Australian Government
Australian Security
Intelligence Organisation

Candidate Information Pack

Technologist Graduate Program

2026 Intake

Level: ITE1.0 (APS4 Equivalent)

75
1949–2024

ASIO

Position details	
Title	**Technologist Graduate Program – Early 2026 and Mid-2026 intakes**
Location	Canberra
Commencement Date	2026
Classification	ITE1.0 (APS 4 equivalent) – upon commencement ITE1.1 (APS 5 equivalent) – upon successful program completion
Salary range	$86,602 (including service allowance) plus 15.4 per cent superannuation for the first 12 months. $89,967 - $95,213 (including service allowance) plus 15.4 per cent superannuation upon successful completion of the 12-month program.
Contact	Recruitment Email: careers@asio.gov.au Phone: 02 6257 4916
Closing Date and time	**Monday 6 May 2024 at 5.00pm AEST**

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 at ASIO.

Get ahead of the game

Are you seeking a career at an intelligence agency where you can contribute and make a difference to the security of Australia?

Are you in the penultimate (second last) year of your studies?

Will you finish your degree by 2026?

Would you like to secure a job before you start your final year of studies?

Are you planning a gap year in 2025?

Get ahead of the game and apply now for our 2026 Technologist Graduate Program.

The Opportunity

ASIO's **Technologist Graduate Program** is a dynamic and fast paced 12-month program. We are seeking candidates who are passionate about technology and continuous learning to work collaboratively to keep ASIO ahead of the game. As a Technologist Graduate, you will be assigned to one of the following streams:

- Science & Engineering.
- Data & Analytics.
- Information & Cyber Security.
- Software Engineering & Development.
- IT Platforms.

The 12-month program commencing in early 2026 or mid-2026 will equip you with the skills, experience and knowledge to undertake a wide range of technical roles and to establish a diverse and rewarding career in ASIO.

As a Technologist Graduate, you will undertake 3 workplace rotations designed to showcase the breadth of work that ASIO undertakes. Below is a snapshot of some of the work you may be involved in while on the graduate program (for which we will prepare you accordingly):

- Work with industry and domestic partners to investigate, implement and manage new capabilities, networks and technologies.
- Collaborate with business users to develop high-quality, high-performance software solutions within an agile environment.
- Advance unique solutions to exploit technically-collected data, including through use of Machine Learning and neural networks.
- Reduce the attack surface and assure the ongoing security posture of IT infrastructure.
- Undertake reverse engineering activities.
- Support cyber security investigations.
- Conduct forensic analysis of digital media.
- Provide technical collection capabilities, including telecommunications interceptions.
- Undertake complex data analysis and innovative visualisation to aid investigations.
- Evaluate technical surveillance counter measures.
- Engineer high-end mechanical and electrical solutions.

What you will bring

Preferred candidates will possess the following attributes:

- Ability to work collaboratively in dynamic teams.
- Display an ongoing commitment to learning.
- Design and deliver innovative solutions to constantly evolving technical problems.

Essential skills and qualifications

While we're looking for attitude as much as aptitude, to apply you will need to have completed your degree before the program commences, or graduated in the 3 years prior, with a degree of technical relevance, such as but not limited to:

- Software or Computer Systems Engineering.
- Cyber Security.
- Network Engineering.
- Cloud Computing.
- Computer Science.
- Information Technology or Information Systems.
- Digital Forensics.
- Electrical/Electronic Engineering.
- Data Engineering, Data Science or Data Analytics.
- Mathematics or Statistics.
- Telecommunications.
- Project Management or Business Analysis with an ICT focus.

What we offer you

ASIO provides a number of benefits to its staff including:

- Significant training and development as part of a 12-month graduate program.
- A competitive salary, including a 7.5 per cent allowance for maintaining a Positive Vetting security clearance.
- Employer superannuation contributions of 15.4 per cent.
- A variety of leave options, in addition to the standard 4 weeks annual leave to ensure your work-life balance.
- Flexible working arrangements to assist you to maintain your work-life balance. (Please note: due to our unique working environment, work from home options are generally not available. During the graduate program, part-time working arrangements may be considered on a case-by-case basis and may require extension of the program in order to be accommodated).
- Study assistance, including financial support and study leave for tertiary education.
- Access to 7 staff-led diversity and inclusion networks.
- Mentoring opportunities.
- Access to an Employee Assistance Program (EAP).

Eligibility

To be eligible for the role, you must:

- Be an Australian citizen.
- Have completed a degree of technical relevance, which includes but is not limited to the listed degrees and specialisations above, by the program commencement date or in the past 3 years.
- Be assessed as suitable to hold and maintain a Positive Vetting security clearance.

Reasonable Adjustments

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

Location

The Technologist Graduate Program is located in Canberra and applicants must be willing to relocate. 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 <u>must</u> include the following:

- Succinct responses to the questions indicated in the application package, which include:
  - o Tell us why you are interested in applying for the Technologist Graduate Program?
  - o Tell us about a technical 'passion project' you've been involved in. This can be a personal initiative, tertiary related or other. We want to understand what your technical interests are, what drives you and how you apply it. Feel free to be as technical as you like.
  - o In our workplace the rate of technical change means there's a premium on knowledge sharing. How important is learning and communicating to you?
- A copy of your academic transcript.
- A current CV, no more than 2 pages in length, outlining your employment history, the dates and a brief description of your role, as well as any academic qualifications or relevant training you may have undertaken.
- Details of 2 referees, which must include a current or previous manager.

Closing date and time

Monday 6 May 2024 at 5.00pm AEST.

No extensions will be granted and late applications will not be accepted.

The Recruitment Selection Process – what to expect

We thank all applicants for their interest in applying for the Finance Graduate 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 themselves may include; application submission, eligibility checks, online testing, skills-based assessment and panel discussion.

ASIO is committed to fostering a diverse and inclusive environment for candidates to participate within all stages of the selection process. These opportunities may include reasonable adjustment to assessment methodologies to enable full participation. Please let us know if you require any additional assistance or reasonable adjustments during any stage of the recruitment process in order to fully participate in the recruitment process or the workplace.

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 an early 2026 intake, candidates can expect the following timeframes for the recruitment selection process.

- Program advertised and early applications received from February to May 2024.
- Program re-advertised and final applications received from August to September 2024.
- Online testing commences September 2024.
- Assessment Centers run from mid-October to late November 2024.

Note that these timeframes serve as a general guideline for candidates and are subject to change.

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.

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 as well as our Technology, trades and project management page.