improve risk reduction, resilience and recovery; and • provide round-the-clock all-hazards monitoring and operational coordination for domestic and international emergencies, including supply chain disruptions, critical infrastructure outages, biosecurity risks and widespread cyber-attacks, and through supporting preparedness and response activities, including through the operationalisation of the Australian Government Crisis Management Framework.

To Apply

Position Contact	Giorgina Strangio, -
Agency Recruitment Site	https://jobs.homeaffairs.gov.au/job-invite/142161/

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Industry, Science, Energy and Resources

Vacancy VN-0773544

Department of Industry, Science and Resources (DISR)

Closing Date:Friday 30 October 2026

National Measurement Institute
Analytical Services Laboratory Services Unit

Job Title	Senior Laboratory Services Officer
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	North Ryde NSW
Salary	\$102,072 - \$111,701
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site;Flexible
Office Arrangement Details	Flexible work arrangements are supported by the department, for more information on this please reach out to the contact officer.
Classification	APS Level 6
Position Number	1416_10/26
Agency Website	https://www.industry.gov.au/

Job Description

michelle.orldnski@measurement.gov.au

About the Department

The Department of Industry, Science and Resources and our broader portfolio are integral to the Australian Government's economic agenda. Our purpose is to help the government build a better future for all Australians through enabling a productive, resilient and sustainable economy, enriched by science and technology. We do this by:

- Growing innovative & competitive businesses, industries and regions
- Investing in science and technology
- Strengthening the resources sector.

The APS and the department offer a clear direction and meaningful work. You will be able to create positive impact in people's lives whilst contributing to improved outcomes for Australia and our people.

If you would like to feel a strong connection to your work and you are accountable, committed and open to change, join us in shaping Australia's future.

Please see the APSC's [APS Employee Value Proposition](#) for more information on the benefits and value of employment within the APS.

About the team

The National Measurement Institute (NMI) is the Australian Government's national authority on measurement. We play an important role in the Australian economy by leading, maintaining and regulating Australia's measurement system. We deliver world-class measurement products, advice and client services and administer the regulatory framework for measurement. Our national measurement standards are recognised internationally, and we work to enhance and maintain these standards.

We value the different skills, knowledge and perspectives our employees bring. We're committed to giving everyone an equal opportunity to participate, contribute and progress. Our values and behaviours centre around being Adaptable, Innovative, Accountable, Strategic, Inclusive and Influential.

The Analytical Services Branch (ASB) consists of a team of over 100 staff based in North Ryde and Port Melbourne. We are responsible for conducting chemical and biological measurement on a wide range of samples (including water, soil, food and pharmaceuticals). Performing a diverse

range of tests (including elements, nutrients, organic contaminants and microbiological parameters). We provide analytical solutions and technical expertise for a large set of private sector and government clients across the environmental, food and health sectors, enabling them to meet their business, research and regulatory compliance needs. We also work closely with the tertiary education sector in Australia and have a number of international stakeholders.

The Laboratory Services (LS) team within ASB is a team of approximately twelve staff across two sites – North Ryde and Port Melbourne. The primary responsibility of LS is providing operational, technical and administrative support to the daily activities of the Analytical Services Branch, by receiving and processing incoming samples, liaising with stakeholders and ensuring sample processing is followed correctly from receipt to disposal.

The opportunity

We are excited to offer an opportunity for an experienced and motivated professional to join our Laboratory Services team at North Ryde as a Senior Laboratory Services Officer.

Reporting to the Laboratory Services Manager, this role provides advanced administrative and technical support to Analytical Services across the North Ryde and Port Melbourne laboratories.

While primarily administrative in nature, the role requires a strong scientific background and a comprehensive understanding of laboratory operations. The position is highly collaborative, involving regular engagement with staff across both sites, and requires the skills, knowledge and capability required at the APS6 level standard.

Our ideal candidate

The candidate will ideally have:

- A Diploma/Degree in a science-related field and a minimum five years of relevant experience in an analytical laboratory.
- Demonstrated ability to supervise, mentor, coach and develop staff.
- Demonstrated understanding of NATA accreditation requirements, quality management systems and laboratory compliance standards.
- Excellent communication and interpersonal skills, with the ability to build effective working relationships with internal and external stakeholders.
- High attention to detail, with the ability to work accurately in a fast-paced environment while meeting quality standards and key performance indicators (KPIs).
- Excellent organisational and time management skills, with ability to prioritise competing demands and meet deadlines.
- Demonstrated ability to work both independently and collaboratively as part of a high-performing team.
- A proactive, flexible and customer-focused approach to service delivery

- Proven ability to demonstrate NMI values through accountability, adaptability, innovation, inclusion, influence and strategic thinking, while building positive and collaborative workplace relationships.
- Demonstrated commitment to fostering a positive, collaborative and high-performing team culture while supporting continuous improvement and operational excellence.

Duties

Key duties of the position include, but are not limited to:

- Provide day-day operational leadership and support to the Laboratory Services team.
- Assist with staff supervision and workflow co-ordination ensuring quality outputs and timely delivery of results.
- Support the training, mentoring and ongoing development of Laboratory Services staff.
- Provide complex administrative and technical support for Analytical Services operations.
- Coordinating the timely and accurate reporting of analytical results to clients, including LIMS report generation and distribution.
- Building effective relationships with internal and external stakeholders and responding to customer enquiries and service requirements.
- Contributing to operational decision-making, continuous improvement initiatives, and business process enhancements.
- Working collaboratively to achieve service standards and turnaround time targets.
- Supporting change management activities and implementing improvements to service quality and efficiency.
- Maintaining professional and technical knowledge through ongoing training and development.
- Reviewing, entering, and authorising outsourced laboratory results to ensure accuracy, quality, and compliance with established procedures.

Eligibility

To be eligible for employment in the APS and the department, candidates must be Australian Citizens.

Positions require a Baseline security clearance and successful candidates will be required to obtain and maintain a clearance at this level.

Notes

A merit pool may be established and used to fill future vacancies within 18 months from the date the vacancy was first advertised in the Gazette.

The department does currently offer flexible work opportunities for many roles. This role is primarily based on-site at NMI North Ryde, Sydney. Limited ad hoc work-from-home arrangements may be available, subject to operational requirements and manager approval. Please reach out to the contact officer to discuss this further.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable

where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Industry, Science and Resources (DISR)

The department's Enterprise Agreement and policies provide for a flexible working environment to assist staff balance their work and home life. Staff and managers work together to balance the operating needs of the department with the needs of the individual. Options may include full time/part time working arrangements, working from home or other arrangements. Our employees say they recommend our department as a good place to work. Our workplace is one that encourages and supports all employees to have a sense of belonging and a culture that allows them to bring their authentic selves to work every day. Our reconciliation vision supports a workforce with opportunities and career pathways for Aboriginal and Torres Strait Islander peoples. The vision allows them to feel empowered and helps to ensure that the department and broader community can benefit from the knowledge and experience of Australia's First Peoples. We encourage applications from people of all ages, abilities, nationalities and backgrounds including Aboriginal and/or Torres Strait Islander people, mature age, culturally and linguistically diverse people, people of the LGBTIQ+ community and people with disability. The department wants to give candidates the opportunity to demonstrate their full potential during a recruitment process. We encourage candidates who require any adjustments or support as part of the recruitment process to reach out and discuss them with the job's contact officer. Candidates are also welcome to contact our Inclusion team at inclusion@industry.gov.au for a confidential discussion if you identify from any of these diverse backgrounds and would like to discuss how we can support you.

To Apply

Position Contact	Michelle Orlinski, 03 9644 4886
Agency Recruitment Site	michelle.orkinski@measurement.gov.au

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Industry, Science, Energy and Resources

Vacancy VN-0773648

Geoscience Australia

Closing Date: Sunday 01 November 2026

Minerals, Energy and Groundwater Division
Groundwater and Regional Geoscience Geology and Stratigraphy
Foundations

Job Title	Director, Geology and Stratigraphy Foundations
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Symonston ACT
Salary	\$144,590 - \$180,193
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Flexible working arrangements will be considered in accordance with the Geoscience Australia Enterprise Agreement 2024–27
Classification	Executive Level 2
Position Number	19081
Agency Website	www.ga.gov.au

Job Description

<https://www.ga.gov.au/about/careers/current-vacancies>

Geoscience Australia values the lands, water and sky as we work to deepen a shared understanding of Country and Earth. We respect First Nations peoples and their enduring connection, contribution and obligations to Country. Reflecting on our shared history, we are committed to listen and learn.

About us

Geoscience Australia brings together science, data and technology to provide geoscience insights that inform decision-making by government and industry, support innovation, and contribute to Australia's safety, resilience and prosperity.

Our work spans the Australian continent, marine jurisdiction and Antarctic territory, from space to the Earth's core. We deliver national-scale data, services and infrastructure and work with partners to deepen understanding of Australia and respond to the opportunities and challenges facing our nation.

Our culture

Our strength lies in our people, including our diversity in backgrounds, skills and experiences, and the way we work together to respond to the emerging needs of our work. We value diversity in gender, backgrounds, culture, and experiences of our employees and are committed to providing an inclusive workplace culture that ensures everyone has equal opportunity to contribute, participate and progress. Applications from people who reflect this diversity are encouraged.

What we can offer you

At Geoscience Australia, you'll have the opportunity to contribute to nationally significant science, data and technology that makes a difference to Australia. You'll work alongside people with diverse expertise and experience, with opportunities to learn, develop and contribute to work with real-world impact.

We offer competitive employment conditions, flexible working arrangements and a range of benefits that support the wellbeing and development of our people. Click [here](#) to find out more.

Our team

The Minerals, Energy and Groundwater Division is at the centre of Geoscience Australia's contribution to Australia's net zero transition, resource security and long-term economic prosperity. Through nationally significant precompetitive geoscience, we help government, industry and communities understand Australia's mineral, energy and groundwater systems and make better decisions about the responsible development and management of the nation's resources.

The Groundwater and Regional Geoscience Branch brings together complementary national and regional capabilities. Our work includes national groundwater assessments that support responsible water use, climate resilience and resource development, as well as regional multi-commodity assessments that reduce exploration risk and identify new opportunities for critical minerals, strategic materials and other resources. We also play a key role in ensuring geoscience information is trusted, accessible and reusable through digital delivery, data stewardship and authoritative foundational datasets.

