



Australian Government

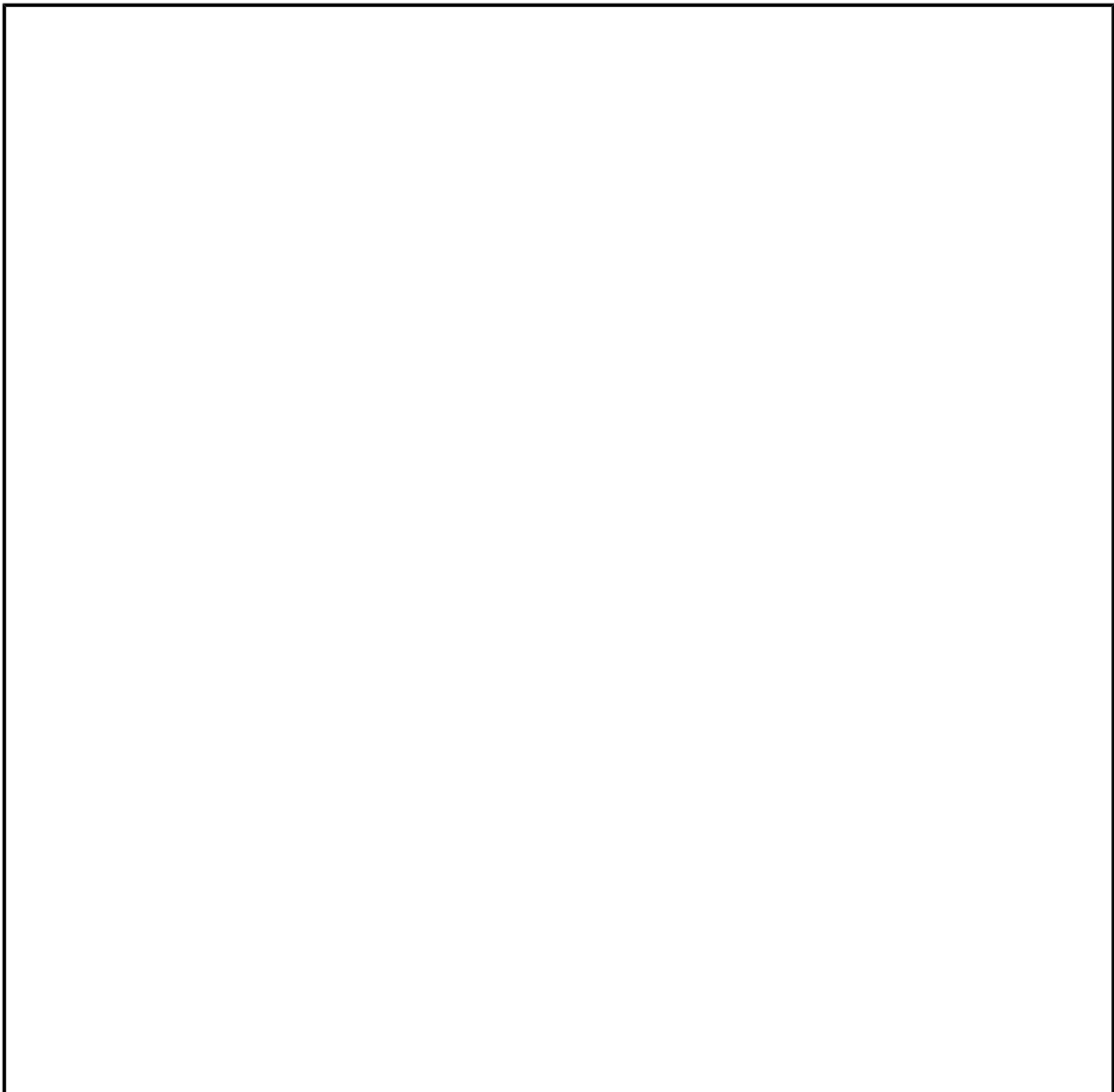
**Commonwealth of Australia
APSJobs - Vacancies Daily
PS49 Daily Gazette Monday - 08 December
2025.pdf**

Published by Commonwealth of Australia

APSJobs - Vacancies Daily

This electronic document contains notifications of Vacancies now being advertised daily. These notices will also be published in the electronic Public Service Gazette PS49 Weekly Gazette Thursday - 11 December 2025.pdf.

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>



The date of publication of this Gazette is PS49 Daily Gazette Monday - 08 December 2025.pdf. The date of publication establishes the date the vacancy was notified in the Gazette for the purpose of 25(1)(b) of the Australian Public Service Commissioners Directions 2022.

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

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Vacancies

Vacancy VN-0765674

Defence Housing Australia

Closing Date: Tuesday 06 January 2026

Development & Construction
Property Development & Construction

Job Title	Site Manager
Job Type	Full-Time;Part-Time, Ongoing;Non-Ongoing
Location	Darwin NT
Salary	\$122,963 - \$150,065
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;Hybrid
Office Arrangement Details	Flexible working arrangements may be negotiated in accordance with the DHA Enterprise Agreement
Classification	Executive Level 1
Position Number	493791
Agency Website	https://www.dha.gov.au/

Job Description

<https://careers.dha.gov.au/>

DHA is seeking an experienced Site Manager to join the Development and Construction Team. Apply now to enjoy a rewarding career at DHA!

About us

DHA was established in 1988 following passage of the Defence Housing Australia Act 1987 (DHA Act) to provide adequate and suitable housing for, and housing related services to, members of

the Australian Defence Force (ADF) and their families. We remain committed to our purpose of providing housing, and housing related services, to ADF members and their families to support Defence's operational needs.

DHA manages an expanding portfolio of housing solutions and provides housing for over 17,200 ADF members and their families and administers rent allowance for more than 16,000 ADF members and their families in private rental accommodation. DHA provides housing related services advising on eligibility, providing posting support, and managing bookings and allocation services for all DHA provisioned housing and on-base accommodation to approximately 60,000 ADF members.

To find out more about DHA, please refer to our [website](#) or read our latest [Annual Report](#).

Duties

About your team

The Property Group ensures DHA maintains the right mix of properties to meet Defence requirements, through leasing, acquisition, and development.

The Development and Construction team delivers residential projects across Australia, overseeing all phases from planning to completion. The team is committed to compliance, safety, and stakeholder engagement, with a particular focus on projects in environmentally and culturally sensitive locations. Our mission is to provide high-quality, compliant housing solutions for Defence personnel and their families.

About the role

The Site Manager is responsible for the day-to-day management of development and construction activities at Darwin sites, ensuring all works comply with safety, environmental, and heritage requirements. The role works closely with contractors, internal teams, and First Nations stakeholders to deliver projects to the highest standards.

Eligibility

Employment with DHA is conditional on successful applicants demonstrating that they are an Australian citizen, meeting the required medical standards, and obtaining and maintaining a security clearance at the required level.

Notes

Benefits for working at DHA include:

- 15.4% superannuation

- Generous leave entitlements, including 18 days personal leave and 20 days annual leave per year
- Work-life balance and flexible working options
- A positive workplace culture where you can bring your whole self to work
- Opportunities to broaden your industry knowledge and experience
- Career progression and opportunities
- ADF partner employment conditions when posting to a new location

For information on [DHA's Employee Value Proposition](#), visit our website.

This is an Ongoing Engagement, a merit pool will be established to fill any future vacancies

Note: All successful applicants are required to be eligible to complete a Baseline Vetting security clearance for consideration of the Australian Government Security Vetting Agency (AGSVA)

How to apply

Apply now via our [online careers site](#) with your current resume and a 500-word one page pitch, addressing the requirements of the role. We recommend you read the Australian Public Service Commission's Cracking the Code guidance on how to write your response. Additionally, you should consider the expected behaviours described in the Australian Public Service Commission's Integrated Leadership System at this role's level.

For further information on the position, please refer to the Candidate Information Pack through the [online careers site](#).

Applications close: 11:55pm AEST 06 January 2026.

Any questions? Please contact Brendan O'Brien – General Manager Development and Construction

Brendan.O'Brien@dha.gov.au / 0407 481 567

Order of Merit

A merit pool will be established from this process which will be valid for 18 months from the date of advertising. This merit pool may be used throughout this period to fill similar positions in the event positions become vacant.

Inclusion and Diversity

DHA is committed to building an inclusive and diverse workforce. We welcome applications from across our community including, Aboriginal and Torres Strait Islander peoples, women, people with disability, people from culturally and linguistically diverse backgrounds, those who identify as LGBTIQ+, ex-defence members, mature aged employees and carers.

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 agency.

About the Defence Housing Australia

At Defence Housing Australia, we provide quality housing and related services to Defence members and families. In doing this, we support the operational, recruitment and retention goals of the Department of Defence. To meet our Defence housing obligations, we are active in Australian residential housing markets, acquiring and developing land, and constructing and purchasing houses. Our staff are located in 19 offices in regional centres and nearby Defence outposts throughout Australia.

To Apply

Position Contact	Brendan O'Brien, 0407 481 567
Agency Recruitment Site	https://careers.dha.gov.au/

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Vacancy VN-0765680

Federal Circuit and Family Court of Australia

Closing Date: Monday 15 December 2025

FCFCOA
Office of the Chief Executive Officer and Principal Registrar Indigenous
Operations, Policy & Support

Job Title	Indigenous Family Liaison Officer
Job Type	Full-Time, Ongoing
Location	Townsville QLD
Salary	\$84,228 - \$91,809
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	Work From Home;On Site;Flexible;Hybrid
Classification	APS Level 5
Position Number	1013-12-25
Agency Website	https://www.fcfoa.gov.au/

Job Description

<https://fcajobs.nga.net.au/be/index.cfm?lid=74997590065&rmuh=C180C344784D52F92A52ACFAD81B15C90902>

We are seeking highly capable candidates who are enthusiastic, driven and motivated to assist in achieving the Courts' objectives and perform the key functions of an Indigenous Family Liaison Officer.

Indigenous Family Liaison Officers provide in-Court support to Aboriginal and Torres Strait Islander Peoples faced with family breakdown and/or who are accessing various services provided by the Courts. Indigenous Family Liaison Officers are also responsible for representing the Courts to the community. They are responsible for explaining the needs of Aboriginal and Torres Strait Islander Peoples to the Courts and to other service providers.

This an exciting opportunity to aid the Courts in ensuring improved safety outcomes and access to justice for Aboriginal and Torres Strait Islander litigants and families.

Duties

The position primarily supports Aboriginal and Torres Strait Islander Peoples to understand the role of the Courts in family law matters, as well as ensuring that litigants attend Court events and provide support when interacting with the Courts' processes. The Indigenous Family Liaison Officers can link Aboriginal and Torres Strait Islander Peoples with key legal and community-based services.

Indigenous Family Liaison Officers are also responsible for representing the Courts to the community. They are responsible for explaining the needs of Aboriginal and Torres Strait Islander Peoples to the Courts and to other service providers. They are required to develop and maintain collaborative partnerships with local colleagues inside the Courts, as well as establish and maintain external networks.

The successful applicant will have:

1. The ability to provide information to the Aboriginal and Torres Strait Islanders communities about how the Courts work and how to access their services.
2. An understanding of the family law system.
3. Experience providing support to highly vulnerable parties and children.
4. An understanding of the impartiality of the Courts and the ability to provide support to litigants with that in mind.
5. Proven ability to work effectively and autonomously with guidance from more senior members of the Courts.
6. Court experience preferred but not essential.

Eligibility

The successful applicant will need to demonstrate:

1. An understanding of Aboriginal and Torres Strait Islander Court-user needs especially with respect to family conflict.
2. The ability to work in a positive, effective and culturally appropriate manner with Aboriginal and Torres Strait Islander Peoples, and a positive and effective way with all key stakeholders internally within the Courts (such as Judges and Court staff) and externally (such as key organisations).
3. The ability to be able to learn about the Courts and to be able to pass on this information to Aboriginal and Torres Strait Islander Peoples effectively.
4. The ability to work with Judges and Court staff including Judicial Registrars, lawyers, Court Child Experts, and administrative staff in assisting Aboriginal and Torres Strait Islander Peoples to fully access all the services provided by the Courts.
5. Experience in the engagement with, and strong links to, Aboriginal and Torres Strait Islander communities, such as experience with not for profit organisations, Aboriginal Controlled Community Organisations (ACCOs), or service delivery of Commonwealth and/or State Government initiatives relevant to improving outcomes for Aboriginal and Torres Strait Islander peoples, with the ability to provide information about the Courts, which will allow the Courts and the community to work together.
6. The ability to make recommendations about the changes needed to procedures and policies to ensure Aboriginal and Torres Strait Islanders Peoples can access the Court and use their services effectively.
7. Appropriate oral and written communication skills and a willingness to participate collaboratively and positively in further education.

