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Australian Government
Australian Security
Intelligence Organisation

Candidate Information Pack Intelligence Development Program Mid 2025 and Early 2026 Intakes

Level: Intelligence Employee Trainee (IET)
(APS5 Equivalent)

75
1949–2024

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Position Details	
Title	Intelligence Development Program – Mid 2025 and Early 2026
Location	Canberra
Commencement Dates	The program will have two intakes: <ul style="list-style-type: none"> • July 2025 • January 2026
Classification Level	IET.0 (APS 5 equivalent) – upon commencement IE 1.0 (APS 6 equivalent) – upon successful program completion
Salary Range	\$89,967 - \$105,909 (including service allowance) plus 15.4% superannuation for the first 12 months. \$99,438 - \$112,037 (including service allowance) plus 15.4% superannuation and promotion to IE 1.0 upon successful completion of the 12 month program.
Contact	Recruitment Email: careers@asio.gov.au Phone: 02 6257 4916
Closing Date and time	Monday 29 April 2024 at 5.00pm AEDT No extensions or late applications will be accepted

The Organisation

The Australian Security Intelligence Organisation (ASIO) protects Australia and Australians from threats to their security. In a complex, challenging and changing security environment, our success is built on the imagination and intelligence of our team. ASIO's people are ordinary Australians but they do extraordinary things – they are our most important asset. To be successful in our mission, we need talented people who are highly capable, dedicated, adaptable and resilient.

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

The Opportunity

Are you a detail-oriented team player, a critical thinker with excellent communication skills and good judgement? Do you have a natural curiosity and a drive to constantly seek out new information and insights? Are you seeking a diverse and rewarding career in intelligence, playing a crucial role providing advice to government on matters of national security?

As an **Intelligence Professional**, you'll play a critical role in delivering accurate, relevant, and timely intelligence that supports informed decision-making.

ASIO is seeking applications for the **Intelligence Development Program (IDP)** for the **July 2025 and January 2026 intakes**. This 12-month development program for intelligence professionals provides participants with comprehensive training in intelligence assessment, analysis and advice. Participants will develop the fundamental skills and knowledge required to undertake intelligence analysis roles in ASIO. The IDP is also the entry point for those seeking to apply their analytical skills and tradecraft to operational contexts and a career as an Intelligence Officer.

As an Intelligence Analyst you will have the opportunity to develop a diverse career across a range of specialised analytical areas. You will identify and investigate patterns and anomalies, draw intelligence value from large volumes of information, solve complex problems and develop subject matter expertise to make intelligence assessments and produce high quality advice. Intelligence Analysts drive ASIO's investigations and deliver impactful threat advice and assessments that inform government, national security partners and industry.

Following a period of employment as an Intelligence Analyst, candidates will have the opportunity apply for roles as Intelligence Officers. Intelligence Officers receive additional training to implement and extend their analytical skills and tradecraft to work in operational roles in ASIO. Intelligence Officers often meet with members of different communities to contribute to mitigating security threats, while also building ongoing confidential relationships with people to collect information to assist us in achieving our mission. As an Intelligence Officer you will be trained in the skill of collecting and analysing complex information to produce well-considered security intelligence advice to government, and you will become adept at growing and enhancing relationships and partnerships to mitigate security threats.

If you enjoy working in a dynamic environment, possess curiosity and good judgement, are a critical thinker, are comfortable engaging with people from all walks of life, and you're interested in a career in intelligence and national security, we encourage you to apply.

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

Find out more about [working at ASIO](#).

What you will bring

You will be a highly resilient and adaptable individual with good judgement and exceptional interpersonal and communication skills. You will bring with you a diverse range of skills, qualifications and life experience.

Job specific qualities and capabilities for this program include:

- Exceptional judgement and the ability to provide impartial advice.
- Ability to gather, research and analyse information to prepare written and oral briefings.
- Critical thinking, complex problem solving and logical reasoning.
- The ability to operate independently and as part of a team.
- Proven ability to demonstrate personal and professional resilience and adaptability.
- Demonstrate high level interpersonal and verbal communication skills.
- Build productive relationships across ASIO and with partners.
- The motivation and aptitude to undertake a comprehensive 12-month development program.