The Geology and Stratigraphy Foundations section provides the geological framework that underpins this work. We steward nationally important geological and stratigraphic information assets, including the Australian Stratigraphic Units Database, geological provinces information and related foundational datasets. Our work helps ensure that Geoscience Australia's science is built on consistent, trusted foundations and can be translated into products, services and advice that support investment, policy, planning and community decision-making.

This is an opportunity to lead a team whose work connects deep geological knowledge with national-scale impact: supporting discovery, enabling responsible resource development, improving access to public geoscience and helping shape the information foundations Australia needs for a prosperous and sustainable future.

The role

The Director, Geology and Stratigraphy Foundations is responsible for leading a newly established directorate that brings together geological, stratigraphic, data stewardship and user-centred delivery capabilities. The role provides strategic leadership for the stewardship, uplift and delivery of foundational geological and stratigraphic information assets that underpin Geoscience Australia's national datasets, scientific outputs and advice to government, industry and communities. The Director will ensure the section's work is shaped by the needs of government, industry and community users, translating foundational geological and stratigraphic information into trusted, decision-ready insights, products and services that support better decision-making.

The role leads work that improves how users discover, access, understand and apply geoscience information, using stakeholder engagement and human-centred approaches to ensure products and services are accessible, valuable and easy to use, and that geological information is translated into decision-ready insights for technical and non-technical audiences. This includes translating user needs into practical delivery priorities, supporting the design of products and services that connect science outputs with decision-making needs, and working across Geoscience Australia to ensure geological and resource information is accessible, discoverable, trusted and useful for technical and non-technical audiences.

The Director is a senior leader within the Minerals, Energy and Groundwater Division and will report to the Branch Head, Groundwater and Regional Geoscience. The role will work closely with science leaders, data specialists, digital delivery teams, enterprise capability areas, jurisdictional partners and other stakeholders to ensure foundational geoscience information is managed as a trusted national asset and translated into products and services that support informed decision-making.

Duties

In this role you will:

- Set the strategic direction for the Geology and Stratigraphy Foundations section, translating organisational priorities into clear plans, expectations and outcomes for the team.
- Lead stewardship and uplift of nationally significant geological and stratigraphic information assets, ensuring they are authoritative, accessible and fit for future use.
- Drive integrated delivery across science, data, digital and stakeholder engagement functions so geoscience information is shaped by user needs and supports decision-making.
- Build organisational capability by developing people, strengthening specialist expertise, managing resources and fostering a collaborative, inclusive and high-performing culture.
- Anticipate and manage risks, dependencies and emerging opportunities, providing timely and evidence-based advice to senior leaders and stakeholders.
- Represent Geoscience Australia with credibility, working productively with government, jurisdictional, research, industry and professional partners to advance shared outcomes.

To be successful in the role you will:

- Inspire a clear sense of purpose and direction, linking the work of the section to Geoscience Australia's strategic priorities and broader whole-of-government outcomes.
- Exercise sound judgement in complex and ambiguous environments, drawing on evidence, diverse perspectives and professional expertise to make balanced decisions.
- Cultivate productive working relationships, bringing people together across organisational boundaries to solve problems and deliver practical outcomes.
- Communicate with influence and integrity, adapting messages for technical and non-technical audiences and building trust through clear, accountable leadership.
- Model resilience, adaptability and ethical public sector leadership, supporting others through change while maintaining focus on quality, impact and delivery.

Required skills, knowledge, experience and/or qualifications

- Demonstrated experience leading multidisciplinary teams and delivering complex scientific, data, digital or policy-related work programs in a public sector, research, geoscience or comparable environment.
- Strong understanding of geoscience information, data stewardship, stratigraphy, geology, digital delivery or related scientific information systems, and their role in supporting authoritative national datasets and products.
- Highly developed leadership, communication and stakeholder engagement skills, including the ability to provide trusted advice, manage competing priorities and influence outcomes across organisational boundaries.

Are you unsure about applying?

Did you know that a Hewlett Packard internal report found that men apply for jobs when they meet an average of 60 per cent of the job requirements? Women and other people from diverse backgrounds tend to only apply when they check every box. If you think you have what it takes, but don't necessarily meet every single point on what we are looking for, please still apply or get in touch with the contact officer to learn more about the role.

To Apply

Please visit the [careers page](#) of our website to submit your application via our e-Recruit system. Your application should include:

- Your resume (no more than 3 pages)
- A brief statement (no more than 700 words) outlining your transferable skills, experience and capabilities related to the role and the value you would bring to Geoscience Australia.

If you have any questions regarding the role, please contact Laura Gow on (02) 6249 9605 or email Laura.Gow@ga.gov.au.

To learn more about applying for roles within the Australian Public Services please review, '[Applying for an APS job: cracking the code](#)'.

Use of AI in Recruitment

Geoscience Australia may use Microsoft Copilot to support limited administrative and preparatory aspects of the recruitment process. Artificial Intelligence is not used to assess or select candidates, and all decisions are human-led and based on merit.

Candidates must ensure their application reflects their own skills, experience and capabilities. Any use of AI must be responsible, transparent where required, and must not misrepresent their suitability for the role.

Candidates will be asked to disclose their use of AI when submitting an application and may also be asked to do so at various stages throughout the recruitment process.

Applicants are encouraged to familiarise themselves with the [Principles for candidate use of AI in recruitment](#), as well as the [Principles for agency use of AI in recruitment](#) which outline expectations for the responsible, ethical and transparent use of AI when applying for APS roles.

Eligibility

Eligibility

To be eligible to apply for this position you must meet the below eligibility criteria.

- Be an Australian Citizen at the closing date of application.
- The successful applicant must be able to obtain, hold and maintain a security clearance of an appropriate level relevant to this role.
- Commencement of employment is subject to the successful applicant undergoing and satisfying pre- employment screening, which includes a police history check.

Notes

Technical Assistance

If you require technical assistance, call our Recruitment team on (02) 6249 9777 or email recruitment@ga.gov.au

A merit list/pool may be created from this process. If you are successful for the merit pool, your details may be shared with other Australian Public Service agencies unless you choose not to have your details disclosed.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Geoscience Australia

Geoscience Australia is an Australian Government listed entity within the Industry, Innovation and Science portfolio. Geoscience Australia is Australia's pre-eminent public sector geoscience organisation. We are the nation's trusted advisor on the geology and geography of Australia. We apply science and technology to describe and understand the Earth for the benefit of Australia. We apply our diverse professional expertise, our deep and trusted knowledge, our national-scale Earth observation infrastructure and our strong partnerships, to the opportunities and challenges that face our nation. We value diversity in gender, backgrounds, culture, and experiences of our employees and are committed to providing an inclusive workplace culture that ensures everyone has equal opportunity to contribute, participate and progress. Applications from people who reflect this diversity are encouraged. We are committed to the health, safety and wellbeing of our employees and offer a flexible and diverse workplace.

To Apply

Position Contact	Laura Gow, (02) 6249 9605
Agency Recruitment Site	https://www.ga.gov.au/about/careers/current-vacancies

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Industry, Science, Energy and Resources

Vacancy VN-0773655

Net Zero Economy Authority

Closing Date: Sunday 01 November 2026

Regional Transformations
Various Various

Job Title	Regional Economic Development Officers (Various)
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT, Sydney NSW, Various locations - NSW NSW, Various locations - QLD QLD, Various locations - VIC VIC, Various locations - WA WA
Salary	\$91,909 - \$114,239
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Work From Home;Hybrid
Office Arrangement Details	Flexible working arrangements may be considered - please refer to Candidate Information Pack for more information.
Classification	APS Level 5;APS Level 6
Position Number	26/06_EXT
Agency Website	http://www.nzea.gov.au/

Job Description

<https://netzero.nga.net.au/>

About the Division

The Regional Transformation Division supports the Authority's mission to ensure workers, industries and communities benefit from Australia's transition to a net zero economy. Through a place-based approach, the Authority focuses on four of Australia's key transition regions, the Hunter, Latrobe-Gippsland, Collie and Central Queensland, to foster partnerships and mobilise actions that support sustainable economic and workforce outcomes.

As part of this, the Division also works to ensure First Nations peoples and communities are active participants in, and beneficiaries of, the opportunities created by the transition.

There are four regions' teams - Hunter, Latrobe-Gippsland, Collie and Central Queensland. Each team leads strategy and advice and coordinates engagement in one priority region. This includes identifying transition challenges and opportunities and working with government, non-government and community stakeholders to facilitate access to opportunities and delivery of associated supports.

About the Roles

The Division are looking to fill multiple Regional Economic Development Officer roles at both the APS 5 and APS 6 classifications in the Collie, Central Queensland and Hunters teams. Roles at the APS 6 level will be expected to have a higher level of responsibility in leading or coordinating work.

Duties

As a Regional Economic Development Officer, you will work closely with Assistant Directors to support the delivery of key projects relevant to the specific team/region.

These roles will represent the Authority in the specific region. They will support Authority objectives under the Authority's Business Plan, especially through strong policy, research and economic development skills. You will bring strong stakeholder engagement skills and the ability to navigate complex issues in a dynamic operating environment.

We are seeking strongly motivated and collaborative professionals who are passionate about supporting regional communities through Australia's net zero transformation and working on the challenges facing regional workers and communities. They will have a policy and economic background to support the team's objectives to drive industry and job growth whilst supporting workforce transitioning away from coal industries.

Ideal candidates will have strategic policy skills, including familiarity with Government systems and processes, and have interest in net zero, energy systems, economic development, industry and jobs growth, place-based policy and/or workforce support.

Ideal candidates will also need to be able to work productively and collaboratively with a geographically dispersed team.

Desirable Location

We are seeking to recruit people who currently reside in our priority regions, noting that in the Latrobe, Collie and Central Queensland these would be on a 100% remote working arrangement (work from home). We currently have offices in Canberra and Sydney, and in the Hunter, there is a small Newcastle presence. However, consideration based on location will determine whether the role will be remote or whether there is an expectation to work some days in the office.

For further details on the Teams in the Division and roles, including the specific duties, capabilities and behaviours to tailor your resume and pitch towards to put your best foot forward, please click the 'Apply Now' button to take you to the Authority's career page to the downloadable Candidate Information Pack.

Eligibility

Under section 22(8) of the [Public Service Act 1999](#), employees must be Australian citizens to be employed in the APS unless the Agency Head has agreed otherwise, in writing. To be eligible for a position at the Authority, you should be an Australian Citizen at the closing date of application, unless exceptional circumstances apply.