8. An understanding of language and cultural needs of Aboriginal and Torres Strait Islander Peoples and an ability to access and use interpreter services.
9. Knowledge and understanding of the issues affecting Aboriginal and/or Torres Strait Islander Peoples and the ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander Peoples (criteria 1 & 2 above).

An affirmative measure allows a particular job in the Australian Public Service (APS) to be open only to Aboriginal and/or Torres Strait Islander persons. The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the Racial Discrimination Act 1975.

Confirmation of Aboriginal or Torres Strait Islander heritage will be required prior to being offered a role.

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.

Indigenous job seekers are encouraged to apply for this vacancy. If the job is 'Identified', then part or all of the duties impact on Indigenous Australian communities or their representatives.

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 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 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	Daryl Hayes, daryl.hayes@fcfcoa.gov.au
Agency Recruitment Site	https://fcajobs.nga.net.au/be/index.cfm?lid=74997590065&rmuh=C180C344784D52F92A52ACFAD81

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Agriculture, Water and the Environment

Vacancy VN-0765606

Department of Agriculture, Fisheries and Forestry

Closing Date: Monday 15 December 2025

ABARES
Several Events & Farm Survey

Job Title	Senior Event Coordinator & Farm Survey Administrator
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$95,438 - \$108,360
Future Merit Locations	Canberra
Office Arrangement	Work From Home;On Site;Flexible;Hybrid
Office Arrangement Details	subject to negotiation
Classification	APS Level 6
Position Number	2025/3686
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 ABARES Division and the departments’ goal.

We’re the research hub of the department—where evidence meets action. Our mission is to deliver independent, high-quality data, research, analysis, and advice to help shape smart, practical policies for Australia’s agriculture and natural resources. Our work spans everything from forecasting agricultural trends and supporting farm businesses, to strengthening biosecurity and protecting our natural environment. We bring together experts in economics, science, and data to tackle existing and emerging real-world challenges.

As **Senior Events Coordinator**, you will lead the planning and delivery of ABARES’ flagship National Outlook Conference and other key events. You will manage logistics, stakeholder engagement, and sponsorship to ensure exceptional event experiences that showcase ABARES’ research and strengthen its impact across the agriculture sector.

As **Farm Survey Administrator**, you will play a vital role in supporting ABARES' farm survey program, which provides essential data for government and industry decision-making. You will coordinate with field officers and deliver high-quality administrative and logistical support to ensure the smooth and efficient operation of our survey collection program.

Duties

As the Senior Event Coordinator & Farm Survey Administrator, you will:

- exercise good judgment and problem-solving skills to coordinate and deliver complex activities and logistics and ensure smooth operations and high-quality outcomes,
- applying sound knowledge of the PGPA Act, procurement rules, and departmental frameworks to manage risk and resolve issues,
- manage procurement processes, contracts, budget forecasting and expenditure tracking, and resources in line with Commonwealth and departmental requirements,
- building and maintaining productive relationships with internal and external stakeholders and service providers.

Senior Events Coordinator duties include but are not limited to:

- planning and delivering the National Outlook Conference and other events in consultation with executive staff,
- evaluating event success and identify opportunities for improvement,
- coordinating logistics including venues, AV, catering, and sponsorship activities,
- developing event programs, induction materials, and promotional content with key stakeholders.

Farm Survey Administrator duties include but are not limited to:

- supporting regionally based survey collection officers with travel, equipment, and operational needs,
- acting as a point of contact for enquiries and coordinate mail-outs to survey participants,
- assisting with onboarding new staff and managing logistics for training workshops,
- supporting information management of survey team

Note: The merit pool established through this selection process, which is valid for a period of eighteen months from the date the vacancy was advertised in the Public Service Gazette, may also be used to fill future ongoing vacancies in the branch where the duties are of a similar nature.

Eligibility

Our ideal candidate will have:

Successful candidates will bring a mix of experience and capabilities to perform effectively in these roles:

- Strong understanding of the PGPA Act, Commonwealth Procurement Rules, and related policies to manage risk and resolve business or budget issues.
- Proven experience in procurement, contract management, and financial administration.
- Familiarity with financial systems such as TechnologyOne (or similar platforms).
- Experience in event management or survey administration is essential.
- Proficiency in procurement, contract management, and general financial processes.
- Excellent planning and organisational skills, with the ability to manage multiple priorities and meet deadlines.

- Strong communication and stakeholder engagement skills to build productive relationships.
- Ability to work independently and collaboratively in a dynamic, fast-paced environment with competing priorities and time pressures.
- High attention to detail, sound judgment, and problem-solving skills to deliver quality outcomes.

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 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>

About the Department of Agriculture, Fisheries and Forestry

To Apply

Position Contact	Madeleine Osborn, 0466 954 168
Agency Recruitment Site	https://www.agriculture.gov.au/about/jobs/apply

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Attorney-General's

Vacancy VN-0765656

Australian Federal Police

Closing Date: Sunday 11 January 2026

Job Title	Technical Intelligence Analyst - Weapons Technical Intelligence
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Canberra ACT
Salary	\$87,836 - \$123,420
Future Merit Locations	Canberra
Office Arrangement	On Site
Office Arrangement Details	This role is located in Canberra and applicants are expected to be based in Canberra. Any relocation will be at the applicant's cost.
Classification	APS Level 4;APS Level 5;APS Level 6
Position Number	15570
Agency Website	https://careers.afp.gov.au

Job Description

<https://careers.afp.gov.au/job-invite/15570/>

Did you know?

The mission of the Australian Federal Police is to provide dynamic and effective law enforcement to the people of Australia. It provides policing throughout Australia in relation to the prevention and detection of crimes against the Commonwealth, its laws and integrity, and community police services to the Community of the ACT.

Working for the AFP provides you with a diverse and rewarding career. Whether you immerse yourself in a position on the frontline, or provide critical operational or professional support, the work you do makes a big impact on the people of Australia.

We recognise your contribution to our workforce and offer generous remuneration and conditions including:

- Six weeks (30 days) of paid annual leave per year
- 4 extra days of mandatory rest leave per year

- 18 days of paid personal leave per year
- Generous superannuation of 15.4%
- 18 weeks paid Parental Leave for Primary Caregiver (and 11 weeks for Secondary Caregiver) + additional unpaid leave entitlements for up until 24 months from the child's date of birth or placement
- Generous salaries and incremental salary progression governed by the [AFP Enterprise Agreement](#)
- Flexible and hybrid working arrangement that provides work/life balance
- Health & wellbeing services – with a focus on early intervention, education and prevention
- Access to ongoing training and professional development opportunities

Duties

The leading-edge AFP Forensics Command model brings scientific and technical capabilities to bear not only in judicial contexts, but in the proactive prevention and disruption of crime. In particular, this is effected through the specialised intelligence functions within the Forensics Command.

Currently vacancies exist for **Technical Intelligence Analysts** in the:

- Weapons Technical Intelligence Team (Canberra-based), specifically within the following streams:
 - Improvised Explosive Devices
 - Chemical Threats
 - Biological Threats

AFP Forensics fosters staff development through a comprehensive suite of training and attainments. All AFP Forensic members in Bands 3-6 participate in a formal Professional Development Continuum (PDC). The PDC is a training roadmap that teaches members foundational forensics skills (field and laboratory), and complements and enhances technical skills by providing leadership, cognitive and strategic skills. The aim is to support members to grow and lead within their field of expertise, as well as contribute towards wider forensic outcomes. The PDC aligns to the required time frames for progression to each band under the [AFP Enterprise Agreement](#). In parallel, members of the specialised scientific intelligence functions in the Forensics Command also undertake training in intelligence tradecraft mapped to formal qualifications and technical attainments specific to their role.

Successful applicants for any of the below roles can expect to work collaboratively with the sister teams herein.

What will you do?

The successful candidate will plan, manage and deliver insightful and impactful intelligence products that influence decision-making and address the requirements of the AFP and other stakeholders. The specialised intelligence teams within the AFP Forensics Command are operational units; depending on the level of appointment, the typical responsibilities of a member may include:

- Delivery of quality intelligence products through the 'intelligence cycle', across the tactical-operational-strategic regimes
- Leveraging scientific & technical expertise and intelligence tradecraft to provide unique insights in a range of priority crime domains
- Proactive identification of gaps and opportunities, to drive intelligence activities and operational outcomes
- Interrogation of large and diverse data holdings to identify trends, convergences and anomalies
- Provision of expert opinion (including court statements and attendance as an expert witness) where required
- Developing innovative or improved approaches to the utilisation of forensic information for intelligence dividends, supported through associated planning and workflows
- Close support to operations through technical & intelligence insights and stakeholder engagement including, where required, field deployments (e.g. to a crime scene or warrant execution, domestically or internationally)
- Use expertise and intelligence analyses to inform and support forensic planning, examinations and prioritisation
- Leadership, including coaching and mentoring, training delivery to internal/external stakeholders and uplift of partner technical capabilities
- Responsibly handling information in line with pertinent legislative instruments and national guidelines
- Building and maintaining effective relationships with stakeholders, partners and decision-makers
- Provision of capability and policy advice
- Contribution to capability project management, including planning, evaluation, documentation and delivery
- A responsibility to maintain currency in intelligence, forensic and law enforcement concepts and methods, through ongoing professional development and learning

For further information, please view the [candidate pack](#).

Eligibility

Essential Requirements

- You must be an Australian Citizen at the time of application
- A high level of competence in written and verbal communication
- A Top Secret (PV/NV2) security clearance, or the ability to obtain
- Successful applicants may be required to successfully complete medical and psychological testing prior to engagement

Essential requirements (Improvised Explosive Devices stream)

- Contemporary qualification(s) (e.g. IED Disposal, Explosive Ordnance Disposal or Bomb Response) and field experience in explosives and improvised explosive devices

Essential requirements (Chemical Threats stream)

- This role requires a degree in a relevant scientific discipline such as a Bachelor of Science (majoring in chemistry) with 5 years or more experience in a relevant field of chemistry (e.g. explosives chemistry or non-explosive focussed synthetic organic/inorganic chemistry), or a PhD in a relevant field of chemistry.

Essential requirements (Biological Threats stream)

- This role requires a degree in a relevant scientific discipline such as a Bachelor of Science (majoring in biology) with 5 years or more experience in a relevant field of biology (e.g. microbiology or toxicology or biochemistry) or a PhD in a relevant field of biology.

Desirable Requirements

The following skills and/or experience would be highly regarded:

- Strong technical knowledge in materials and devices of concern to National Security
- Post-graduate qualifications in a relevant scientific or technical discipline with respect to IED and/or CBRN materials
- Demonstrable experience/expertise in intelligence practice
- Demonstrable experience/expertise in policing, law or criminology

Notes

- When applying you will be asked to nominate your preferred band level, however final determination of the band level you are found suitable for is at the discretion of the panel. These roles are Band 4-6, within the Forensics Broadband 3-6.
- This role is located in Canberra and applicants are expected to be based in Canberra. Any relocation will be at the applicant's cost.
- This role attracts a composite allowance in recognition of expanded working hours, normal patterns of attendance and shift patterns (such as afternoon shifts, weekends and Designated Public Holidays) that are required under the Operations working pattern. In accordance with the [AFP Enterprise Agreement](#), an employee who is required to work in

accordance with the Operations working pattern will receive a Core Composite of 22% in addition to their base salary, which will count as salary for superannuation. The Commissioner has the authority to remove a composite from a role.

Commitment to Diversity & Inclusion

At the AFP we value the different perspectives, approaches and lived experiences of our people, and recognise that our collective intelligence and diversity is what makes us stronger. As such, we encourage applications from people from all walks of life, including people from culturally and linguistically diverse backgrounds, First Nations people, women, the LGBTQIA+ community and people with disability.