Essential skills and qualifications

There are no mandatory qualifications. We're looking for individuals from a diverse range of backgrounds who can demonstrate one or both of the following:

- Completion of a formal tertiary qualification from any discipline.

- In the absence of a tertiary qualification, evidence of your employment history that demonstrates work and life experience commensurate with a formal qualification.

What we offer you

- Significant training and development as part of a 12-month development program which includes extensive on-the-job, in-class and online training.
- A competitive salary, including a 7.5 percent allowance for maintaining a Positive Vetting security clearance.
- Employer superannuation contributions of 15.4 per cent.
- Flexible working arrangements on completion of the program to assist you to maintain your work-life balance (due to our unique working environment, work from home options are not available). Please note the development program offers less flexibility over the 12 months.
- Access to diverse and unique career pathways as an Intelligence Professional.
- A variety of leave options, including 4 weeks annual leave to ensure your work-life balance.
- Study assistance, including financial support and study leave for tertiary education.
- Access to 7 staff-led diversity and inclusion networks.
- Access to an Employee Assistance Program (EAP).

Eligibility

To be eligible for the role, you must be:

- An Australian citizen.
- Assessed as suitable to hold and maintain a Positive Vetting security clearance.

Intelligence Officers must hold a current Australian driver's licence (some roles may require a Class C licence) when commencing operational training. This is not a requirement to enter the Intelligence Development Program.

Reasonable adjustments

Please advise us if you require any additional assistance in order to fully participate in the recruitment process or the workplace.

Location

Applicants must be willing to relocate to Canberra. Relocation assistance is provided to successful candidates where ASIO requires you to relocate.

How to apply

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

- A current CV outlining your employment history, the dates and a brief description of your role, as well as any academic qualifications or relevant training you may have undertaken.
- A pitch of no more than 2 pages outlining what skills, qualities and knowledge you will bring to ASIO.

- Details of 2 referees, which must include a current and previous manager.

Your pitch is an opportunity to tell us why you are interested in an intelligence career with ASIO. In support of your application, candidates are encouraged to refer to ASIO's People Capability Framework.

This framework outlines the capabilities and skills required for ASIO's workforce (see below):

- Strategic Thinking.
- Achieves Results.
- Productive Working Relationships.
- Personal Drive and Integrity.
- Communicates with Influence.
- Demonstrated skills and experience relevant to the role.

Please note that it is not necessary to address each of the capability criteria individually in your application; however, applicants are encouraged to review the ASIO People Capability Framework prior to submitting their application, as these capabilities will be assessed at various stages in the selection process.

Closing date and time

Applications close **Monday 29 April at 5.00pm AEDT. No extensions will be granted and late applications will not be accepted.**

Suitability assessments are valid for 24 months. Candidates found unsuitable during the assessment process will not be eligible to reapply for the IDP for a period of 24 months. If you have previously applied since April 2022, we encourage you to confirm your eligibility before reapplying.

Employment conditions

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

Recruitment Selection Process – what to expect

We thank all applicants for their interest in applying for the Intelligence Development Program. Please be advised that our selection process is rigorous and extensive.

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

ASIO is committed to equal opportunity for candidates to participate in all stages of the selection process, including reasonable adjustment to assessment methodologies to enable full participation. If you require reasonable adjustments during any stage of the recruitment process, please let us know.

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

We ask all applicants for their patience throughout the process. Once complete, we will notify unsuccessful candidates but will not provide feedback on any aspect of the selection process.

The Recruitment Selection Process – Timeframes

As we are recruiting for a July 2025 and January 2026 intake, candidates can expect the following timeframes for the recruitment selection process:

- Program advertised and early applications received from February to April 2024.
- Online testing commences June 2024.
- Assessment Centers run from August to late September 2024.

Enquiries

If you require further information after reading the selection documentation, please contact **ASIO Recruitment** at careers@asio.gov.au or phone **02 6257 4916**.

More information

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