Successful applicants will be required to undergo the process to obtain and maintain or continue to hold the required security level for the role as indicated. All Authority staff are required to have a minimum baseline security clearance prior to commencement.

Successful applicants will be assessed through our pre-employment screening checks, including a Nationally Coordinated Criminal History Check, and will normally be subject to a six-month probation period if new to the APS, or if they have not yet completed their probation period elsewhere in the APS.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Net Zero Economy Authority

The Net Zero Economy Authority (the Authority) is established by the Net Zero Economy Act 2024 as a statutory agency. Its mission is to empower the regions, workers and communities most affected by Australia's transition to a net zero emissions economy to anticipate and respond to the risks and opportunities of the transition. The Authority is in the Department of Industry, Science and Resources Portfolio. It is led by an independent Board and Chief Executive Officer. To work toward our vision, we have defined three core missions that guide our efforts across the Authority: • Help workers in coal and gas facilities affected by the transition to prepare for and find new well paid, safe and secure jobs. • Support communities significantly affected by the transition to net zero to prosper, including through economic development and investment. • Be a trusted and influential voice to build understanding of, and shape policy on, the regional net zero transition. Find out more about Who We Are on the Net Zero Economy Authority website: <http://www.nzea.gov.au/>

To Apply

Position Contact	Joseph Phillips, 02 5154 1190
Agency Recruitment Site	https://netzero.nga.net.au/

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Industry, Science, Energy and Resources

Vacancy VN-0773667

Net Zero Economy Authority

Closing Date: Sunday 01 November 2026

Regional Transformation
Various Various

Job Title	Assistant Directors (Various) – Regional Economic Development, Strategy & Coordination, and Engagement
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT, Sydney NSW, Various locations - NSW NSW, Various locations - QLD QLD, Various locations - VIC VIC, Various locations - WA WA
Salary	\$130,638 - \$148,889
Future Merit Locations	Various locations - QLD, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Work From Home;Hybrid
Office Arrangement Details	Flexible working arrangements may be considered - please refer to Candidate Information Pack for more information.
Classification	Executive Level 1
Position Number	26/05_EXT
Agency Website	http://www.nzea.gov.au/

Job Description

<https://netzero.nga.net.au/>

About the Division

The Regional Transformation Division supports the Authority's mission to ensure workers, industries and communities benefit from Australia's transition to a net zero economy. Through a

place-based approach, the Authority focuses on four of Australia's key transition regions, the Hunter, Latrobe-Gippsland, Collie and Central Queensland, to foster partnerships and mobilise actions that support sustainable economic and workforce outcomes.

As part of this, the Division also works to ensure First Nations peoples and communities are active participants in, and beneficiaries of, the opportunities created by the transition.

There are four regions' teams - Hunter, Latrobe-Gippsland, Collie and Central Queensland. Each team leads strategy and advice and coordinates engagement in one priority region. This includes identifying transition challenges and opportunities and working with government, non-government and community stakeholders to facilitate access to opportunities and delivery of associated supports.

About the Roles

We are looking to fill a number of Assistant Director roles across the Division, who will lead workstreams within Regional Economic Development, Strategy and Coordination, and Engagement. These roles provide a unique opportunity to contribute to a key Australian Government priority by supporting economic transformation and growth, with a particular focus on opportunities arising from Australia's energy transition and evolving energy policy landscape.

Duties

Assistant Directors are expected to work under limited direction with accountability for outcomes that are relevant to the specific role and may manage a small team of staff.

Assistant Directors are encouraged to take a leadership role within the broader Branch and Division and across the Authority. This may be as part of a surge team, by supporting and motivating others, engaging with the Executive, representing the Authority and the Commonwealth externally, or working independently with key stakeholders, including State and Local Governments, unions and industry.

We are seeking motivated and collaborative professionals who are passionate about supporting regional communities through Australia's net zero transformation. Candidates will bring strong strategy, delivery, and stakeholder engagement skills, sound judgement and the ability to navigate complex issues in a dynamic operating environment. We welcome applications from candidates who can demonstrate relevant skills, experience and a commitment to supporting regional transition outcomes.

Our ideal candidates understand Commonwealth policy particularly how it relates to supporting industry and jobs growth in NZEA priority regions. They are able to quickly understand complex problems and are able to provide high level advice to senior leadership regarding emerging policy issues or opportunities.

Desirable Location

We are seeking to recruit people who currently reside in our priority regions, noting that in the Latrobe, Collie and Central Queensland these would be on a 100% remote working arrangement (work from home). We currently have offices in Canberra and Sydney, and in the Hunter, there is a small Newcastle presence. However, consideration based on location will determine whether the role will be remote or whether there is an expectation to work some days in the office.

For further details on the Teams in the Division and roles, including the specific duties, capabilities and behaviours to tailor your resume and pitch towards to put your best foot forward, please click the 'Apply Now' button to take you to the Authority's career page to the downloadable Candidate Information Pack.

Eligibility

Under section 22(8) of the [Public Service Act 1999](#), employees must be Australian citizens to be employed in the APS unless the Agency Head has agreed otherwise, in writing. To be eligible for a position at the Authority, you should be an Australian Citizen at the closing date of application, unless exceptional circumstances apply.

Successful applicants will be required to undergo the process to obtain and maintain or continue to hold the required security level for the role as indicated. All Authority staff are required to have a minimum baseline security clearance prior to commencement.

Successful applicants will be assessed through our pre-employment screening checks, including a Nationally Coordinated Criminal History Check, and will normally be subject to a six-month probation period if new to the APS, or if they have not yet completed their probation period elsewhere in the APS.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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understanding of, and shape policy on, the regional net zero transition. Find out more about Who We Are on the Net Zero Economy Authority website: <http://www.nzea.gov.au/>

To Apply

Position Contact	Chloe Meyer, 02 5154 1137
Agency Recruitment Site	https://netzero.nga.net.au/

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Infrastructure, Transport, Regional Development and Communications

Vacancy VN-0773611

National Archives of Australia

Closing Date: Sunday 01 November 2026

Government Information and Collection Management Digital Archives
Preservation and Research

Job Title	Director, Digital Archives Preservation and Research
Job Type	Full-Time, Ongoing
Location	Parkes ACT, Mitchell ACT, Sydney NSW, Brisbane QLD, Melbourne VIC, Adelaide SA, Perth WA
Salary	\$147,889 - \$160,006
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Requests for flexible working arrangements can be assessed on a case by case basis
Classification	Executive Level 2
Position Number	32634
Agency Website	https://www.naa.gov.au/about-us/our-organisation

Job Description

<http://careers.naa.gov.au/cw/en/listing/>

National Archives is seeking an experienced digital preservation or archival professional to lead the Digital Archives Preservation and Research team and support the long-term preservation and accessibility of our digital archival collection.

The Director provides high level analysis and strategic advice on emerging digital archiving and digital preservation issues and challenges, and leads the development and continuous improvement of digital archiving and digital preservation standards, policies and practices to ensure the effective management of the digital archival collection, with a focus on born-digital records.

The position requires proven leadership capability and a strong strategic focus, the capacity to build and sustain productive relationships with a wide range of stakeholders, and the ability to identify priorities, pursue innovative approaches and achieve results.

Duties

Under broad direction the main duties of the role are to:

- Lead and manage the DAPR section to achieve organisational objectives in accordance with the National Archives' strategic directions, outcome and outputs framework, legislative framework and other policies
- Deliver high-level analysis and strategic advice on emerging digital archiving and digital preservation issues and challenges.
- Lead the development, review and continuous improvement of digital archiving and digital preservation standards, policies and practices to ensure the effective management of the digital national archival collection, with a focus on born-digital records.
- Apply and maintain understanding of digital preservation and digital archiving practices and tools to provide leadership, strategic advice and drive innovation.
- Represent National Archives and build and maintain productive working relationships and networks with internal and external stakeholders, national and international cultural institutions, government agencies and the digital archiving community.
- Inspire and lead a high-performing team, fostering a culture of collaboration, accountability, and continuous improvement.

Eligibility

Applicants must be Australian citizens and be able to obtain and maintain a security clearance to Baseline Level.

Notes

Appropriate qualifications or experience in digital archiving or digital preservation are highly desirable.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the National Archives of Australia

The National Archives of Australia has a skilled and diverse workforce. We value our people, performance, integrity and service. We encourage applications from Aboriginal and Torres Strait Islander people, people with a disability and people from every cultural and linguistic background. National Archives has a presence in all state and territory capital cities. Our national office and exhibition spaces are in Canberra, and all centres offer public reading rooms where visitors are able to examine original records. Some offices are co-located with the state or territory archives, providing one-stop public access. National Archives collection is housed in several repositories located around Australia. We offer a high standard of service as outlined in our service charter. If you would like to join our team, we invite you to apply for this vacancy.

To Apply

Position Contact	Celia Blake, -
Agency Recruitment Site	http://careers.naa.gov.au/cw/en/listing/

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Infrastructure, Transport, Regional Development and Communications

Vacancy VN-0773614

National Archives of Australia

Closing Date: Sunday 01 November 2026

Strategy, Governance and Capability Property and Physical Security

Job Title	Facilities Manager
Job Type	Full-Time, Ongoing
Location	Chester Hill NSW
Salary	\$88,834 - \$96,829
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	Due to the nature of the role, you will be required to work on site at our Chester Hill office. Requests for flexible working arrangements can be asse
Classification	APS Level 5
Position Number	32557
Agency Website	https://www.naa.gov.au/about-us/our-organisation

Job Description

<http://careers.naa.gov.au/cw/en/listing/>

National Archives is looking for a capable Facilities Manager to join our Property and Physical Security section.

The role is to assist the Assistant Director Facilities Manager Northern in managing the delivery of the NSW office. This includes activities such as the delivery of repairs and maintenance programs, management of assets (includes purchasing, disposal, stocktaking) and supervisor staff.