About the Australian Federal Police

As Australia's national policing agency, the AFP is a key member of the Australian law enforcement and national security community, leading efforts to keep Australians and Australian interests safe both at home and overseas. The AFP also has responsibility for providing community policing services to the Australian Capital Territory and Australia's territories, including Christmas Island, Cocos (Keeling) Islands, Norfolk Island and Jervis Bay

To Apply

Position Contact	Lora Starrs, 02 5126 3338
Agency Recruitment Site	https://careers.afp.gov.au/job-invite/15570/

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Attorney-General's

Vacancy VN-0765418

Federal Court of Australia

Closing Date: Monday 05 January 2026

Federal Court of Australia
Corporate Services - Information Technology

Job Title	Lead Database Administrator
Job Type	Full-Time, Ongoing
Location	Adelaide SA, Brisbane QLD, Canberra ACT, Darwin NT, Hobart TAS, Melbourne VIC, Perth WA, Sydney NSW
Salary	\$133,382 - \$154,359
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	(Hybrid) - Candidate may be required to work onsite 2 day a week.
Classification	Executive Level 2
Position Number	0983-11-25
Agency Website	https://www.fedcourt.gov.au/about/employment

Job Description

<https://fcajobs.nga.net.au/?jati=AA76AC3C-9BE4-A187-ED29-E465DD45A2FE>

A competitive remuneration package will be negotiated for the successful candidate based on qualifications, skills and experience.

Position Overview

The Lead Database Administrator plays a critical role in maintaining the health, performance, and security of the database environment. The Lead Database Administrator will oversee the design and implementation of the courts' database systems, drawing on strong leadership skills and technical expertise to collaborate with cross-functional teams to ensure data integrity, performance, security and availability.

The ideal candidate will have a proven track record in managing complex database environments, including experience with variety of database management systems (e.g. Oracle, MSSQL, PostgreSQL).

Duties

Reporting to the Director, IT Operations, the Lead Database Administrator is responsible for leading the initiative for ongoing improvement and maintenance of the courts database landscape.

Responsibilities include:

- Responsible for database design, architecture and documentation to meet application requirements and best practices
- Lead a team of DBAs, providing guidance, training, and support to ensure effective database management
- Work closely with development teams, system administrators, and other stakeholders to support application performance
- Oversee maintenance and performance tuning tasks, upgrades, capacity planning, incident management and security
- Ensure that database management practices comply with regulatory requirements and organisational policies

Preferred skills and experience:

- Strong knowledge of SQL for querying and managing databases.
- Familiarity with database monitoring and management tools (for example, Oracle Enterprise Manager, SQL Server Management Studio).
- Ability to optimise database performance and troubleshoot issues.
- Experience performing upgrades and migrations of database systems.
- Expertise in data backup strategies and disaster recovery planning.
- Understanding of database security practices and user access controls.
- Experience with cloud-based database services like Azure SQL, PostgreSQL and Oracle Cloud.

Eligibility

Other Requirements

Relevant industry or tertiary qualifications in IT would be well regarded.

Selection Criteria

1. Strong knowledge of SQL and database management systems including cloud-based solutions (for example, Oracle, PostgreSQL, Azure SQL).
2. Ability to understand complex technical environments and work to support and design robust, practical and performant solutions.
3. Strong communication and interpersonal skills, with the ability to effectively engage with stakeholders and peers, including the ability to clearly articulate and document complex concepts for range of audiences.
4. The IT Division is geographically dispersed and experience in working in such teams is essential.

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 two-page response outlining your suitability for this position having regards to the selection criteria and duties of the position which are described 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.

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 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	Martin Loughton, 0410 322 505
Agency Recruitment Site	https://fcajobs.nga.net.au/?jati=AA76AC3C-9BE4-A187-ED29-E465DD45A2FE

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Defence

Vacancy VN-0765335

Department of Defence

Closing Date: Sunday 11 January 2026

Naval Shipbuilding and Sustainment Group
Waterfront and CNSS Division

Job Title	Project Manager's Representative Support
Job Type	Full-Time, Ongoing
Location	Osborne SA
Salary	\$86,887 - \$93,066
Future Merit Locations	Osborne
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 5
Position Number	NSSG/09263/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=4D9913D2-9994-C0D4-209B-E46565374B85>

Duties

The Role

You will be responsible for supporting the Projects Director and Project Manager's Representative (PMR) in the management of the Hunter Class construction, and other Shipbuilding projects. You will provide direct administrative support to PMR staff and engagement with the Projects, NCB technical and PMR staff, building and delivering enduring corporate knowledge of the Hunter Program.

Your duties will also include:

- Liaising with internal and external stakeholders for routine correspondence.
- Compile weekly and monthly PMR reporting.
- Management of corporate records for NCB-SA PMR Directorate including filing of records and management of Objective folder structure ICW business management processes.
- Coordinate and manage transfer of data to/from shipbuilder in support of system reviews (production readiness, roll out readiness etc).
- Develop and maintain instructions for conduct of routine activities.
- Arrange, coordinate and reconcile all aspects of travel for PMR Directorate staff.

About our Team

Naval Construction Branch (NCB) is accountable for the assurance of ship construction, set-to work and transit of vessels constructed at the Osborne Naval Shipyard and Henderson precinct. We are headquartered in Osborne, SA and have a detachment in Henderson, WA and a smaller presence in Port Macquarie, NSW.

NCB will oversee the construction of many different Navy vessels including Offshore Patrol Vessels, Hunter Class Frigates, Young Endeavour, Evolved Cape Class and Pacific Patrol Boats. Working at NCB will enable you to be at the grassroots of continuous naval shipbuilding, where you are part of a working shipyard, being able to see and contribute to the vessels delivered and used in service by Navy.

Our Ideal Candidate

The preferred candidate will have experience and qualifications gained in a maritime environment:

- Strong stakeholder engagement skills.
- You must have excellent interpersonal skills including the ability to build constructive professional relationships with stakeholders outside your immediate work area.
- High verbal and written communication skills.
- Excellent time management skills.
- Strong record keeping and organisational skills.
- Be passionate about developing and delivering world class shipbuilding.
- Familiarity with, and proficiency in using, Objective (desirable).
- Understanding of shipbuilding or maritime environment (desirable).
- Understanding of engineering terms (desirable).

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 agency.

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workers, IT specialists and contract managers to name a few. We offer a rewarding career that includes professional development, work-life balance, recognition, a flexible and supportive work environment and a diverse workforce. To find out more about a career with Defence please visit <https://www.defence.gov.au/jobs-careers>

To Apply

Position Contact	CMDR Geordie Grant, 02 9537 2837
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=4D9913D2-9994-C0D4-209B-E46565374B85

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Defence

Vacancy VN-0765498

Department of Defence

Closing Date: Wednesday 07 January 2026

Naval Shipbuilding and Sustainment Group
Patrol Boats and Specialist Ships

Job Title	Technical Specialist
Job Type	Full-Time, Ongoing
Location	Brisbane QLD, Henderson WA, Russell ACT
Salary	\$95,187 - \$108,734
Future Merit Locations	Brisbane, Henderson, Russell
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	NSSG/09503/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=9CC82EA2-12AA-D468-31AC-E4774F41925A>

Duties

The Role

This is an exciting opportunity to join a dynamic team and contribute to projects that will shape the future of Royal Australian Navy capability. This role will give you exposure to multiple maritime delivery projects. As a Project Engineer, you will apply your expertise in ship systems and knowledge in systems engineering to support a range of technical assurance activities across the Branch. You'll work closely with the Engineering & Technical Directorate and broader stakeholders to ensure the successful delivery of complex maritime projects.

In this role, you will collaborate closely with members of the Engineering & Technical Directorate and broader stakeholders to perform a range of duties including:

- Review contract deliverables and provide technical advice on their compliance and acceptability.
- Assess Engineering Change Proposals and advise on the suitability of proposed changes.
- Identify, articulate, and manage technical risks in accordance with Navy risk management policy.

- Develop, implement, and monitor controls and mitigations to reduce risks.
- Support integration and verification activities through the assurance of objective quality evidence received
- Monitor Contractor performance against technical specifications and Contract requirements and escalate issues where necessary
- Liaise with internal and external stakeholders to ensure alignment and effective communication
- Participate in technical audits and assurance reviews
- Contribute to continuous improvement across the branch, implementing more efficient and effective work practices

About our Team

The Offshore Patrol Vessels (OPV) Branch is responsible for delivering the Arafura-class Patrol Boats to the Royal Australian Navy under Project SEA1180 Phase 1. These vessels will play a critical role in constabulary missions, maritime patrol, and response duties. The Arafura-class program is an exciting and challenging initiative with a high delivery tempo and significant strategic importance.

Within the OPV Branch, the Engineering & Technical Directorate provides specialist engineering, governance, and assurance services to support capability delivery. Operating within a matrixed organisation, the Directorate's engineers and technical specialists work across multiple maritime platforms and acquisition projects, ensuring consistency in technical assurance and risk management. This structure enables the team to share expertise, apply best practices, and deliver integrated solutions across Navy's capability portfolio.

Our Ideal Candidate

Our ideal candidate will possess the following:

- An understanding of the One Defence Capability System
- Strong background in ship systems and systems engineering.
- Ability to interpret, review, and assure technical documentation and contractual deliverables.
- Experience in risk management and applying engineering principles to complex projects.
- Excellent communication and stakeholder engagement skills.
- A proactive approach to problem-solving and continuous improvement
- Possess a strong commitment to professional development and the desire to gain and apply new knowledge to workplace activities.

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 agency.

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To Apply

Position Contact	Chris Taylor, 02 5131 4595
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=9CC82EA2-12AA-D468-31AC-E4774F41925A

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Department of Defence

Closing Date: Monday 22 December 2025

Defence People Group
Joint Support Services

Job Title	Defence Member and Family Helpline Intake Worker
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$95,187 - \$108,734
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	APS Level 6
Position Number	DPG/09002/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=C9226BA9-2477-D85A-59E6-E47750883CF9>

Duties

The Role

The duties of this role include working within a small team to assist the ADF community to manage military requirements of service by using well-developed micro-counselling and helping skills to:

- Fielding phone and email enquiries in relation to military life.
- Providing proactive reach out as necessary.
- Conducting assessments, developing collaborative plans and providing information about other professional services that may assist
- Making referrals to appropriate Defence, Department of Veteran Affairs (DVA) and community services.
- Writing reports for Command to assist in their decision-making.

About our Team

Work in a place where you are a valuable member of the team! Defence Member and Family Support (DMFS) Branch is a diverse and inclusive workplace which offers a broad range of programs and services to help Commanders, Australian Defence Force members and their families manage the military lifestyle. DMFS supports Defence families' self-reliance and capacity to engage with community agencies.

The Defence Member and Family Helpline provides DMFS's 24/7 response and aims to promote active coping and family readiness and support to all three services – Navy, Army and Air Force. Helpline employees work in a self-managing team that is adaptable and responsive to the organisation's changing needs, tasks and directions.

We offer a competitive remuneration package as well as a 24/7 rotating shift work roster and associated allowances. You will enjoy job security, access to personal and annual leave entitlements. Join our knowledgeable, high-achieving, experienced and fun team!

Our Ideal Candidate

We are seeking passionate and skilled professionals who possess tertiary level qualifications in human services (e.g. social work, psychology, counselling). You will have demonstrated experience working with clients to undertake assessments, implement crisis intervention strategies if necessary, problem solve and develop plans to attain agreed goals. Your previous experience as human services practitioner included employing best practice brief interventions and case management processes in your practice.

Our ideal candidate for this role will:

- Utilise professional judgement in support of individuals needs and work from a customer centred framework.
- Have well developed counselling skills including client engagement, crisis intervention, assessment with the use of empathy, and develop a collaborative plan.
- Be available to work on a roster system of different shifts over 7 days. The overnight shift is managed through a restricted telephone duty system.

Eligibility

Security Clearance:

Applicants must be able to obtain and maintain a security clearance at Baseline Vetting.

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 agency.