Duties

Under limited direction the main duties of the role are to assist and support the Assistant Director Facilities Management Northern in managing the delivery of facilities services to the NSW Office and other states such as QLD, NT or WA if required. This includes the following tasks:

- Monitor the delivery and performance of the building maintenance service contracts facilitated by the landlord
- Monitor the delivery of repairs and maintenance programs, including the building management control system to maintain environmental conditions; and attendance to urgent minor maintenance issues when requested.
- Coordinate the replacement, planning, purchasing, disposal, stocktaking and maintenance of National Archives owned physical assets, including the security of these assets.
- Coordinate associated corporate services (fleet management, stationery and mail room etc.)
- Work closely with staff of other sections of the National Archives and liaise with suppliers, contractors and building owners.
- Monitor the building emergency and control systems to ensure appropriate security, health and safety for staff, visitors and the building. This includes out of hours monitoring, attendance to site and callout duties.
- Coordinate the delivery of facilities projects and services with both internal and external stakeholders, within budget, tight time frames including maintenance and infrastructure contracts and projects.
- Supervise, mentor, and assist with the development of staff.

Eligibility

Applicants must be Australian citizens and be able to obtain and maintain a security clearance at the Negative Vetting 1 clearance level.

Notes

The successfully applicant must be able to attend the site during emergencies outside core business hours.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

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To Apply

Position Contact	Steve Harvey, 02 9782 4912
Agency Recruitment Site	http://careers.naa.gov.au/cw/en/listing/

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Prime Minister and Cabinet

Vacancy VN-0773677

Northern Land Council

Closing Date: Thursday 05 November 2026

Governance, Strategy & Communications
Strategy & Advocacy

Job Title	Senior Policy Advisor - APO NT
Job Type	Full-Time, Non-Ongoing
Location	Berrimah NT
Salary	-
Future Merit Locations	Berrimah
Office Arrangement	On Site
Office Arrangement Details	On-Site
Classification	
Position Number	DS51
Agency Website	www.nlc.org.au

Job Description <https://jobs.nlc.org.au/job-details/query/Senior+Policy+Advisor+-+APO+NT+/in/Australia/9829976/>

Be a Voice for Change. Shape Policy That Matters.

The Northern Land Council (NLC) is looking for a strategic and passionate **Senior Policy Advisor - APO NT** to drive policy reform and advocacy on issues that matter to Aboriginal people and communities. Apply your research, policy and advocacy expertise to the priorities of Aboriginal Peak Organisations Northern Territory (APO NT). Work with member organisations to develop policy positions and support reforms that advance Aboriginal people's aspirations and Closing the Gap outcomes

Duties

As the **Senior Policy Advisor - APO NT** at the Northern Land Council, you will work with APO NT member organisations, government and sector stakeholders to develop strategic advice and advocacy. Reporting to the Manager Strategy and Advocacy, you will translate evidence and agreed priorities into clear policy recommendations.

Key responsibilities include:

- Developing policy positions, submissions and strategic advice on key issues.
- Undertaking policy research, analysis and monitoring emerging trends and reforms.
- Leading advocacy initiatives and influencing government decision-making.
- Building and maintaining strong relationships with member organisations and stakeholders.
- Supporting Closing the Gap priorities and initiatives that strengthen Aboriginal community control.

Eligibility

You are a skilled policy professional with experience developing evidence-based policy advice and influencing complex reform agendas. You are comfortable engaging with diverse stakeholders, building productive partnerships and translating research and analysis into strategic recommendations. Most importantly, you are committed to supporting Aboriginal-led solutions and advancing outcomes for Aboriginal people and communities.

In addition to this, you will have: -

- Bachelor level qualifications in Public Policy, Law, Economics, Social Sciences or a related discipline, or equivalent relevant experience.
- Minimum four years' experience in policy analysis, research, advocacy or a related field.
- Strong understanding of the National Agreement on Closing the Gap and associated policy issues affecting Aboriginal communities.
- Highly developed research, analytical and written communication skills, including preparation of policy papers, submissions and briefings.
- Demonstrated ability to build and maintain effective relationships with Aboriginal organisations, government agencies and key stakeholders.

For a full copy of the Position Description refer to the link provided below.

Notes

What's in it for you?

At the NLC, you'll be part of a purpose-driven organisation committed to supporting Traditional Owners and Aboriginal communities across the Northern Territory. You'll work alongside passionate professionals and sector leaders, contributing to policy reform initiatives that have genuine and lasting impact. We offer a supportive workplace culture, opportunities for professional development and the chance to influence some of the most significant Aboriginal affairs policy issues in the Northern Territory.

We offer:

- A base salary of **\$119,571 per annum** plus **15%** superannuation paid on Base and District Allowance.
- **Salary sacrificing** up to \$15,900 + Meal Entertainment and Holiday Accommodation benefit up to \$2,650 per year.
- Other benefits under our Enterprise Agreement include:
- **District allowance** of up to \$5,064 (DA2) per annum for individuals with dependents and \$2,777 (DA1) without dependents.
- Generous leave provisions **5 weeks annual leave**, 18 days personal leave;
- **Paid Christmas** close down;

- Upon completion of 12 months of service an **Annual airfare** with a net (in hand) value of \$3,453;

Interested applicants should send a copy of their CV along with a cover letter outlining why you are interested in this position and what relevant skills and expertise you will bring to this role?

The Northern Land Council is committed to increasing Aboriginal and Torres Strait Islander employment. This position is a prioritised position and Aboriginal and/or Torres Strait Islander applicants who meet the selection requirements will be given priority consideration in accordance with the NLC's Special Measures provisions and Section 8(1) of the Racial Discrimination Act 1975.

For further queries, please contact Ged Shearer on 0408 856 249

Applications Close: Thursday 5 November 2026

About the NLC:

The Northern Land Council (NLC) is an independent statutory authority of the Commonwealth. The NLC is established under the Aboriginal Land Rights Act (NT) 1976 and its purpose is to serve its constituents who are Traditional Owners (TOs) and other Aboriginal people living in their region. Cultural knowledge and lived experience are central to the work that we do here at NLC. We are committed to enhancing Aboriginal peoples social, political and economic participation by supporting their aspirations and amplifying their voices on a range of issues impacting on their lands, seas, culture and communities.

About the Northern Land Council

To Apply

Position Contact	Ged Shearer – Senior Policy and Advocacy Officer, 0408856249
Agency Recruitment Site	https://jobs.nlc.org.au/job-details/query/Senior+Policy+Advisor+-+APO+NT+/in/Australia/9829976/

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Social Services

Vacancy VN-0773584

National Disability Insurance Agency

Closing Date: Sunday 01 November 2026

Chief People and Wellbeing Officer Division
Safety, Wellbeing and Security Branch Wellbeing Innovation Strategy and
Engagement

Job Title	Executive Level 1 Clinical Support Opportunities (Professional Stream)
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Various locations - NSW NSW, Various locations - QLD QLD, Various locations - VIC VIC, Various locations - SA SA, Various locations - NT NT, Various locations - WA WA, Various locations - TAS TAS
Salary	\$136,404 - \$150,167
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible; Hybrid
Office Arrangement Details	Positions may be offered for working from home, split offering under hybrid, or may be flexible
Classification	Executive Level 1
Position Number	1080_10/26_EXT
Agency Website	https://www.ndis.gov.au

Job Description

<https://www.ndis.gov.au/about-us/careers-ndia>

Our participants, Our people, Our purpose

Currently, there are around 5.5 million Australians with a disability. The National Disability Insurance Agency (NDIA) implements the National Disability Insurance Scheme (NDIS), which is one of the biggest social reforms in the country since Medicare. As an Agency, we support participants with a significant and permanent disability, and the families and carers of those living

with disability. For many Australians, this will be the first time they receive the disability support they need. The NDIA is designed to enhance the quality of life and increase economic and social participation for people with disability and will mean a peace of mind for every Australian.

A new role awaits

The NDIA is establishing a new Clinical Support Team to strengthen participant safeguarding and support staff navigating complex, sensitive and psychologically demanding situations. This enterprise-wide clinical capability will provide specialist clinical and psychosocial expertise to support safe decision-making, strengthen workforce capability and promote consistent responses to complex participant matters.

We are seeking experienced professionals for the following Executive Level 1- Assistant Director roles:

EL1 Assistant Director - Psychology Capability Advisor (Professional Stream)

EL1 Assistant Director - Psychosocial Responder (Professional Stream)

These roles will work as part of a developing multidisciplinary capability and may contribute across different areas of the Agency as priorities, functions and service delivery arrangements evolve.

About you

You are an experienced professional who can apply sound judgement and communicate clearly in complex or sensitive situations. You understand trauma-informed and psychologically safe practice and can translate your professional expertise into practical, evidence-informed advice and support. You are comfortable working collaboratively across multidisciplinary teams and can adapt as priorities and ways of working evolve within a developing capability. Depending on the role, you will bring strong capability in specialist clinical advice, psychosocial risk and workforce capability, or participant engagement, psychosocial assessment, early intervention and risk-informed support. These roles may involve exposure to distressing or sensitive participant circumstances. The NDIA provides controls and wellbeing supports including professional supervision, reflective practice, peer support, debriefing opportunities and broader employee wellbeing initiatives.

Applying for these roles

When applying, please indicate which role you wish to be considered for as your first preference:

- Psychology Capability Advisor
- Psychosocial Responder

Where you meet the eligibility and qualification requirements, you *may* be considered for both roles as part of this recruitment process.

Please ensure you upload evidence of the mandatory qualification relevant to the role/s you are applying for. Applications without evidence of the required qualification will not be considered.

For further information about each role, including responsibilities, mandatory requirements and working arrangements, please refer to the relevant attached Position Descriptions.

For more general information about the NDIA, working with us and what to expect during the recruitment process, please refer to the Candidate Pack.

Your NDIA Experience

We work as one team. We are accepting, diverse and driven. We take a shared approach to making progress. We welcome and support each other and encourage different ideas, insights and opinions. We empower and enable each other to be our best. We collaborate, connect and work together to create a workplace that makes us proud. And while we're based far and wide across the country, we make sure nobody feels they are out on their own.

- You will work for a socially inclusive and culturally diverse workplace
- Access to higher superannuation and above market leave entitlements
- Competitive remuneration and working conditions that support a positive work life balance
- Access to ongoing professional development and learning

Duties

Where you can add value

Across these roles, you will contribute to safe, trauma-informed, person-centred and evidence-informed practice and help strengthen the way the NDIA responds to psychosocial risk and complex participant situations.

Depending on the role, you will:

- provide specialist clinical or psychosocial advice in complex, high-risk or sensitive situations
- support safe decision-making, early intervention and appropriate escalation
- identify psychosocial risks and emerging trends
- apply trauma-informed and psychologically safe approaches

- strengthen workforce capability through professional guidance, consultation, education and reflective practice
- work collaboratively with multidisciplinary teams and stakeholders
- contribute to organisational learning, psychosocial risk management and continuous improvement.

EL1 Assistant Director - Psychology Capability Advisor

As an EL1 Assistant Director - Psychology Capability Advisor, you will provide specialist psychology or occupational therapy advice and guidance to staff and leaders managing complex, high-risk or psychologically demanding situations.

You will apply trauma-informed and evidence-informed practice to support psychosocial risk management, escalation and appropriate organisational responses. You will also analyse emerging risks and trends and contribute specialist expertise to workforce wellbeing, prevention initiatives and psychologically safe work practices.

A key part of the role will be strengthening workforce capability through professional guidance, education, training, consultation and reflective practice.

Mandatory qualifications and experience

To be considered for this role, you must have:

- an accredited tertiary qualification in Psychology or Occupational Therapy
- current registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- a minimum of three years' post-qualification experience in mental health, disability, organisational wellbeing or complex allied health settings
- Australian citizenship and the ability to obtain and maintain the required security clearance.

EL1 Assistant Director - Psychosocial Responder

As an EL1 Assistant Director - Psychosocial Responder, you will engage directly with participants experiencing distress, vulnerability or complex circumstances to understand their psychosocial needs and provide practical, early-intervention support.

You will assess psychosocial risks and participant safety concerns and support engagement, de-escalation, safety planning, referrals and appropriate escalation. You will also provide guidance to NDIA staff and leaders involved in participant responses and work with internal stakeholders and external services to coordinate appropriate support pathways.

You will contribute to safe and consistent professional practice through clear documentation, professional supervision, reflective practice and continuous improvement.

Mandatory qualifications and experience

To be considered for this role, you must have:

- current AHPRA registration and/or eligibility for membership with the Australian Association of Social Workers (AASW)
- a minimum of three years' post-qualification clinical experience in mental health, disability, community services, psychosocial support or a related field
- Australian citizenship and the ability to obtain and maintain the required security clearance.

Please note: The EL1 Psychosocial Responder operates within a rostered service delivery environment between 6:30 am and 7:30 pm, Monday to Friday, with employees working 7.5-hour rostered shifts.

Eligibility

- See information on mandatory requirements and eligibility for each role under the role title within the 'Position Duties' section.
- Successful candidates will be required to undergo a pre-employment National Police History check and provide evidence of Australian Citizenship. Failure to do so may jeopardise your offer of employment.
- In addition to these checks, a Worker Screening Check issued by the relevant State/Territory worker screening unit will also be required for any role for which the normal duties are likely to require more than incidental contact with people with disability.
- As part of the selection process, candidates may be required to undertake psychometric testing alongside other assessment methods used to evaluate candidates' suitability for the role

Notes

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About the National Disability Insurance Agency

The NDIS provides funding to eligible people with disability to gain more time with family and friends, greater independence, access to new skills, jobs, or volunteering in their community, and an improved quality of life. The NDIS also connects anyone with disability to services in their community. This includes connections to doctors, community groups, sporting clubs, support groups,

libraries and schools, as well as providing information about what support is provided by each state and territory government. The NDIS now supports over 500,000 Australians with disability to access the services and supports they need. This includes supporting approximately 80,000 children with developmental delay, ensuring they receive supports early so that they achieve the best outcomes throughout their lives.

To Apply

Position Contact	Jasmin Robertson, 03 8359 1533
Agency Recruitment Site	https://www.ndis.gov.au/about-us/careers-ndia

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Social Services

Vacancy VN-0773673

National Disability Insurance Agency

Closing Date: Sunday 01 November 2026

Chief People and Wellbeing Officer Division
Safety Wellbeing and Security Branch Wellbeing Innovation Strategy
Engagement

Job Title	EL2 Clinical Support Leadership Opportunities (Professional Stream)
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Various locations - NSW NSW, Various locations - QLD QLD, Various locations - VIC VIC, Various locations - SA SA, Various locations - WA WA, Various locations - NT NT, Various locations - TAS TAS
Salary	\$146,894 - \$166,775
Future Merit Locations	Various locations - TAS, Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - NT, Various locations - SA
Office Arrangement	Flexible;Hybrid
Office Arrangement Details	Positions may be offered for working from home, split offering under hybrid, or may be flexible
Classification	Executive Level 2
Position Number	1081_10/26_EXT
Agency Website	https://www.ndis.gov.au

Job Description

<https://www.ndis.gov.au/about-us/careers-ndia>

Our participants, Our people, Our purpose

Currently, there are around 5.5 million Australians with a disability. The National Disability Insurance Agency (NDIA) implements the National Disability Insurance Scheme (NDIS), which is one of the biggest social reforms in the country since Medicare. As an Agency, we support participants with a significant and permanent disability, and the families and carers of those living with disability. For many Australians, this will be the first time they receive the disability support they need. The NDIA is designed to enhance the quality of life and increase economic and social participation for people with disability and will mean a peace of mind for every Australian.

A new role awaits

The NDIA is establishing a new Clinical Support Team to strengthen participant safeguarding and to support staff navigating complex, sensitive and psychologically demanding situations. This enterprise-wide clinical capability will provide specialist clinical and psychosocial expertise to support safe decision-making, strengthen workforce capability and promote consistent responses to complex participant matters.

We are seeking experienced professionals for the following Executive Level 2 – Director roles:

- EL2 Director - Psychology Capability Lead (Professional Stream)
- EL2 Director - Psychosocial Response Lead (Professional Stream)

These roles will work closely together but have distinct areas of responsibility. As the capability continues to develop, the functions may operate across different areas of the Agency in response to emerging priorities and the needs of participants and staff.

About you

You are an experienced professional who responds calmly and compassionately in complex or sensitive situations. You bring strong professional judgement, communication and risk assessment skills and can provide clear guidance when situations are challenging or uncertain. You understand trauma-informed, person-centred and psychologically safe practice and can translate your professional expertise into practical advice for clinical and non-clinical audiences. Depending on the role, you will also bring strong capability in clinical governance and professional supervision, or people leadership and operational service delivery. You will be comfortable working in a developing capability where priorities and ways of working may evolve as the function becomes established across the Agency. These roles may involve exposure to distressing or sensitive participant circumstances. The NDIA provides a range of controls and wellbeing supports, including professional supervision, reflective practice, peer support and debriefing opportunities.

Applying for these opportunities

When applying, please indicate which role you wish to be considered for as your first preference:

- Psychology Capability Lead
- Psychosocial Response Lead
- Where you meet the eligibility and qualification requirements, you may be considered for both roles as part of this Recruitment process.

Please ensure you upload evidence of the mandatory qualification relevant to the role/s you are applying for. Applications without evidence of the required qualification will not be considered.

For further information about each role, including responsibilities, mandatory requirements and working arrangements, please refer to the relevant attached Position Description.

For more general information about the NDIA, working with us and what to expect during the recruitment process, please refer to the Candidate Pack.

As part of the selection process, candidates may be required to undertake psychometric testing alongside other assessment methods used to evaluate candidates' suitability for the role.

Your NDIA Experience

We work as one team. We are accepting, diverse and driven. We take a shared approach to making progress. We welcome and support each other and encourage different ideas, insights and opinions. We empower and enable each other to be our best. We collaborate, connect and work together to create a workplace that makes us proud. And while we're based far and wide across the country, we make sure nobody feels they are out on their own.

- You will work for a socially inclusive and culturally diverse workplace
- Access to higher superannuation and above market leave entitlements
- Competitive remuneration and working conditions that support a positive work life balance
- Access to ongoing professional development and learning

Duties

Across these roles, you will help establish and strengthen an enterprise-wide capability focused on safe, trauma-informed, person-centred and evidence-informed practice.

EL2 Director - Psychology Capability Lead

As the EL2 Director - Psychology Capability Lead, you will provide senior psychological expertise and clinical governance leadership across the Clinical Support Team. You will provide authoritative advice on complex or escalated matters, oversee clinical governance and professional practice arrangements, and help ensure appropriate supervision, quality assurance and professional standards are maintained. You will also use clinical insights to strengthen psychosocial risk management, organisational learning and development, early intervention and psychologically safe work practices across the Agency.

To be considered for this role, you must have the following mandatory qualifications and experience:

- an accredited tertiary qualification in Psychology
- current registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- a minimum of five years' post-qualification clinical experience in mental health, allied health, disability or organisational wellbeing
- Psychology Board of Australia (PsyBA) Board Approved Supervisor status, or the ability to obtain and maintain this credential
- Australian citizenship and the ability to obtain and maintain the required security clearance.

EL2 Director - Psychosocial Response Lead

As the EL2 Director - Psychosocial Response Lead, you will lead the day-to-day operation and professional practice of the Psychosocial Response Team, supporting safe, consistent and trauma-informed responses to complex participant situations. You will coordinate service delivery, workloads and rostering while providing senior psychosocial guidance and acting as a key escalation point for complex, high-risk or sensitive participant matters. You will support your team to deliver safe and consistent practice, strengthen professional capability and identify emerging risks and insights that can inform broader organisational learning and improvement.

To be considered for this role, you must have the following mandatory qualifications and experience:

- a relevant accredited tertiary qualification in mental health or a related discipline, such as Psychology or Social Work
- current AHPRA registration and/or eligibility for Australian Association of Social Workers (AASW) membership, as applicable
- a minimum of five years' post-qualification experience in mental health, disability, community services, social services or a related setting
- experience providing senior psychosocial support, professional guidance and advice in complex, high-risk or sensitive environments
- Australian citizenship and the ability to obtain and maintain the required security clearance.

Please note: The EL2 Director - Psychosocial Response Lead role operates within a rostered service delivery environment between 6:30 am and 7:30 pm, Monday to Friday, with employees working 7.5-hour rostered shifts.

Eligibility

- See information on mandatory requirements and eligibility for each role under the role title within the 'Position Duties' section.
- Successful candidates will be required to undergo a pre-employment National Police History check and provide evidence of Australian Citizenship. Failure to do so may jeopardise your offer of employment.
- In addition to these checks, a Worker Screening Check issued by the relevant State/Territory worker screening unit will also be required for any role for which the normal duties are likely to require more than incidental contact with people with disability.
- As part of the selection process, candidates may be required to undertake psychometric testing alongside other assessment methods used to evaluate candidates' suitability for the role

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

The NDIS provides funding to eligible people with disability to gain more time with family and friends, greater independence, access to new skills, jobs, or volunteering in their community, and an improved quality of life. The NDIS also connects anyone with disability to services in their community. This includes connections to doctors, community groups, sporting clubs, support groups, libraries and schools, as well as providing information about what support is provided by each state and territory government. The NDIS now supports over 500,000 Australians with disability to access the services and supports they need. This includes supporting approximately 80,000 children with developmental delay, ensuring they receive supports early so that they achieve the best outcomes throughout their lives.