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To Apply

Position Contact	Benjamin O'Neill, 0497 610 412
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=C9226BA9-2477-D85A-59E6-E47750883CF9

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Defence

Vacancy VN-0765507

Department of Defence

Closing Date: Monday 05 January 2026

Air Force
Air Force Headquarters

Job Title	Database Administrator
Job Type	Full-Time, Ongoing
Location	Melbourne VIC
Salary	\$95,187 - \$108,734
Future Merit Locations	Melbourne
Office Arrangement	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	AF/09442/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=26E4B1D2-1389-B361-BB2D-E47750AFC777>

Duties

The Role

The main duties of an APS 6 Technical Specialist in Defence include the following:

- Attending to database administration tasks, including maintenance, amendments and database expansion.
- Monitoring mailboxes, processing forms and data entry.
- Providing technical support and training to database users.
- Resolve technical problems using expertise and collaborating with other technical specialists.
- Opportunities will be provided for more advanced data manipulation, namely ETL, data pipelines, data analysis (using Python) and report building (PowerBI).

About our Team

The Strategic Data Management (SDM) team manages the primary Defence Aviation Safety Authority (DASA) database that holds important data that enables DASA to enhance its oversight.

The SDM team is also involved in the ETL of the data it manages to Business Intelligence tools where reports and dashboards are developed. Finally the team is involved in exploratory data analysis, statistical inference and prediction, machine learning and risk quantification.

Our Ideal Candidate

Our ideal candidate enjoys supporting and educating customers, cognitive challenges and resolving technical problems. They are clear communicators and accountable professionals.

They take initiative and can work independently. Finally our ideal candidate is a team player that collaborates well and adds value to the team and inspires their colleagues.

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 agency.

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To Apply

Position Contact	Eirinaios Vrousos, 0432 297 688
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=26E4B1D2-1389-B361-BB2D-E47750AFC777

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Defence

Vacancy VN-0765530

Department of Defence

Closing Date: Sunday 11 January 2026

Naval Shipbuilding and Sustainment Group
Patrol Boats and Specialist Ships

Job Title	Project Risk Officer
Job Type	Full-Time, Ongoing
Location	Henderson WA
Salary	\$95,187 - \$108,734
Future Merit Locations	Henderson
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	NSSG/09490/25
Agency Website	

Job Description

<https://defencecareers.nga.net.au/?jati=D27DE857-4DE0-4668-E341-E4778B14863E>

Duties

The Role

The Henderson Defence Precinct Risk Officer will work to the Deputy Director Risk & Governance within the Project Management Office – Henderson.

The position will be supported by a growing APS team supplemented by a small contractor team and will work with a considerable degree of independence to support effective and consistent risk and issue identification, treatments and risk reporting for the branch. Key tasks will include:

- Coordinate the maintenance and updating of risk management documentation including risk management plans, risk registers, associated databases and the Predict risk controller application.
- Administer and contribute to risk management training and workshops as required.
- Review risk management practices and documents to confirm compliance with Defence policy and procedures.
- Apply internal and external professional knowledge and experience to improve risk management processes and practices.
- Engage with Directors, internal and external stakeholders and dependent project staff to understand their risks and issues and apply this information as changes within Defence risk management systems such as Predict! and associated risk registers.
- Production of risk reporting as required from Predict.

About our Team

The Henderson Defence Precinct was established in July 2024 and will transition into a division, establishing two new branches within the Naval Shipbuilding and Sustainment Group (NSSG) This new APS 6 Risk Officer position is one of a number of APS positions that have been established in support of Henderson Consolidation. This is an exciting and complex environment, offering a rewarding career in one of the most dynamic organisations within NSSG. You will enjoy Australian Public Service conditions, which include an attractive salary package and flexible, family-friendly working arrangements.

Our staff have access to flexible working hours with opportunities for part-time and home-based work. Defence provides employees with the option to undertake further studies, training and a superannuation contribution of 15.4 per cent, higher than most industries, with the opportunity for you to make additional personal contributions. We are committed to the personal and professional development of our staff, and welcome interested candidates to apply to join our team.

Our Ideal Candidate

To succeed in this role, you will have:

- A positive and friendly demeanor;
- High levels of professionalism, integrity and initiative;
- Resilience and the ability to remain calm under pressure;
- Strong communication skills and the ability to build and sustain positive working relationships;
- Ability to adapt and re-prioritise work in accordance with changing priorities to meet deadlines.

Eligibility

Security Clearance:

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

Notes

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To Apply

Position Contact	Nimmi Carlose, 0475 246 277
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=D27DE857-4DE0-4668-E341-E4778B14863E

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Defence

Vacancy VN-0765572

Department of Defence

Closing Date: Sunday 18 January 2026

Capability Acquisition and Sustainment Group
Joint Systems

Job Title	Director Program Management Office
Job Type	Full-Time, Ongoing
Location	Russell ACT
Salary	\$139,681 - \$167,659
Future Merit Locations	Russell
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/09511/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=9C2C59EA-7528-81D1-D75B-E477C67D66D0>

Duties

The Role

Within CASG, Joint Systems Division (JSD) is responsible for acquiring, integrating and sustaining command and control systems, communications systems, deployable networks systems, and electromagnetic warfare systems.

The Director Program Management Office will provide strategic oversight, governance, and coordination across Divisional program activities to ensure the effective delivery of JSD objectives. This role enables the achievement of capability delivery at the Divisional level through management of the work take-on process, programmatic and financial governance and support to acquisition and sustainment activities, and ensuring the alignment of the Division's capability delivery with current and emerging strategic priorities. The position will oversee capability risk governance by ensuring risks are identified, assessed, and managed effectively. The position also maintains strong project and product governance and reporting through established frameworks, supporting transparency and accountability across all programs. Alongside these responsibilities, the role coordinates ERP-related activities for the Division and manages key financial functions, including the Additional and Budget Estimates activities, sustainment financial reviews and oversight of the Division's Assets Under Construction status, in order to ensure sound financial compliance.

The Director Program Management Office will have extensive knowledge relating to the methodology, systems and procedures within the Project Management function and have the ability to translate this into strategy. They will also have the ability to understand and apply Defence financial processes within a program context, and be readily able to synthesise and manipulate program data for use in executive level reporting and assurance frameworks. They will initiate, establish and maintain strong relationships with a network of stakeholders internally and externally and will have the ability to recognise shared agendas and work toward mutually beneficial outcomes.

This role is eligible for an additional remuneration benefit known in Defence as a Building Defence Capability Payment (BDCP). This enables Defence to provide a premium, in addition to the base salary otherwise payable under the Defence Enterprise Collective Agreement (DECA), for positions in occupational disciplines/classifications that are critical to Defence capability. For further information, please contact the contact officer.

About our Team

Joint Systems Division (JSD) within CASG acquires and provides through-life support to a range of command and control systems, communication systems, tactical interoperability systems, and electromagnetic warfare systems.

The Division is functionally arranged in three separate but interlinked Branches with a geographic presence in all of the Australian mainland states and territories and a small headquarters element in Canberra. JSD's prime and over-riding focus is to provide the best possible support to the ADF employing the materiel provided in protecting Australia's interests.

Our Ideal Candidate

The successful application will have the competencies required of a Director Program Management Office and will exercise a significant degree of independence and perform an important leadership role. They will be responsible for influencing and developing strategies, policies, priorities and operational practices in support of Defence objectives based on high level decision making and judgement. They will provide strategic advice to senior management and stakeholders.

The ideal candidate can:

- Advise and support senior management on a broad range of very complex and diverse issues associated with the management and delivery of programs.

- Be accountable for managing and leading a team, including providing clear and consistent communication, setting clear performance and behavioural standards, managing performance, delegating responsibility and guiding and developing people.
- Be accountable for the interpretation of Government and Defence policies, concepts and strategies applicable to the development of projects and project documentation across the project life cycle.
- Translate strategy into operational goals and appropriate tasks for others, creating a shared sense of purpose within the business unit.
- Build and sustain collaborative working relationships and networks with colleagues and stakeholders.
- Interpret and adapt guidelines to specific situations arising in the execution of work plans and devise solutions to very complex policy or operation problems where guidelines are lacking.
- Develop project managers to maintain and improve project performance and commit to the continuous improvement of quality management systems.

Eligibility

Security Clearance:

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

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 agency.

About the Department of Defence

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To Apply

Position Contact	Zoe Howard, 02 5108 9695
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=9C2C59EA-7528-81D1-D75B-E477C67D66D0

- that the names of successful applicants will also be notified in all formats of the electronic Public Service Gazette
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Defence

Vacancy VN-0765582

Department of Defence

Closing Date: Monday 19 January 2026

Capability Acquisition and Sustainment Group
Joint Systems

Job Title	Technical Fleet Manager - IWNSPO
Job Type	Full-Time, Ongoing
Location	Fyshwick ACT
Salary	\$120,303 - \$135,701
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	Executive Level 1
Position Number	CASG/09565/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=558AE834-340A-5D61-5844-E477C90BE62F>

Duties

The Role

Integrated Warfighting Network Systems Program Office (IWNPO) is seeking multiple Technical Fleet Managers. As a Technical Fleet Manager, you will work within a blended APS, Military and Industry team and be accountable to use your technical knowledge of, and compliance with, legislative frameworks, government decision-making and Defence's mission and policy requirements. You will exercise a considerable degree of independence and perform a leadership role. You will exercise sound decision-making and judgement to provide expert technical advice.

You will provide detailed product management, technical and/or engineering advice in relation to complex systems. You will analyse, develop and recommend fleet and product management options that achieve optimal use of Defence capabilities, systems, balancing cost, opportunities and risks against desired capability performance.

About Our Team

Integrated Warfighting Network Systems Program Office (IWNPO) is responsible for the acquisition, integration and sustainment of command, and control warfare systems for the Australian Defence Force across the country and in operational theatres overseas. These capabilities include computer applications that support planning and conduct of operations, including IT infrastructure and command and control systems for deployed military forces across the five Domains. IWNPO acquires and sustains joint-information warfare capabilities that are mission critical to all three services of the Australian Defence Force.

Our Ideal Candidate

You are an experienced manager with the technical skills and knowledge of Tactical Data Links, Integrated Broadcast Service and command and control system. You will be a critical thinker, problem solver, focused on achievement of outcomes. Under the pressure of operational demands, you can plan, prioritise and communicate effectively to lead and manage a team.

The ideal candidate will be:

- Accountable to translate, apply and implement the technical and operational requirements for complex technical products
- Accountable for sharing technical expertise, guiding and coaching less experienced employees.
- Accountable for managing and leading, setting priorities, development, implementation and monitoring of technical strategies and plans
- Accountable for setting clear performance and behavioural standards, delegating responsibility
- Engage, negotiate and sustain working relationships on complex to very complex issues and influence stakeholder requirements.
- Analyse, develop and recommend product management options, balancing cost, opportunities and risks against desired asset performance.

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	Paul Curtis, 02 5131 6724
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=558AE834-340A-5D61-5844-E477C90BE62F

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Defence

Vacancy VN-0765603

Department of Defence

Closing Date: Sunday 11 January 2026

NAVY
Head Navy Engineer

Job Title	Governance Officer
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$95,187 - \$108,734
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	APS Level 6
Position Number	NAVY/09600/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=7434B924-3C97-3D82-B1E3-E477CC6574EB>

The Role

The APS 6 Governance Officer is a key role within the Navy Safety and Environment (NavySafe) Branch, delivering support across a broad range of internal Branch tasks. Working closely with the Executive Director and Section Heads, this position is responsible for consolidating data and information to enable whole-of-Branch decision-making and maintain alignment with NavySafe’s strategic direction. The role also acts as a key interface with other areas within the Division, Navy, and broader Defence.

This position is critical to supporting NavySafe’s accountability in developing and sustaining Navy’s Safety and Environment Management Systems and assuring senior leadership of compliance and effectiveness. Knowledge of strategic planning and business administration is essential, alongside strong analytical, negotiation, and leadership capabilities to achieve both strategic and operational outcomes.

In this role you will:

- Coordinate governance activities to ensure transparency and informed decision-making.
- Prepare, review, and ensure the quality and timely delivery of briefing materials for Committees and Boards attended by senior executives.
- Consolidate inputs from subject matter experts, ensuring alignment with governance requirements and Defence standards.

- Track actions arising from meetings, maintain accurate records, and manage the flow of information across the Branch.
- Support strategic planning and business administration, including input into the NavySafE Business Plan and quarterly reviews.
- Support enterprise safety initiatives and WHS reviews through consolidated reporting and governance oversight.
- Manage branch workflows and coordinate business operations.
- Liaise with stakeholders across Navy, Defence, and other divisions to ensure timely and accurate delivery of governance outputs.