To Apply

Position Contact	Jasmin Robertson, 03 8359 1533
Agency Recruitment Site	https://www.ndis.gov.au/about-us/careers-ndia

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Veterans' Affairs (part of the Defence Portfolio)

Vacancy VN-0773623

Australian War Memorial

Closing Date: Sunday 01 November 2026

National Collection Collection Services

Job Title	Senior Conservator - Objects
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Mitchell ACT
Salary	\$99,734 - \$111,701
Future Merit Locations	Mitchell
Office Arrangement	Flexible
Office Arrangement Details	We support a range of flexible work arrangements in accordance with our Teamwork Agreement
Classification	APS Level 6
Position Number	26-138
Agency Website	https://www.awm.gov.au/get-involved/employment

Job Description

<https://www.awm.gov.au/get-involved/employment>

The Senior Objects Conservator provides specialist expertise in the assessment, analysis, treatment and preservation of collection materials to support the long-term stewardship of the National Collection. The position implements contemporary conservation processes to lead the survey, remedial treatment, preventive conservation, hazard mitigation and documentation for a diverse range of objects, including but not limited to metals, ceramics, wood, plastics, glass and stone. The position supervises staff, contractors and volunteers and participates in Section and Memorial management activities as required.

The Senior Objects Conservator also leads the preparation of the National Collection in support of the Memorial's exhibitions and loans programs. The role is also responsible for managing the position of the New Acquisitions Conservator role that runs the freezer program, anoxic treatments, rehousing and documentation in coordination with other conservation labs and the broader Collection Services team.

Duties

- Under general direction from the Manager, Conservation Laboratories, manage the daily operations of the Objects Conservation laboratory, including the development and implementation of the Memorial's conservation and preservation programs, and Work Health and Safety compliance.
- Manage the work of Object and New Acquisition Conservation staff, contractors, volunteers and interns and assist with their training and development.
- Maintain contemporary knowledge of and perform conservation practices and undertake research and scientific analysis to determine the authenticity, composition, condition and

deterioration processes of objects in the Memorial's National Collection and related collections where appropriate.

- Document all condition, conservation and preservation activities on the Memorial's Collection Management System.
- Effectively identify and manage risks inherent in collection and subsequent risk to staff in keeping with the Memorial's Standard Operating Procedures and Collection Management Plans.
- Liaise with, and help, other conservation labs as required, such as with the conservation of textiles, large technology, painted objects, paper and photographic collections.
- Participate in multi-disciplinary teams for the delivery of the Memorial's exhibition and loans program and other projects, establishing and maintaining liaison with other staff responsible for the preservation, care, development and use of collection material, especially regarding the storage, handling and display of objects.
- Provide conservation and preservation advice to other sections of the Memorial, professional colleagues and to the wider community.
- Conduct manual handling tasks including movement of a wide range of objects and collection material including but not limited to art and heraldry collections.
- Lead and contribute to a healthy and functioning workplace culture, upholding the APS Code of Conduct and the Memorial's Values and Behaviours.

Eligibility

- Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).
- All applicants external to AWM that are offered employment will be required to successfully undergo a National Police Check, even if they currently hold a security clearance. The check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

Mandatory Requirements

- Ability to obtain and maintain a Negative Vetting Level One security clearance.

Desirable Qualifications/Experience

- Tertiary qualifications in conservation are highly desirable, as well as considerable practical experience as a professional object conservator.

Notes

A merit pool of suitable applicants may be created which may be used to fill future ongoing and non-ongoing vacancies should they become available over the next 18 months.

Successful applicants engaged into the APS will be subject to a probation period.

The Memorial is committed to workplace diversity and maintains an environment that values the contribution of people from different backgrounds and experiences. The Memorial welcomes applications from Aboriginal and Torres Strait Islander people, veterans, mature age people, people from diverse backgrounds, and people with a disability.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian War Memorial

The Australian War Memorial combines a shrine, a world-class museum, and an extensive archive. The Memorial's purpose is to commemorate the sacrifice of those Australians who have died in war or on operational service and those who have served our nation in times of conflict. Its mission is leading remembrance and understanding of Australia's wartime experience.

To Apply

Position Contact	Robert Fisher, (02) 6206 9862
Agency Recruitment Site	https://www.awm.gov.au/get-involved/employment

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Veterans' Affairs (part of the Defence Portfolio)

Vacancy VN-0773457

Job Title	Assistant Secretary, Integrity Capability Branch and Integrity Operations Branch
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Canberra ACT, Brisbane QLD, Darwin NT, Hobart TAS, Melbourne VIC, Perth WA, Sydney NSW, Adelaide SA
Salary	-
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA, Adelaide
Office Arrangement	Flexible
Office Arrangement Details	We support a range of flexible work arrangements in accordance with our Enterprise Agreement.
Classification	Senior Executive Service Band 1
Position Number	EXT-2026-5265
Agency Website	https://www.dva.gov.au/about-us/careers/jobs

Job Description

<https://dvajobs.nga.net.au/cp/index.cfm?event=jobs.home>

DVA is seeking to fill two ongoing SES Band 1 Assistant Secretary positions within the Provider Integrity Division:

- Assistant Secretary, Integrity Capability Branch and
- Assistant Secretary, Integrity Operations Branch.

Candidates may be considered for one or both roles.

Assistant Secretary, Integrity Capability Branch

The Assistant Secretary, Integrity Capability Branch, leads DVA's enterprise provider integrity capability, overseeing the development of integrity frameworks, risk models, intelligence functions and data-driven detection methodologies. The role establishes the foundational settings, governance and strategic capability necessary for effective prevention, early detection and proportionate response across the provider integrity system.

Assistant Secretary, Integrity Operations Branch

The Assistant Secretary, Integrity Operations Branch, leads DVA's operational compliance, audit, pre-payment integrity, investigations and specialist forensic functions. The role ensures operational capability is effective, proportionate, intelligence-led and aligned to DVA's service delivery obligations to veterans and families.

OUR IDEAL CANDIDATE

To be a strong contender for these roles, you will need to be a leader with a substantial policy or program management background and demonstrated record of achievement in the provision of strategic advice to Government. You will have substantial experience engaging with integrity processes and relevant agencies, and applying risk, intelligence and evidence to prevent, detect and respond to non-compliance, fraud or misconduct in government programs.

Your intellectual rigor, client focused approach, and ability to manage competing demands and work to tight deadlines will be complemented by excellent communication skills, an understanding of the expectations of Ministers and a personal style that engenders trust and respect. Experience in program integrity or assurance will be highly regarded.

Duties

The Assistant Secretary, Integrity Capability Branch will:

- Provide strategic leadership across Capability & Assurance, Detection, and Intelligence sections to build an integrated, forward-looking integrity capability.
- Shape and deliver DVA's enterprise integrity strategy, ensuring integrity is embedded across program, policy and operational design ("integrity by design").
- Lead the development of a strong governance, assurance and performance culture within the branch.
- Provide advice to senior executives and Ministers on integrity risk, intelligence insights, program vulnerabilities and system-wide mitigation strategies.

The Assistant Secretary, Integrity Operations Branch will:

- Provide strategic leadership across Education & Compliance, Pre-Payment Compliance, Investigations and Forensic Accounting sections.
- Ensure operational priorities are driven by intelligence, risk and detection outputs from the Integrity Capability Branch.
- Establish and mature operational governance, decision-making frameworks and triage processes to support consistent and proportionate compliance outcomes.
- Provide authoritative advice to senior executives and Ministers on compliance risk, operational priorities, investigative outcomes and enforcement pathways.
- Lead the growth and development of an operational workforce, ensuring high professional standards and strong integrity culture.

HOW TO APPLY

Executive Intelligence Group accepts applications via our website.

When you apply, your details will be saved in your personal, confidential account. Should you apply for any future roles through us, you will not have to re-enter this information. If at any time your personal details change you can update this via your account. It is important to us that you find our website easy to use. If you have any feedback on how we can make the website more user friendly to assist you in completing an application or downloading candidate information, please let us know.

At **Executive Intelligence Group**, we respect the confidentiality of the personal information you provide to us and understand that your privacy is critical.

To review our Privacy Policy please click here:

<https://executiveintelligencegroup.com.au/privacy-policy/>

Important things to note:

- When you apply for the first time, please create an account and make a note of your username and password;
- For subsequent applications, you will need to log in to your account and submit your application along with your CV and statement of claims/pitch. I.e. you will need to submit an application for **EVERY** vacancy you are interested in - submitting one application does **NOT** mean you will automatically be considered for other vacancies with **Executive Intelligence Group**.
- You will be required to enter your statement of claims directly into the online application form. You do not need to upload your statement of claims as a separate document.
- Please have your current CV ready to upload in a single document. In your CV, it is useful for you to provide a quick snapshot of the key responsibilities you have had in each role over the last 5 years;
- You will have an opportunity to review, edit and print your application before you submit. However, once your application is submitted you will not be able to make any changes;
- Once you have submitted your application, you will receive an automated email. In the event that you do not receive an automated email confirming your application has been submitted please ensure you contact us as there may be an issue with your application lodgement;
- If you do not hear from us about the progress of your application within 3 weeks from the close date, please contact us for an update; and
- If at any time, you wish to withdraw from this process you will need to send an email to admin@execintell.com.au to let us know. You are unable to withdraw your application directly from the website.

We can be contacted on 02 6232 2200 or admin@execintell.com.au.

Please note: our office hours are Monday – Friday between 9.00am and 5.00pm. If you have any queries on the advertised position/s or how to apply, please contact us during these times and before applications close.