About our Team

The Navy Safety and Environment Branch works across a range of specialisations including work health and safety, occupational hygiene, environment protection, and compliance and risk management systems. We are an integrated workforce, which includes military and civilian personnel with highly specialised skills and deep maritime experience.

Our Ideal Candidate

We are seeking a motivated and high-performing Governance Officer who exemplifies professionalism and brings fresh ideas, diverse experience, and perspectives to our team. You will thrive in a dynamic environment, enjoy working across a broad range of administrative tasks, and demonstrate a commitment to continuous improvement.

Our ideal candidate will display leadership at all levels, applying strong information literacy skills to solve problems and make informed decisions. You will work collaboratively to achieve outcomes and contribute to a positive team culture.

You will be capable of managing multiple priorities to a high standard, delivering quality outputs, and achieving results within defined timeframes. Your well-developed written and verbal communication skills will enable you to engage confidently with a wide range of stakeholders.

We value team players who are adaptable, supportive, and considerate of others. If you are someone who can cultivate productive relationships, embrace challenges, and contribute to the success of our team, we would love to hear from you.

Duties

Security Clearance:

Applicants must be able to obtain and maintain a security clearance at “Baseline Vetting” level.

Eligibility

Notes

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To Apply

Position Contact	Rochelle Tomkins, 02 6132 7384
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=7434B924-3C97-3D82-B1E3-E477CC6574EB

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Defence

Vacancy VN-0765653

Department of Defence

Closing Date: Sunday 11 January 2026

Job Title	Senior Executive Service Band 1 - Assistant Secretary Maritime Support
Job Type	Full-Time, Ongoing
Location	Sydney NSW, Canberra ACT
Salary	-
Future Merit Locations	Various locations - ACT, Various locations - NSW
Office Arrangement	On Site
Office Arrangement Details	Office arrangement maybe discussed with successful candidate.
Classification	Senior Executive Service Band 1
Position Number	NSSG/09704/25
Agency Website	

Job Description <https://defencecareers.nga.net.au/?jati=219C8997-3CE5-88A5-C3A4-E4783DB70B29>

Duties

Introduction

Defence is seeking dynamic senior executives to drive the organisation forward and deliver on Defence's mission – to defend Australia and its national interests.

As part of the Senior Leadership Group, you will play a key role in promoting and influencing a shared commitment to the strategic direction of Defence, as most recently detailed in the National Defence Strategy. You will:

- Lead and manage a branch practicing inclusive leadership, collaboration and integrity;
- Demonstrate strong judgement and capitalise on innovative alternatives to resolve complex problems;
- Effectively challenge the status quo when required;
- Demonstrate resilience and personal accountability for the quality of advice and delivery of results; and

- Demonstrate exceptional communication skills, both written and verbal.

The ideal candidate will be a collaborative leader, exemplify the Defence Values and Behaviours, and engender a culture of innovation and agility. They will be self-aware, positive in considering and respecting a diversity of ideas and perspectives of others. They will demonstrate the capability to provide timely and accurate advice to senior leaders and Government on complex matters. They will have outstanding judgement, strategic awareness, and parliamentary and media acumen.

As part of this selection process, a Merit Pool of highly suitable candidates will be established to fill current vacancies and any similar vacancies that may arise over the next 18 months.

Your Role

The Assistant Secretary Maritime Support (AS-MS) for the Maritime Sustainment Division (MSD) within Naval Shipbuilding and Sustainment Group (NSSG) will lead and manage the Operating Support Branch, overseeing the critical enabling functions that underpin the delivery of integrated, through life maritime support to our Defence customers and key stakeholders. The pivotal role ensures the alignment of strategic priorities with operational delivery, enabling unformed decisions on capability, cost, risk and industry sustainability. The workforce is primarily located in Sydney with a small number of workforce distributed regionally.

The role will be responsible for shaping the strategic direction of the branch, delivering actionable insights through targeted analysis, and developing robust business cases to inform Maritime Systems Division (MSD) leadership. With a focus on enhancing industry resilience, improving procurement and contract management, and strengthening data driven decision making across the division. The AS-MS will contribute significantly to Defence's capability readiness and sovereign industrial objectives.

Working closely with the MSD Executive and external stakeholders, AS-MS will lead cultural uplift, continuous improvement initiatives, and integration with broader Defence capability and sustainment systems. The role will also optimise workforce planning and ensure consistent, high quality delivery of business support functions. We are looking for a person who is:

- A strategic thinker who uses data to support key decisions.
- An experience leaders with results focused track record of delivery.
- An exceptional communicator and manager with proven negotiation skills; and
- possesses deep knowledge, skills and specialist expertise acquired through significant professional experience.

The ideal candidate will be a collaborative leader, exemplify the Defence Values and Behaviours, and engender a culture of innovation and agility. They will be self-aware, positive in considering and respecting a diversity of ideas and perspectives of others. They will demonstrate the capability to provide timely and accurate advice to senior leaders and Government on complex matters. They will have outstanding judgement, strategic awareness, and parliamentary and media acumen.

Eligibility 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 agency.

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To Apply

Position Contact	Karina Duffey or Tricia Searson at Executive Intelligence Group (EIG), (02) 6232 2200
Agency Recruitment Site	https://defencecareers.nga.net.au/?jati=219C8997-3CE5-88A5-C3A4-E4783DB70B29

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Australian Criminal Intelligence Commission (ACIC)

Closing Date: Monday 22 December 2025

Chief Operating Officer
Policing Information and Checking Services National Policing Information

Job Title	Business Capabilities Coordinator
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$85,534 - \$91,809
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	To be negotiated
Classification	APS Level 5
Position Number	6337_11/25_PICS
Agency Website	https://www.acic.gov.au/

Job Description

<https://www.acic.gov.au/about-us/careers>

The Business Capabilities Coordinator (BCC), assists the NPI Capabilities hub to coordinate, guide and support clients and internal stakeholders on management services for projects, initiatives and business as usual.

The BCC will manage client requests and needs, assess those requests and needs, and act to respond and meet client expectations. The client services functions include acting as a routine contact point for client requests, assist business managers and team members to inform stakeholders and management of client requests, manage client expectations and provide help, advice, guidance and training for clients.

The BCC also assists business managers with general administration and client relationship management, including the monitoring of Agreements with external stakeholders.

In addition, the BCC will assist in the development of reports for senior management based on statistical data collections.

The role requires clear communication with stakeholders to assess needs, solve issues and educate where required. The role has a degree of autonomy but is generally performed with guidance and assistance from business managers, subject matter experts and business and technical staff.

Duties

- Provide support to business managers and team members to assist with NPI Systems Access Agreements.
- Provide support to business managers and team members to complete monthly and quarterly statistical performance data metrics.
- Provide support to internal and external stakeholders through the identification, development and implementation of business initiatives and system-based projects.
- Act as a routine contact point for user requests, assist business managers and team members to inform stakeholders and management of customer requests, manage customer expectations and provide assistance, advice, guidance and training for users.
- Assists business managers with general administration and stakeholder relationship management.
- Effectively communicate with stakeholders to assess needs, resolve issues and educate others where required. The role has a degree of autonomy and is performed in conjunction with their peers, subject matter experts, and business and technical staff.

Your skills and capabilities

- Demonstrated experience in building and maintaining relationships with internal and external stakeholders through verbal and written communication.
- Strong interpersonal skills, including both written and oral communication skills supporting an ability to prepare correspondence, work effectively, and contribute to a dynamic team environment.
- Ability to support the team with ongoing management and renewal of NPI agreements for system access.
- Assist in identifying, developing and implementing continuous improvement of business processes, to ensure efficient and effective business operations.
- Ability to collaborate and contribute to a positive workplace culture within the Agency.
- Organisational and time management skills, including the ability to manage competing and changing priorities.
- Demonstrated experience in Microsoft applications and the ability to quickly learn new IT systems and applications.
- Ability to perform general administration support activities including management of an inbox and other ad hoc duties as required.

Eligibility

- **Citizenship** – To be eligible for employment with the ACIC, applicants must be an Australian citizen.
- **Security Clearance** - The Australian community expects ACIC employees to maintain the highest levels of security and integrity. Successful applicants will be required to obtain and maintain a minimum Negative Vetting 1 security clearance.

- **Pre-Employment Screening** – All candidates must satisfy an Organisational Suitability Assessment (OSA) prior to being offered employment at the ACIC.

Notes

The ACIC is committed to [diversity and inclusion](#). We celebrate and champion diversity to ensure we reflect the community we serve, and pride ourselves on our vibrant culture. We welcome applications from Aboriginal and Torres Strait Islander peoples, women, people with disability, people from culturally and linguistically diverse backgrounds, those who identify as LGBTIQ+, neurodiverse, mature aged employees and carers.

More information about our conditions is available in the ACIC Enterprise Agreement 2024-2027 on our [website](#).

About the Australian Criminal Intelligence Commission (ACIC)

The Australian Criminal Intelligence Commission (ACIC) is Australia's national criminal intelligence agency. Our vision is an Australia hostile to criminal exploitation. We work with our national and international partners to conduct investigations and collect intelligence to combat serious and organised crime, cybercrime and national security threats. We develop and maintain national information and intelligence sharing services and systems for use by state, territory and Commonwealth law enforcement agencies. We also deliver nationwide background checking services to support employment or entitlement decisions to keep the Australian community safe. The ACIC Board provides strategic direction to the ACIC and represents Commonwealth, state and territory law enforcement and other regulatory agencies. Our purpose is to protect Australia from criminal threats through coordinating a strategic response and collecting, assessing and disseminating intelligence and policing information.

To Apply

Position Contact	Sharyn, 02 6268 7854
Agency Recruitment Site	https://www.acic.gov.au/about-us/careers

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Home Affairs

Vacancy VN-0765641

Australian Criminal Intelligence Commission (ACIC)

Closing Date: Sunday 04 January 2026

Intelligence
Collection Operations Specialist Capabilities

Job Title	Senior Specialist, Covert Engineering
Job Type	Full-Time, Ongoing
Location	Brisbane QLD, Canberra ACT, Melbourne VIC, Sydney NSW
Salary	\$117,662 - \$141,853
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	To be negotiated
Classification	Executive Level 1
Position Number	6334_11/25_CO
Agency Website	https://www.acic.gov.au/

Job Description

<https://www.acic.gov.au/about-us/careers>

The Senior Specialist, Covert Engineering positions are at the forefront of the ACIC’s high-end technical exploitation capabilities, supporting operational requirements through their specialist skills in technology, innovation and risk management. We are seeking motivated, highly innovative and experienced specialists who can contribute to building and enhancing one of the ACIC’s most important covert technical capabilities. The Covert Engineering team is at the forefront of the transition of the ACIC into Australia’s leading criminal intelligence agency, and the authority on transnational and serious organised crime.

Senior Specialists within Covert Engineering have the opportunity to contribute to the highly specialised ACIC mission targeting the most sophisticated criminal actors. You will work hand-in-glove with subject-matter-experts within the agency who will support you in focusing on high value targets, using innovative, world-first techniques.

Senior Specialists within Covert Engineering work collaboratively within a highly specialised, diverse team who will provide training and mentoring on the ACIC’s use and deployment of these capabilities. These positions require a specialist who is capable of working under operational and time pressures. The roles involve a great deal of problem solving, innovation and up-to-date understanding of the targeting environment. Specialists in Covert Engineering at the ACIC are

required to work collaboratively as part of a small and diverse team, and to foster strong relationships with counterparts within intelligence agencies, trusted industry partners and law enforcement.

Duties

As a Senior Specialist, Covert Engineering you will be:

- Deploying and managing the operational use of the agency's high-end technical surveillance capabilities in line with relevant legislation and internal policies.
- Trouble-shooting and problem solving complex technical challenges to support the agency's intelligence and operational outcomes.
- Working collaboratively with internal and external partners and stakeholders to improve and advance the agency's access to cutting edge technical solutions.

Eligibility

Desirable skills and experience

- Previous experience in similar roles within intelligence agencies is highly desirable.

Eligibility

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To Apply

Position Contact	Steven, 0429 268 524
Agency Recruitment Site	https://www.acic.gov.au/about-us/careers

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Infrastructure, Transport, Regional Development and Communications

Vacancy VN-0765660

**Department of Infrastructure, Transport, Regional
Development, Communications, Sport and the Arts**

Closing Date: Sunday 04 January 2026

Territories
Norfolk Island and Mainland Territories Norfolk Island Operations

Job Title	EL1 - Assistant Director, Community Assets, Norfolk Island and Mainland Territories Branch
Job Type	Full-Time, Ongoing;Non-Ongoing
Location	Norfolk Island NSW
Salary	\$122,667 - \$139,534
Future Merit Locations	Norfolk Island
Office Arrangement	On Site
Office Arrangement Details	Flexible working arrangements can be negotiated in accordance with the department's 2024 EA
Classification	Executive Level 1
Position Number	47020
Agency Website	https://www.infrastructure.gov.au/

Job Description

<https://www.infrastructure.gov.au/department/careers>

The opportunity we have available

This is a fantastic opportunity to lead a small team that makes a genuine and enduring contribution to the Norfolk Island community

The Norfolk Island and Mainland Territories Branch is responsible for the social and economic well-being of approximately 2000 people who live on Norfolk Island. This includes the responsible management of Australian Government assets and ensuring residents have access to services comparable to those in regional communities on mainland Australia and other external Australian territories.

Duties

What will you do ?

The Branch is looking for a motivated, reliable and experienced person to work on Norfolk Island as Assistant Director Community Assets managing a team and contractors to oversee maintenance and capital work.

We are in search of an enthusiastic leader with strong project management and stakeholder skills to manage facilities maintenance and minor capital works for:

- Norfolk Island Central School;
- Norfolk Island Police Station;
- Kingston and Cascade Piers;
- Selwyn, Cascade, and Nepean Reserves; and the
- Norfolk Island Health and Residential Aged Care Service (NIHRACS)

Responsibilities may also include management of some works for the Kingston and Arthurs Vale Historic Area (KAVHA)

To be successful in the role, you will need

- Have a proven track record in supervisory roles
- Prepare and manage contracts for the maintenance of Australian Government assets on Norfolk Island, including the procurement of new services and monitoring of existing arrangements
- Develop and support productive working relationships with a range of internal and external stakeholders to respond to needs, manage expectations, develop solutions and solve problems.
- Possess a sound understanding of workplace health and safety legislation and its application to the building and construction industry
- Manage scheduled maintenance and minor capital construction activities across multiple sites
- Manage systems to provide high quality and timely reports on the progress of projects
- Provide advice to, and liaise with, Australian Government agencies and officials on Norfolk Island related matters

Who are we looking for?

To be successful in this role, you will need to demonstrate your ability to:

- **lead and manage staff** to build an effective, high functioning team, and to display resilience.
- **achieve results and quality outcomes** by delivering complex programs and managing major contracts on time and on budget, including planning for major investments or procurements.
- **engage and collaborate** with key stakeholders, building partnerships and networks across the Division; all levels of government; service providers; and with the community, gaining their co-operation and input.
- **work effectively in a technical environment** to act decisively based on your sound judgement, strong analytical thinking and problem-solving skills.
- **communicate effectively and openly** with strong oral and written communication skills to influence and gain acceptance of change.

If the successful applicant currently resides off-island then some form of relocation assistance may, at the discretion of the delegate, be available. Travel may be required occasionally to Canberra.

Eligibility

Eligibility requirements

Employment with the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts is subject to conditions prescribed within the *Public Service Act 1999* including:

- **Citizenship:** candidates must be an Australian citizen at the time of submitting your application.
- **Health Assessment:** The preferred candidate may be required to undergo a medical examination conducted by the department's preferred medical provider.
- **Security Clearance:** The successful candidate must be able to obtain and/or maintain a security clearance at Baseline Clearance level. You must be willing to disclose all relevant and required information. You must have lived in Australia, or have a checkable background, for at least the preceding five years for Baseline Vetting clearances. More information on the security clearance vetting process is available on the Australian Government Security Vetting Agency (AGSVA) website.
- **Police check:** The successful candidate must satisfactorily complete an Australian Federal Police criminal history check.
- **Integrity and Performance check:** The successful candidate must satisfy the requirements in an Integrity and Performance check which is completed by your most recent employer.

- **Psychometric testing:** Candidates may be required to undertake psychometric testing as part of the recruitment process and during their employment due to the remote and isolated location of Norfolk island.

Notes

For more information about this role, including the type of person we are looking for and how to apply, please refer to the position description available by clicking the 'Apply Now' button

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 agency.

About the Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts

Our work connects and enriches every Australian community, underpins our economy and society, and empowers our regions. We provide policy advice and deliver programs, projects and services in the infrastructure, transport, communications, sport and arts sectors, supporting our regions, cities and territories. Our staff have the opportunity to work on high profile and diverse national projects that have a meaningful impact on the lives of all Australians. We seek people with a wide range of skills and competencies. Whether you write policy, deliver programs, projects or corporate services, or have experience in research, data or technology, we look for employees who are innovative, respectful and professional. We are an inclusive employer and promote, value and support diversity among our employees with the aim of ensuring our workforce reflects, respects and benefits from diverse communities including Aboriginal and/or Torres Strait Islander peoples, people with cultural and linguistic diversity, people with disability and LGBTIQ+ people. We are committed to achieving gender equality and, in particular, supporting women's progression into senior leadership.

To Apply

Position Contact	Charles Brister, 0407504696
Agency Recruitment Site	https://www.infrastructure.gov.au/department/careers

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**Australian Institute of Aboriginal and Torres Strait
Islander Studies**

Closing Date: Wednesday 24 December 2025

Collection Services Group
Collection Preservation & Digitisation

Job Title	Digitisation Technician Manuscript, Print, & Published (Affirmative Measures)
Job Type	Full-Time, Ongoing
Location	Canberra ACT
Salary	\$75,022 - \$81,775
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 this role, work will need to be completed onsite at Acton.
Classification	APS Level 4
Position Number	121_11/25
Agency Website	https://aiatsis.gov.au/

Job Description

<https://aiatsis.gov.au/about/work-us/current-vacancies>

About the Group

The Collections Services Group is responsible for the development, management, preservation and provision of access to the AIATSIS Collection at both Maraga (Canberra) and Mparntwe (Central Australia) sites. The Group manages, describes, preserves, digitises and provides access to the AIATSIS Collection.

About the Program Area

Collection Preservation and Digitisation (CPD) Program is responsible for ensuring the long-term preservation, care and digital access of the AIATSIS Collection. The program applies best practice preservation, conservation and digitisation methods to safeguard physical, audio-visual and digital materials. The program manages specialist laboratories, preservation facilities and digitisation workflows that support the integrity and accessibility of the Collection.

Key operational activities include:

- preserving and stabilising collection materials across formats (paper, photographs, film, audio, digital).
- undertaking digitisation to ensure long-term access and to support research, education and community needs.
- providing preservation advice and support to other AIATSIS program and external partners.
- developing and applying standards for digital preservation, metadata and storage.
- supporting cultural authority by ensuring preservation and digitisation practices respect Indigenous rights and knowledge systems. This includes audio, video, film, photographs, printed material as well as art and objects.

CPD delivers:

- preservation and digitisation.
- creation of digital assets from Collection Material,
- digital restoration,
- printing,
- advisory services and technical services and collaborates across AIATSIS to supply digital material to fulfil client requests and to support projects.

Role Summary

Manuscript, Print & Published Digitisation Technicians work in a small team of specialist technical staff responsible for the digitisation of the AIATSIS Collections, including rare and fragile books, manuscripts, maps, ephemera, posters and other documents. This important role provides the timely delivery of collection digitisation projects to meet known technical standards and with due regard to the content and preservation requirements of cultural heritage collection material. This position reports to Team Leader - Manuscript, Print & Published.

Duties

- under limited direction, operate cameras and digitisation equipment (i2S Copibook) to preserve printed material and works on paper in an efficient and timely manner to achieve collection digitisation KPIs.
- mastering of the digitised material using Adobe Photoshop.
- creating PDFs using Adobe Acrobat & OCR software ABBYY FineReader.
- carrying out quality control checks.
- provide collaborative support to other projects throughout AIATSIS.
- undertake appropriate care of equipment, hardware and software and ensure any known issues are brought to the attention of the Team Leader.

Eligibility

Cultural capability - essential

Roles at AIATSIS require candidates to have an understanding of the issues affecting Aboriginal and Torres Strait Islander peoples and proven culturally appropriate engagement and communications skills. The nature of this role requires the candidate to consistently demonstrate the following specific cultural capabilities:

- understands Aboriginal and Torres Strait Islander business with the agency and the outcomes the agency is responsible for delivering.

- understands the diversity of Aboriginal and Torres Strait Islander peoples and their world views and shared connections to land and culture.
- understands the protocols for providing culturally appropriate services to Aboriginal and Torres Strait Islander clients.
- makes information accessible, culturally appropriate, and targeted to the audience.

AIATSIS embodies Yindyamarra in everything we do

Skills, knowledge and personal attributes

To be successful in this role, you will understand the role of a major specialist collection in meeting the needs of Aboriginal and Torres Strait Islander people. This includes understanding of Indigenous Cultural and Intellectual Property Rights, Indigenous cultural protocols and related cultural safety issues. You will have specialist technical knowledge of, and applied experience in print and works on paper digitisation in a cultural institution. You will come with the following skills, experience and attributes:

- demonstrated specialist technical knowledge of, and applied experience in the successful day to day delivery of print and works on paper cultural heritage collection digitisation tasks, projects and outcomes.
- demonstrated ability to manage workload, achieve set goals in a timely and accurate manner and respond positively to change in a flexible manner.
- demonstrated ability to work effectively as a part of a small team, including seeking input from others and contributing to team planning.
- ability to provide training and supervision.
- demonstrated ability to maintain administrative documentation and records to support team workflows and facilitate the work of other teams.
- demonstrated ability to communicate effectively in a variety of formats and adapt key messages to different audiences.

Notes

Applications close **11.30pm** Wednesday 24 December 2025.

The successful candidate/s will need to undergo:

- Police check
- 6 month probation
- Medical clearance

This vacancy is being advertised concurrently under an affirmative measure and identified recruitment process.

Affirmative Measures positions

Jobs in the APS are open to all Australian citizens. There are some jobs, though, that are open only to specific members of the Australian population. This practice is known as an Affirmative measure and is a targeted strategy to ensure the diversity of the APS workforce reflects the diversity of the Australian population.

Any job can be restricted to Aboriginal and/or Torres Strait Islander people only, and it doesn't necessarily have to involve working on Indigenous issues. If a position has been advertised as an Affirmative measure, it will be clearly marked as such.

The use of the Indigenous Affirmative Measures provision at AIATSIS allows for targeted recruitment of Indigenous Australians into the organisation. If you are applying for an Affirmative Measures position, you will need to indicate your Aboriginal and/or Torres Strait Islander heritage on our application form and provide confirmation if required.

What is Cultural Capability?

As all positions at AIATSIS are 'Identified' each position will have various elements of involvement with the delivery of Indigenous specific services, programs, and policies as part of AIATSIS core functions. AIATSIS therefore needs to also identify the cultural knowledge; skills and personal attributes needed to deliver the required outcomes.

Every part of how we work, who we work with and for, requires varying levels of knowledge of Aboriginal and Torres Strait Islander cultures, protocols and an understanding of issues that enable effective communication and ultimately effective performance in the role. To assist you in determining the required cultural capabilities of this role, you can refer to the Aboriginal and Torres Strait Islander Cultural Capability – A Framework for Commonwealth Agencies

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 agency.

About the Australian Institute of Aboriginal and Torres Strait Islander Studies

We are Australia's only national institution focused exclusively on the diverse history, cultures, and heritage of Aboriginal and Torres Strait Islander Australia. We house the world's most important and extensive collection of cultural information and material and we provide leadership, publish and promote greater understanding and appreciation of Aboriginal and Torres Strait Islander peoples. We create opportunities for people the world over to engage with and be transformed by the knowledge, the culture and the story of Australia's Indigenous peoples. We are Australia's national institution for leadership in Aboriginal and Torres Strait Islander research. We care for a priceless collection, including films, photographs, video and audio recordings as well as the world's largest collection of printed and other resource materials for Aboriginal and Torres Strait Islander studies. We undertake and encourage scholarly, ethical, community-based research in a variety of sectors, including health, native title, languages and education. Our publishing house, Aboriginal Studies Press, regularly publishes outstanding writing that promotes Australian Indigenous cultures. Our activities affirm and raise awareness of the richness and diversity of Aboriginal and Torres Strait Islander cultures and histories.