How to apply online:

1. Go to the Executive Intelligence Group website and navigate to the Vacancies page (<http://www.executiveintelligencegroup.com.au/vacancies/>);
2. Find the vacancy you are interested in applying for and click 'More Info'. This will enable you to download the candidate information pack. This will assist you on how approach your application;
3. When you are ready to apply, find the vacancy you are interested in applying for and click 'Apply';
4. Read the information about applying and press 'Start';
5. This is where you will create your account if you are applying for the first time. If you have used our system previously you can log in with your user name and password;
6. From here you will be guided through an online application form;
7. At the end of the form you will be prompted upload your CV. You **MUST** have your name referenced within the document/s you upload. Please note you should have this already saved in a single document it is preferable to keep the file name of the document short and without symbols for example: **Surname First Name Ref No Job**. Where possible please upload your CV in PDF format, we are also able to accept documents in Word format.
8. If you wish to change any of the sections before you submit you can click on the 'Summary' table on the right-hand side which will take you to the specific page;
9. Submit your application; and
10. You will receive an automatic email with a copy of your application.

Eligibility

- Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).
- Any successful candidate external to DVA offered employment will be required to undergo a pre-engagement screening check, even if they have a security clearance. The screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.
- Any successful candidate will also be required to obtain and/or maintain a Negative Vetting 1 (AGSVA) security clearance as a minimum.

Notes

A merit pool of suitable applicants may be created which may be used to fill future ongoing and non-ongoing vacancies should they become available over the next 18 months.

Successful applicants engaged into the APS will be subject to a probation period.

DVA embraces and fosters a culture that supports diversity, inclusion and respect, where people are empowered to fulfil their potential. We welcome people with diverse skills, experiences, perspectives and backgrounds. We are dedicated and committed to attracting and recruiting

Aboriginal and Torres Strait Islander peoples and encourage applications from people with disability, people that identify as LGBTQIA+ and people from culturally and linguistically diverse backgrounds. Take on a rewarding, varied, and broad career with an Australian Public Service Department that can bring balance and flexibility to your working life, while supporting you to stay connected to your community.

DVA is committed to improving the data skills and capability of our workforce to underpin our goal of becoming a leading data-driven organisation.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

This vacancy has been identified to participate in VetPaths. The Australian Public Service (APS) values the unique skills, perspectives, and experiences that veterans gain during their Australian Defence Force (ADF) employment and encourage veterans to apply. Support may be available to veterans transitioning to meaningful APS careers through participation in VetPaths, which offers veterans an opportunity to participate in a six month program offering formal learning and development, career mentoring and activities for wellness and peer supports. For more visit: <https://www.dva.gov.au/vetpaths> This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Veterans' Affairs

The Department of Veterans' Affairs (DVA) exists to fulfil the nation's duty to support our serving and ex-serving Australian Defence Force members and their families. We do this through programs of care, compensation, commemoration, income and Defence support services. Our aim is to enhance self-sufficiency, quality of life, financial wellbeing and community recognition for those we support. DVA is both a policy and service delivery agency. We have strong relationships with Australian ex-service organisations, Federal and State Government agencies and the veteran community. DVA's vision is to honour veterans, and empower them and their families to continue life after service, within a society that understands and values their military service and their ongoing contribution to the community.

To Apply

Position Contact	Karina Duffey at Executive Intelligence Group, (02) 6232 2200
Agency Recruitment Site	https://dvajobs.nga.net.au/cp/index.cfm?event=jobs.home

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Australian Renewable Energy Agency

Closing Date: Friday 06 November 2026

Job Title	Chief Executive Officer
Job Type	Full-Time, Non-Ongoing
Location	Sydney NSW, Canberra ACT, Melbourne VIC
Salary	-
Future Merit Locations	Sydney, Canberra, Melbourne
Office Arrangement	Hybrid
Office Arrangement Details	Hybrid
Classification	Statutory Appointment
Position Number	001
Agency Website	https://arena.gov.au/

Job Description

<https://arena.gov.au/about/careers/>

Shape Australia's Energy Future

Location: Sydney preferred; Canberra or Melbourne considered

Appointment: Full-time statutory 3 year appointment

Remuneration: Determined by the Commonwealth Remuneration Tribunal

Duties

The Australian Renewable Energy Agency (ARENA) is seeking an outstanding Chief Executive Officer to lead the organisation through its next phase of growth and impact, accelerating innovation, investment and commercialisation in Australia's energy transition.

Established in 2012, ARENA is a corporate Commonwealth entity that supports the development and deployment of renewable energy and related technologies. ARENA has been provided with

over \$14 billion of funding to date, supporting more than 850 projects. The organisation plays a critical role in addressing technology and commercial barriers, unlocking private investment and advancing Australia's energy transformation.

Reporting to the ARENA Board, the Chief Executive Officer will provide strategic leadership, oversee the agency's investment portfolio and operations, and build productive relationships across government, industry, investors and the research community.

The successful candidate will bring substantial executive leadership experience, sound commercial and investment judgement, and a demonstrated ability to deliver complex programs and outcomes. Experience across energy, infrastructure, technology, investment or government will be highly regarded, together with an understanding of innovation, emerging technologies and their commercial application.

As an accomplished and collaborative leader, you will demonstrate integrity, sound judgement, political awareness and the ability to engage effectively with Ministers, senior government stakeholders and industry. You will foster a high-performing, inclusive and innovative culture, embracing digital transformation and artificial intelligence to strengthen organisational capability.

This is an exceptional opportunity to lead a nationally significant organisation and contribute directly to Australia's clean energy future.

Eligibility

The Chief Executive Officer is appointed by the responsible Commonwealth Minister on the recommendation of the ARENA Board, in accordance with the *Australian Renewable Energy Agency Act 2011*.

The appointment is for a term of an initial three years, with remuneration determined by the Commonwealth Remuneration Tribunal.

Applicants must be Australian citizens. Applications from Aboriginal and Torres Strait Islander peoples and candidates from diverse backgrounds are strongly encouraged.

For further information, including a confidential discussion or to obtain the Candidate Position Specification, please contact Heidrick & Struggles.

Notes

ARENA is at the forefront of Australia's renewable energy transition, funding and supporting innovative solutions that make real impact. By investing in cutting edge technologies, sharing insights with the market and collaborating with industry leaders, we're accelerating progress towards a cleaner, more sustainable future. Every role here contributes to meaningful change and shapes Australia's transition to renewable energy. Join our purpose-driven team where innovation thrives and your work matters. With a values driven culture built on knowledge sharing and impact, we offer an advancing environment where you can grow your skills, expand your expertise in the renewable energy sector and make a lasting positive impact. The Australian Renewable Energy Agency (ARENA) is a corporate Commonwealth entity. ARENA was established on 1 July 2012 under the Australian Renewable Energy Agency Act 2011 (the ARENA Act). ARENA has offices based in Canberra, Sydney and Melbourne and we promote a hybrid flexible working environment where we can.

To Apply

Position Contact	Heidrick & Struggles, NA
Agency Recruitment Site	https://arena.gov.au/about/careers/

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Climate Change, Energy, the
Environment and Water

Vacancy VN-0773641

Bureau of Meteorology

Closing Date:Sunday 01 November 2026

Community Services
Decision Support Services

Job Title	NT Community Engagement Officer/Lead
Job Type	Full-Time;Part-Time, Ongoing
Location	Darwin NT
Salary	\$99,734 - \$132,713
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	On Site
Office Arrangement Details	Community Engagement roles are place based due to nature of work with partners
Classification	APS Level 6;Executive Level 1
Position Number	60017059
Agency Website	

Job Description

<https://bomcareers.nga.net.au/>

The Community Engagement team strengthens two-way engagement and knowledge sharing with communities across Australia. Our goal is to support people to prepare for and respond to natural hazards, helping build resilience in a changing climate.

We work with community organisations, emergency management agencies and government partners, using collaborative and human-centred approaches to engagement. We focus particularly on communities that may face greater disaster risk due to higher exposure to hazards, increased vulnerability or reduced capacity to prepare and respond.

As a Community Engagement Officer in the Northern Territory, you will lead and deliver community engagement initiatives from planning and partnership development through to implementation and evaluation. Your work will span the diverse climates and hazard environments of the Territory, from the tropical north to the arid centre.

You will work closely with partners to support communities across the Northern Territory, with a particular focus on remote and very remote communities, First Nations peoples, multicultural communities, transient populations and visitors.

As part of the Decision Support Services Program, you will collaborate with the Bureau's Hazard Preparedness and Response team in Darwin and contribute to broader Bureau priorities across the Northern Territory.

At the EL1 level, the role also includes leadership responsibilities focused on national strategy, collaboration and capability development.

To be successful in this role, you will have excellent relationship-building skills and a demonstrated ability to work collaboratively with diverse stakeholders. You will be adaptable, outcomes-focused and comfortable working in a dynamic environment. Experience in community engagement is essential, and experience working with First Nations peoples is highly regarded.

Duties

The responsibilities of the role include but are not limited to:

Applicable to APS6 and EL1

1. Develop and maintain effective partnerships with communities and stakeholders to support preparedness for, and response to, weather-related hazards.
2. Lead the planning, delivery and evaluation of locally relevant community engagement initiatives that support two-way engagement and knowledge sharing.
3. Gather, analyse and communicate community insights to improve understanding of community needs and inform the continuous improvement of Bureau products and services.
4. Implement evaluation activities to measure and report on the effectiveness and impact of community engagement initiatives.
5. Represent the Bureau at Territory-based committees, forums, events and stakeholder meetings.
6. Maintain an understanding of weather and climate hazards in the Northern Territory and contribute to operational response activities during significant weather events, as agreed.
7. Share community insights and engagement outcomes internally to strengthen staff understanding of the communities they serve and promote the work of the Community Engagement team.

Additional responsibilities for EL1

1. Lead the Bureau's national strategic approach to community engagement with First Nations peoples, including developing partnership frameworks, national priorities and coordinated delivery approaches across jurisdictions.
2. Provide leadership within the Community Engagement team by contributing to strategic planning, governance, risk management, capability development and organisational culture.
3. Provide guidance, mentoring and support to team members and contribute to a collaborative, high-performing team environment.
4. Identify and influence opportunities for community engagement to support broader Bureau and government priorities.

All staff

1. Comply with all Bureau work health and safety policies and procedures and take reasonable care for your own health and safety, and that of others who may be affected by your actions.

Eligibility

A degree or diploma of an Australian educational institution, or a comparable overseas qualification, which is appropriate to the duties; OR other comparable experience or qualifications, which are appropriate to the duties.

Skills and experience in community engagement is essential, with experience in engagement with First Nations peoples being highly regarded.