To Apply

Position Contact	Daryl Ciubal, 02 6129 3953
Agency Recruitment Site	https://aiatsis.gov.au/about/work-us/current-vacancies

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Prime Minister and Cabinet

Vacancy VN-0765676

Torres Strait Regional Authority

Closing Date: Tuesday 16 December 2025

Torres Strait Regional Authority
 Administration Economic Development

Job Title	Project Officer - APS5
Job Type	Full-Time, Ongoing; Non-Ongoing
Location	Thursday Island QLD
Salary	\$84,228 - \$91,809
Future Merit Locations	Thursday Island
Office Arrangement	On Site
Office Arrangement Details	NA
Classification	APS Level 5
Position Number	T02009
Agency Website	http://www.tsra.gov.au/opportunities/work-for-us

Job Description

<https://tsra.nga.net.au/cp/index.cfm?event=jobs.home&CurATC=EXT&CurBID=62AFB35D%2D9273%2D4A11%21>

Duties

Role requirements

1. Contribute effectively to the Economic Development outcomes of the TSRA Torres Strait Development Plan.
2. Engage with communities, private sector and government stakeholders to identify issues and solutions to increase the capacity of individuals and organisations to participate in the local and broader economy.
3. Support the Senior Project Officer to develop and implement innovative solutions to help clients achieve business and economic success including through joint ventures and enterprise partnerships between Indigenous and non-Indigenous businesses and remove barriers to genuine commercial ventures.
4. Assist with assessment and monitor home loans, business loans and grants.
5. Assist with coordination and delivery of business workshops.
6. Other duties as required and directed by the Senior Project Officer.

Eligibility

Affirmative Measure Position – Indigenous

This position is an Affirmative Measure - Indigenous *which means the vacancy is only available to Aboriginal and/or Torres Strait Islander people and signifies that the role has a strong involvement in issues relating to Aboriginal and Torres Strait Islander people.*

This position is required to liaise with Aboriginal and Torres Strait Islander people, communities and service providers. You will require cultural competency, including:

- *Understanding of the issues affecting Aboriginal and/or Torres Strait Islander peoples*
- *Demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander peoples*
- *Demonstrated capability and commitment to continue to develop cultural competency*

Eligibility

Employment is subject to the following conditions:

- **Citizenship** – applicants must be an Australian Citizen.
- **Police check** – any new APS employee must undergo an Australian Federal Police Check.
- **Probation** – a probation period will apply to any new APS employee.

• **Security clearance** – successful candidates may be required to obtain and maintain a AGSVA security clearance commensurate with their particular role requirements.

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 agency.

About the Torres Strait Regional Authority

The Torres Strait Regional Authority (TSRA) is a Corporate entity engaged in a wide range of programmes and service delivery functions for the benefit of Torres Strait Islander and Aboriginal people living in the region.

To Apply

Position Contact	Lyell Reuben, 0740690700
Agency Recruitment Site	https://tsra.nga.net.au/cp/index.cfm?event=jobs.home&CurATC=EXT&CurBID=62AFB35D%2D9273%

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Treasury

Vacancy VN-0765678

Australian Securities and Investments Commission

Closing Date: Thursday 18 December 2025

Job Title	Evidence Officer
Job Type	Full-Time, Non-Ongoing
Location	Sydney NSW, Melbourne VIC, Brisbane QLD, Perth WA, Traralgon VIC
Salary	\$63,858 - \$63,858
Future Merit Locations	Sydney, Melbourne, Brisbane, Perth, Traralgon
Office Arrangement	Hybrid
Office Arrangement Details	50% in-office fortnightly attendance
Classification	APS Level 1;APS Level 2;APS Level 3;APS Level 4
Position Number	ASIC/1898898
Agency Website	https://asic.gov.au/about-asic/what-we-do/

Job Description

https://careers.asic.gov.au/jobtools/jncustomsearch.viewFullSingle?in_jnCounter=226423173&in_organid=16529&

Duties

At ASIC, you can be the change that ensures a fair, strong and efficient financial system for the benefit of all Australians. Contribute to delivering on ASIC's purpose, vision, and strategic priorities to help maintain the integrity of the financial system and protect consumers from harm.

Kickstart your career at ASIC as an Evidence Officer, supporting high-profile enforcement action through best-practice Evidence Management.

- Sydney, Melbourne, Brisbane, Perth or Traralgon preferred – All locations considered
- Salary from \$63,858 + 15.4% superannuation
- Temporary 12 and 24-month opportunities available
- Applications close at 11:59pm ADST, Friday 19 December 2025

The team

The Evidence Management (EM) team provides evidence collection, processing, management, and secure storage services to assist ASIC's regulatory teams to review and present evidence in courts and other bodies.

The role

As an Evidence Officer, you will:

- Register, process, securely store, archive, dispose and manage ASIC evidence throughout its life cycle.
- Classify, index and maintain records and information on ASIC's systems.
- Use technology and systems to deliver high-quality service.
- Build collaborative relationships across teams.
- Apply data and digital skills to manage and report on evidence.

About you

We're looking for candidates who are eager to build their career in evidence management and make a real impact at ASIC. If you have a background in service delivery, IT, customer service or another related field, we'd like to hear from you.

You will also demonstrate:

- Proven stakeholder engagement skills and a service mindset—responsive, helpful and professional.
- Confidence using technology and systems (e.g., databases, digital tools, recordkeeping platforms).
- Strong written and verbal communication and a collaborative approach to teamwork.
- Strong organisation and attention to detail; you enjoy working to clear processes and timelines.
- Reliability and followthrough; you take ownership and deliver with limited supervision.
- Curiosity and willingness to learn new tools and methods.

Qualifications in law, information technology or business are desirable. Prior experience in the use of litigation support software such as Nuix Discover, Nuix Workstation, EDT, Access Data, Relativity or similar, and familiarity with computer forensics principles will be highly regarded.

View the position description for more information or click 'apply' to start your application. Applications close at 11:59pm ADST, Friday 19 December 2025. ASIC has an end-of-year shutdown between 25 December and 1 January. You will receive an update on your application prior to this closure.

About ASIC

ASIC's remit is one of the broadest of regulators across the world. ASIC regulates corporations, markets, financial services and consumer credit and monitors and promotes market integrity and consumer protection in the Australian financial system. Through our enforcement work, we hold to account those who contravene the law, working to achieve strong outcomes that address the greatest consumer and investor harms.

ASIC is an equal opportunity employer seeking people who want to make a difference. ASIC is committed to providing a diverse and inclusive workplace where the very best talent in Australia chooses to work. Applications from people of all ages, cultural backgrounds, abilities, LGBTIQ+ identity, and people of Aboriginal and Torres Strait Islander descent are encouraged to apply.

We offer a range of employee benefits including:

- Attractive superannuation
- Additional leave entitlements
- 50/50 hybrid work-from home model
- Flexible work arrangements
- Assistance for study and professional development

To work with us, you need to be an Australian citizen and be prepared to complete an ASIC Suitability and Baseline Assessment.

Eligibility

Notes

About the Australian Securities and Investments Commission

To Apply

Position Contact	Claire Greening, N/A
Agency Recruitment Site	https://careers.asic.gov.au/jobtools/jncustomsearch.viewFullSingle?in_jnCounter=226423173&in_orga

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Climate Change, Energy, the Environment and Water

Vacancy VN-0765643

Bureau of Meteorology

Closing Date: Monday 22 December 2025

Science and Innovation
Research

Job Title	Radar Data Assimilation Scientist
Job Type	Full-Time;Part-Time, Ongoing
Location	Melbourne VIC, Canberra ACT, Sydney NSW, Brisbane QLD, Hobart TAS, Adelaide SA, Perth WA, Darwin NT
Salary	\$94,563 - \$125,832
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, including work from home, are available subject to operational requirements
Classification	APS Level 6;Executive Level 1
Position Number	NEW
Agency Website	

Job Description

<https://bomcareers.nga.net.au/cp/>

About the Bureau

We are Australia's weather, climate, water, oceans and space weather agency. Our work touches the lives of all Australians every day.

Our products and services include observations, forecasts, warnings, analysis and advice. They cover Australia's atmosphere, water, oceans and space environments.

The Bureau operates under the authority of the *Meteorology Act 1955* and the *Water Act 2007*. We also fulfill Australia's international obligations under the Convention of the World Meteorological Organization and related international meteorological treaties and agreements.

Read the [Bureau of Meteorology Strategy 2022–27](#) to find out more about our organisation and the work we do for all Australians.

Working at the Bureau

The Bureau represents a dynamic and exciting opportunity. At the Bureau you will:

- do meaningful work that brings real benefits to the Australian community, businesses and government.
- work with dedicated experts and professionals who constantly seek to improve the services we provide to our customers.
- work in excellent workplaces in a variety of great locations. You'll have access to the latest technology in a diverse, safe and inclusive environment for everyone.
- experience our commitment to learning, growth, training and clear career pathways. You'll receive competitive salary and benefits.

Position overview

The successful applicant will join a dynamic team of scientists, post-docs and engineers in the Radar Science team of the Observations Assimilation and Data Science (OADS) Section within the Bureau's Research Program.

As part of the Asset Network Planning Forecast Model (ANP-FM) project, a major objective of the Radar Science team is to enhance the quality of radar observations and increase the impact of high-resolution assimilation of radar observations on the quality of convective-scale numerical weather forecasts. To address this objective, the Radar Science Team seeks a radar data assimilation (DA) expert to accelerate impact of ground-based radar data assimilation in our convective-scale forecast model (ACCESS-C, ACCESS-CE) and conduct state-of-the-art research on rapidly assimilating fresh sources of data through new and innovative data assimilation techniques based on ensemble weather forecasts, such as with the pre-emptive forecasting technique concept.

The ANP-FM project work involves the following work packages:

- Development of improved quality control of radar observations, including KDP estimation, hydrometeor classification, and Doppler unfolding
- Improvement of the reflectivity and Doppler assimilation from our operational radar network using the existing DA system.
- Assessment of the potential impact of dual-polarization radar moment assimilation

- Further development and transition to operations of the pre-emptive forecasting technique for improved rainfall forecasting, and later other model variables
- Quantification of the impact of assimilating radar reflectivity profiles, including those from the operational radar network and synthetic radar reflectivity's derived from geostationary satellite and lightning network observations.

The ideal applicant would be a radar quality control and radar data assimilation expert with strong programming skills, but people with expertise in data assimilation (not specifically radar) will be considered. The selected applicant is expected to work closely with other scientists of the Radar Science and Data Assimilation teams.

Duties

The responsibilities of the role include but are not limited to:

- Undertake research on quality control and assimilation of radar observations.
- Quantify the impact on the quality of weather forecasts using statistical scores.
- Assist with the transition to operations of the new assimilation schemes developed.
- Communicate results through internal reports, journal articles and presentations.
- Commitment to [APS Values and Code of Conduct](#) and understanding of the [Bureau's diversity and inclusion statement of commitment](#) and the Bureau way
- Complying with all Bureau work, health and safety policies and procedures, and taking reasonable care for your own health and safety and that of employees, contractors and visitors who may be affected by your conduct.

Eligibility

Australian Citizenship

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 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, tsunamis 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	Alain Protat, (03) 9669 8128
Agency Recruitment Site	https://bomcareers.nga.net.au/cp/

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Climate Change, Energy, the Environment and Water

Vacancy VN-0765646

Bureau of Meteorology

Closing Date: Monday 22 December 2025

Data and Digital
 Observing Systems and Operations

Job Title	Technical Officer Level 4
Job Type	Full-Time, Ongoing
Location	Sydney NSW
Salary	\$94,563 - \$105,910
Future Merit Locations	Sydney
Office Arrangement	Work From Home;Hybrid
Office Arrangement Details	Flexible working arrangements, including work from home, are available subject to operational requirements
Classification	APS Level 6
Position Number	60014440
Agency Website	

Job Description

<https://bomcareers.nga.net.au/cp/>

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- do meaningful work that brings real benefits to the Australian community, businesses and government.
- work with dedicated experts and professionals who constantly seek to improve the services we provide to our customers.
- work in excellent workplaces in a variety of great locations. You'll have access to the latest technology in a diverse, safe and inclusive environment for everyone.
- experience our commitment to learning, growth, training and clear career pathways. You'll receive competitive salary and benefits.