Notes

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Bureau of Meteorology

The Bureau of Meteorology is one of the few organisations that touches the lives of all Australians and all Australia, every day. The Bureau works across Australia and remote islands, providing services from the Antarctic to beyond the equator, and from the Indian Ocean to the Pacific. We are Australia's national weather, climate and water agency, in the Agriculture, Water and Environment portfolio of the Australian Government, operating under the authority of the Meteorology Act 1955 and the Water Act 2007. We provide data, information, knowledge, insight and wisdom to help Australians prepare and respond to the realities of their natural environment, including droughts, floods, fires, storms, tsunami and tropical cyclones. Our products and services include observations, forecasts, analysis and advice covering Australia's atmosphere, water, oceans and space environments. We undertake focused scientific research in support of our operations and services. Through regular forecasts, warnings, monitoring and advice, we provide one of Australia's most fundamental and widely used public services. We have strong relationships with our customers, partners and stakeholders in Australia, including the Australian Community and the emergency services sectors, all-levels of Government, and focus sectors including aviation, agriculture, energy and resources, national security and water.

To Apply

Position Contact	Cherie Stitz, 0407 873 878
Agency Recruitment Site	https://bomcareers.nga.net.au/

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Climate Change, Energy, the Environment and Water

Vacancy VN-0773539

Department of Climate Change, Energy, the Environment and Water (DCCEEW)

Closing Date: Friday 30 October 2026

Australian Antarctic
Expeditioner Services Polar Medicine Unit

Job Title	Medical Screening Coordinator
Job Type	Full-Time, Ongoing
Location	Hobart TAS
Salary	\$80,371 - \$87,496
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible
Office Arrangement Details	Flexible - working from home some days each week and this may be negotiated. The employee will need to work in the office/onsite regularly.
Classification	APS Level 4
Position Number	2026/2477
Agency Website	https://www.dcceew.gov.au/

Job Description <https://dcceewjobs.nga.net.au/?jati=9E132819-081D-53E7-127E-ED63D8D5F085>

The Australian Antarctic Division (AAD) is part of the Commonwealth Department of Climate Change, Energy, the Environment and Water. As primary agency for Australia's Antarctic Program (AAP), the AAD is responsible for achieving the Australian Government's Antarctic goals. These goals are to:

- Maintain the Antarctic Treaty System and enhance Australia's influence within it.
- Protect the Antarctic environment.
- Understand the role of Antarctica in the global climate system.
- Undertake scientific work of practical, economic and national significance.

The AAD also has responsibility for administering the Australian Antarctic Territory and the Territory of Heard Island and McDonald Islands.

The Expeditioner Services branch provides comprehensive support for expeditioners, encompassing recruitment, onboarding, training, performance management, as well as medical and organizational psychological services and offboarding.

The Polar Medicine Unit, as part of the Expeditioner Services Branch, delivers comprehensive healthcare services to Australia's Antarctic Program. This is done by management recruitment and training of Antarctic medical and other healthcare personnel, the provision of medical supplies and logistics.

Duties

This role offers the opportunity to play a role in supporting Australia's Antarctic Program by coordinating medical screening and readiness activities for expeditioners and staff. You will develop valuable skills in medical administration, stakeholder engagement, records management and operational coordination while working closely with medical practitioners, contractors and a diverse range of internal and external stakeholders. The position offers a rewarding opportunity to make a meaningfully contribution to the safety, wellbeing and operational readiness of expeditioners deployed to Antarctic.

- Coordinate medical arrangements for personnel participating in Australia's Antarctic Program.
- Organise travel arrangements associated with testing and screening arrangements.
- Follow up outstanding medical tests and results.
- Liaise regularly with other members of the PMU and Expeditioner Services on medical requirements and outcomes.
- Ensure the secure and confidential management of medical records, including digital storage, access, transfer and Electronic Medical Record update and archiving.
- Arrange reconciliation and payment of medical accounts and reimbursement from external agencies and individuals.
- Raise debit advice notices and maintain records of outstanding commitments.
- Ability to learn the processes associated with medical screening for individuals participating in Australia's Antarctic Program.
- Effective communication and interpersonal skills; including the ability to deal with individuals on a range of sensitive and confidential matters.
- Well-developed coordination and organisational skills; as demonstrated by the capacity to meet regular deadlines, plan workloads in advance and balance competing priorities during peak workload periods.
- Well-developed awareness of medical concepts and specialist medical terminology.
- Develop good working relationships with internal and external stakeholders.
- Attend regular meetings with medical screening contractor for problem solving and process improvement toward KPI assessment and reporting.

For detailed information about the job-specific capabilities for this role, please view the Job Description which can be downloaded from our website - the **Apply Now** link will take you there.

Eligibility

Citizenship - to be eligible for employment with the Department of Climate Change, Energy, the Environment and Water you must be an Australian citizen.

Security Clearance - this position requires a **Baseline Vetting** security clearance. You will be required to obtain and maintain a clearance at this level.

Pre-employment checks - your suitability for employment will be assessed through a pre-employment screening process. This process includes a requirement to undergo and satisfy a National Police Check, referee checks, character clearance and where required a pre-employment medical assessment, specified mandatory qualification(s) validation and a probation period.

Notes

We currently have one vacancy available for immediate filling. A merit pool for filling the same or similar position may be established at the conclusion of this selection process.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Department of Climate Change, Energy, the Environment and Water (DCCEEW)

To Apply

Position Contact	Allison Turner, 03 6232 3302
Agency Recruitment Site	https://dcceewjobs.nga.net.au/?jati=9E132819-081D-53E7-127E-ED63D8D5F085

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Communications and the Arts

Vacancy VN-0773662

Australian Communications and Media Authority

Closing Date: Sunday 01 November 2026

Communications Infrastructure
Licensing and Infrastructure Safeguards Monitoring and Compliance

Job Title	Assistant Manager - Monitoring and Compliance
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Canberra ACT, Melbourne VIC, Sydney NSW
Salary	\$121,755 - \$134,116
Future Merit Locations	Various locations - ACT, Various locations - NSW, Various locations - VIC, Various locations - WA, Various locations - QLD, Various locations - TAS, Various locations - NT, Various locations - SA
Office Arrangement	Flexible;Hybrid
Office Arrangement Details	Flexible working arrangements such as working from home days may be considered.
Classification	Executive Level 1
Position Number	1432-2026-1
Agency Website	http://www.acma.gov.au

Job Description

<https://www.acma.gov.au/careers>

The Australian Communications and Media Authority (ACMA) is an independent Commonwealth statutory authority responsible for the regulation of broadcasting, radiocommunications, telecommunications and some online content.

This work underpins our vision for a connected, informed and entertained Australia.

Who we are

Communications Infrastructure Division

The Communications Infrastructure Division manages the planning and availability of radiofrequency spectrum. It manages the issue and renewal of licences for broadcasting, radiocommunications and telecommunications services, in addition to monitoring the compliance of services with technical standards and licence conditions.

Licensing and Infrastructure Safeguards Branch

The Licensing and Infrastructure Safeguards Branch is responsible for the issue and renewal of licences for broadcasting, radiocommunications and telecommunications services, monitoring and compliance activities for services and devices with technical standards and licence conditions. The Branch also oversees various telecommunications infrastructure matters, including technical regulation, carrier licensing, submarine cable and carrier infrastructure deployment arrangements.

Monitoring and Compliance section

The Monitoring and Compliance team is responsible for monitoring and compliance activities

for radiocommunications and telecommunications services and devices with technical standards and licence conditions. The section also oversees compliance with telecommunications infrastructure deployment matters including carrier infrastructure deployment and industry code compliance arrangements.

About the role

This role offers the opportunity to lead staff and contribute to nationally significant regulatory outcomes that protect the Australian community. Whether your expertise is in investigations and regulatory practice or technical spectrum management, you will work across a diverse range of issues, develop staff capability, influence regulatory outcomes and contribute to the effective operation of Australia's communications and radiocommunications regulatory frameworks.

Working collaboratively with the Section Manager and other senior staff, you will help deliver regulatory priorities, manage risks associated with spectrum interference and non-compliance, and support safeguards that protect the Australian community.

Duties

Depending on your skills, experience and area of expertise, you may undertake some or all of the following activities:

- Lead and support regulatory, compliance, investigation or spectrum monitoring activities, including complaints assessment, evidence gathering, analysis and the application of statutory powers where appropriate.
- Contribute to compliance and enforcement outcomes, including the development of regulatory responses and escalation of matters where required.
- Prepare and review briefs, investigation reports, advice, procedures and other regulatory or operational documentation.
- Lead or oversee desktop, field-based or technical monitoring activities to assess compliance and manage risks to the communications environment.
- Apply legislation, regulatory frameworks and policy to complex matters, including emerging issues and new regulatory requirements.
- Build and maintain productive relationships with internal and external stakeholders, including industry, government agencies and community representatives.
- Contribute to project, program and business management activities that support section, branch and agency priorities.

Eligibility

To be eligible for employment with ACMA, applicants must be Australian citizens.

A Certificate IV in Government Investigations (or equivalent recognised qualification), or the demonstrated ability and willingness to obtain the qualification within 12 months of commencement in the role.

The successful candidate will also be required to obtain and maintain a Baseline level security clearance. More information on the security clearance vetting process is available on the [Australian Government Security Vetting Agency \(AGSVA\)](#) website.

Notes

Suitable candidates will be placed in a merit pool from this selection process and may be used to fill similar ongoing roles in other areas of ACMA. Non-ongoing opportunities may be offered as a specified term.

RecruitAbility applies to this vacancy. Under the RecruitAbility scheme you will be invited to participate in further assessment activity for the vacancy if you choose to apply under the scheme; declare you have a disability; and meet the minimum requirements for the job. For more information visit: <https://www.apsc.gov.au/recruitability>. This initiative/program is only applicable where the successful applicant will be employed under the Public Service Act 1999. Similar conditions may apply when employed under other Acts. For clarification please contact the advertising agency.

About the Australian Communications and Media Authority

ACMA is Australia's regulator for broadcasting, some online content, radiocommunications and telecommunications. We work with industry and government, locally and internationally, so that Australians can enjoy the best and most innovative media and communications services in a fair, responsible, safe and productive way. The ACMA provides a supportive and respectful work environment that values the diversity of our employees. Our three main offices are in Canberra, Melbourne and Sydney. Visit acma.gov.au for more information on joining our team.

To Apply

Position Contact	Melissa Moroney, 03 9963 6782
Agency Recruitment Site	https://www.acma.gov.au/careers

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