Position overview

We are seeking enthusiastic and qualified Electronics, Electrical, Instrumentation or Telecommunications Technicians or Engineers, ideally with previous field experience.

Who are you?

You have an appetite for working in remote locations so a willingness to travel is essential.

You are a suitably qualified team player who likes to get hands-on in the field, and the prospect of seeing many parts of Australia excites you.

You have strong communication skills to support your field team, negotiate and manage stakeholder relationships, and leverage emotional intelligence.

You take pride in developing and mentoring staff. Your strong teamwork abilities ensure you can empower and inspire the field teams you are responsible for managing.

Who are we?

The Observing Operations Hubs are the Bureau of Meteorology's Technical Operations centres comprising of 8 Hubs, one in each capital city and Cairns.

Staff based at the Observing Operations Hub travel far and wide and into remote areas, utilising 4WD's, planes, boats, and helicopters to maintain service delivery within the various instrumentation networks. This includes:

- Rain Radars
- Automatic Weather Stations (AWS)
- Upper-Air monitoring systems (sounding balloons)
- Sea Level Monitoring Stations
- Wave and Wave height buoys
- Satellite ground reception and space weather instruments
- Flood warning/rainfall monitoring systems
- Cooperative observers, volunteer rainfall stations
- Communications, telemetry and instrumentation systems

We are part of a national maintenance workforce and are opportunities available to travel to various parts of Australia to assist other hubs with work.

We offer specialised, in-house competency-based training on all our equipment and will ensure you have the necessary tools and skills to undertake this work.

We strive to deliver exceptional customer service, as we engage with stakeholders, contractors, support staff and the Australian public.

We promote a diverse and inclusive workplace culture that prioritises the health, safety and wellbeing of all our staff.

Staff in our Hubs are mentored and supported by a Hub Manager and various Team leads.

Duties

The responsibilities of the role include but are not limited to:

- **Maintenance & Operations:** Undertake routine and detailed operational diagnostics, fault finding, repair and return to service of moderate to complex field equipment. Verify the

performance of meteorological instruments against calibrated reference standards. At a medium level of difficulty, take, record and report observations from meteorological systems. Undertake site inspections and document the meteorological exposure and maintain associated records.

- **Asset and Service Management:** Support a strong asset management culture and consistent usage of enterprise asset management system (Maximo) to accurately record asset information, asset performance and issue stakeholder communication. Adhere to service management processes based on the ITIL framework and work to meet service level targets for maintenance completion and outage restoration response times.
- **Documentation & Record Keeping:** Prepare operational and technical maintenance reports and associated documentation. Undertake administrative tasks such as finance reconciliations, procurement, inventory records, stores and stock control.
- **Travel & Incident Response:** Regular travel away from your home base by air, sea and road is an essential part of this role. Field work and incident response support may require working outside of normal business hours including weekends, for which over-time and other allowances may be payable.
- **Supervision:** Mentor, manage, supervise and develop staff.
- **Data Quality:** Manage Observing network data quality through remote monitoring. Diagnose and triage faults within the Observing networks as they arise.
- **Liaison and Representation:** Liaise with various internal and external stakeholders at the appropriate level and represent the Bureau in a professional manner in accordance with Australian Public Service values and Code of Conduct. Respond to queries on observing assets in your area of responsibility and provision of asset information and data.
- **Quality Management:** Participate in ensuring the quality and effectiveness of products and services and the ongoing development, implementation and continual improvement of the quality management system to achieve and maintain the ongoing certification of compliance with the ISO 9001 Quality Management Standard.
- **Compliance:** Comply with all relevant legislation, policies, procedures and guidance in the course of your work.
- **Diversity & Inclusion:** Understand and promote an inclusive environment that respects and values diversity and complies with the Diversity and Inclusion Statement of Commitment.
- **WHSE:** Comply with all Bureau work, health, safety and environment policies and procedures, and take reasonable care for your own wellbeing and that of your team members, other employees, contractors and visitors who may be affected by your conduct.
- **Technical Competency:** Required to obtain technical foundational skills across observing networks with provided on the job training. Commitment to ongoing training, expanding and maintaining individual technical competency.
- **Other Relevant Duties:** Undertake other relevant Hub, station, field and business duties as required.

Lead Specialisation Responsibilities: Surface Network

This lead role is responsible for leading activities associated with a wide range of Surface observing equipment and systems within the Hub's geographic area of responsibility including

- Operation and maintenance of equipment including, but not limited to:
 - Automatic Weather Station (AWS) network and associated sensors;
 - Manual input devices
 - Cooperative Observations network;
 - Volunteer Rainfall/Evaporation network;
- Site selections for Surface Observations equipment and liaising with landowners for site access;

- Network Management with a high standard of maintenance and Return to Service documentation including drawings, photographs and performance records.
- Monitoring and assessing data quality including recovery and correction of observations and providing specialist technical advice.

Regardless of Lead specialisation, the role supports all Observing Operations and may be required to gain technical competencies outside of this specialisation, thereby providing career diversity and operational flexibility. They will liaise with customer and stakeholder groups, providing technical expertise on all Hub observing networks and may be tasked with additional relevant duties at the appropriate level.

Eligibility

Successful applicants will be required to:

- Hold a current Australian driver's licence
- Undertake and pass a medical assessment.
- Be eligible to obtain and maintain a Baseline security clearance from the Australian Government Vetting Agency (AGSVA).

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 agency.

About the Bureau of Meteorology

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To Apply

Position Contact	Wendy Wright, wendy.wright@bom.gov.au
Agency Recruitment Site	https://bomcareers.nga.net.au/cp/

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Climate Change, Energy, the Environment and Water

Vacancy VN-0765651

Bureau of Meteorology

Closing Date: Monday 22 December 2025

Community Services
Environmental Prediction Services

Job Title	Technical Lead Extended Prediction
Job Type	Full-Time, Ongoing
Location	Melbourne VIC, Canberra ACT, Sydney NSW, Brisbane QLD, Perth WA, Darwin NT, Adelaide SA, Hobart TAS
Salary	\$135,402 - \$152,073
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, including work from home, are available subject to operational requirements including attendance on-site and interstate
Classification	Executive Level 2
Position Number	60017051
Agency Website	

Job Description

<https://bomcareers.nga.net.au/?jati=152D7ACB-1657-83FC-107E-E4783DBEF39B>

Duties

The Bureau is seeking an experienced and motivated Technical Lead for Extended Prediction Services in EPS Climate. Based in the Bureau's Melbourne or Canberra Office, this position will report to the Team Leader of Operational Climate and Hydrology Services. The successful candidate will have a unique opportunity to develop and grow the customer-centric climate services in EPS, and will be responsible for delivery of Extended Weather, Climate and Hydrological Prediction products to the general public, and to the Bureau's Decision Support Services and Business Solutions Group.

To be successful in this role, you will display a strong interest in being a part of the evolving Bureau landscape for weather, water, ocean and climate services. The role is being advertised at the APS Executive Level 2; requiring the successful applicant to have responsibilities for setting strategic direction and leadership, and play a key role in liaising with internal partners and external customers. This will require a clear vision for the future of climate services in Australia, and the needs of customers who manage climate risks.

You will require post graduate qualification or comparable experience in climatology, hydrology or meteorology and demonstrated experience in working with climate and hydrological services. You will be able to demonstrate a proven commitment to excellence in collaboration and building partnerships and relationships with both internal and external partners.

As a technical subject matter expert, you will have significant experience in working with dynamical and statistical models applied to extended forecasts. This will include an understanding of the application of probabilistic models to support decision making, and the requisite technical knowledge to provide solutions to EPS business partners.

Demonstrated proficiency in project management, including resource allocation, is essential for this role.

During extreme weather and climate events, this position may be expected to undertake extended working hours as directed.

Eligibility

1. Ensuring the Bureau's Climate and Hydro-Climate information products and processes consistently deliver impact and value for our customers, partners and government stakeholders.
2. Ownership of Extended Prediction/Long-Range Forecast products – including Climate Long Range Forecasts, the Australian Water Outlook, Seasonal Streamflow Forecasts and Southern Hemisphere Monitoring products.
3. Lead and oversee projects, including resource allocation, to reimagine the long-range seasonal forecast products.
4. Be responsible for expert advice and technical content on extended forecasts.
5. Working alongside the EPS Climate and Hydrology Analysis and Specialist Services functions.
6. Liaising closely with the Bureau's Decision Support Services to ensure that products are delivered and meet the Service and customer needs.
7. Liaising closely with Bureau's Enterprise Services Group supporting Commonwealth stakeholders.
8. Liaising closely with the Bureau's Business Solutions Group in support of their customers across Water, Agriculture, Transport, Energy and Resources and National Security.
9. Communicate products through various media channels.
10. Capacity to work non-standard hours, including shift work.

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 agency.

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To Apply

Position Contact	David Gooding, N/A
Agency Recruitment Site	https://bomcareers.nga.net.au/?jati=152D7ACB-1657-83FC-107E-E4783DBEF39B

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Climate Change, Energy, the Environment and Water

Vacancy VN-0765663

Bureau of Meteorology

Closing Date: Monday 22 December 2025

Community Services
Environmental Prediction Services

Job Title	Technical Lead HCMR
Job Type	Full-Time, Ongoing
Location	Melbourne VIC, Canberra ACT, Sydney NSW, Brisbane QLD, Darwin NT, Perth WA, Adelaide SA, Hobart TAS
Salary	\$135,402 - \$152,073
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, including work from home, are available subject to operational requirements.
Classification	Executive Level 2
Position Number	60017054
Agency Website	

Job Description <https://bomcareers.nga.net.au/?jati=4F0E6748-2EA5-289B-34CB-E4783F9C94FA>

The Bureau is seeking an experienced and motivated Technical Lead for Hydro-Climate Monitoring and Reporting in EPS Climate (Environmental Prediction Services). Based in the Bureau’s Melbourne or Canberra Office, this position will report to the Team Leader of Operational Climate and Hydrology Services. The successful candidate will have a unique opportunity to develop and grow the customer-centric climate services in EPS, and will be responsible for delivery of significant, and nationally important, monitoring and reporting products to the general public, and to the Bureau’s Decision Support Services and Business Solutions Group.

To be successful in this role, you will display a strong interest in being a part of the evolving Bureau landscape for weather, water, ocean and climate services. The role is being advertised at the APS Executive Level 2; requiring the successful applicant to have responsibilities for setting strategic direction and leadership, and play a key role in liaising with internal partners and external customers. This will require a clear vision for the future of climate services in Australia, and the needs of customers who manage climate risks.

You will require post graduate qualification or comparable experience in climatology, hydrology or meteorology and demonstrated experience in working with climate and hydrological services. You will be able to demonstrate a proven commitment to excellence in collaboration and building partnerships and relationships with both internal and external partners.

As a technical subject matter expert, you will have significant experience in working with the Bureau's water information, products and services.

During extreme weather and climate events, this position may be expected to undertake extended working hours as directed.

Duties

1. Ensuring the Bureau's Climate and Hydro-Climate Information products and processes consistently deliver impact and value for our customers, partners and government stakeholders.
2. Ownership of Climate and Hydrological Monitoring and Reporting products.
3. Be responsible for expert advice and technical content on Commonwealth climate and water information services and ensure we deliver on our Water Act obligations.
4. Working alongside the EPS Climate and Hydrology Analysis and Specialist Services functions.
5. Liaising closely with the Bureau's Decision Support Services to ensure that products are delivered and meet the Service and customer needs.
6. Liaising closely with Bureau's Enterprise Services Group supporting Commonwealth stakeholders.
7. Liaising closely with the Bureau's Business Solutions Group in support of their customers across Water, Agriculture, Transport, Energy and Resources and National Security.
8. Communicate products through various media channels.
9. Capacity to work non-standard hours, including shift work.

Eligibility

A post graduate degree from 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.

Notes

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To Apply

Position Contact	David Gooding, N/A
Agency Recruitment Site	https://bomcareers.nga.net.au/?jati=4F0E6748-2EA5-289B-34CB-E4783F9C94FA

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