



# APS Level 4, 5, 6 (Multiple Classifications) - Technical Intelligence Assessment Analyst

**Job Reference No:** DIG/05749/20

**Salary:** \$67,100 - \$92,150 (plus super)

**Position Location:** Canberra - ACT

**Employment Status:** Ongoing - Actual vacancy - Full time (37.5 hours)

**Security Level:** Positive Vetting

**Group:** Defence Intelligence Group

**Division:** Defence Intelligence Organisation

**Contact Officer:** [dio.candidatefeedback@defence.gov.au](mailto:dio.candidatefeedback@defence.gov.au)

**Closing Date:** 11:30pm (AEDT), Monday 15 March 2021  
**Extensions and late applications will not be accepted**



## Your Role

The Weapons and Technical Intelligence branch in the Defence Intelligence Organisation (DIO) is seeking motivated and talented team members to undertake complex to very complex technical intelligence related activities within the: maritime, land, air and space domains; emerging and disruptive technologies; modelling and signatures prediction. To achieve our mission to produce the best possible technical intelligence, we bring together smart, focused people from a variety of STEM backgrounds and disciplines to create a highly effective and cohesive workforce.

As a Technical Intelligence Assessment Analyst, you will analyse and evaluate technical information from a variety of classified and unclassified sources, and provide intelligence assessments drawing on your STEM background to customers to reduce uncertainty in their decision making. You will be objective, have creative approaches to thinking, and possess strong research skills. You will also have an inquiring mind, seeking to confirm truths and probabilities, and the ability to scrutinise foreign developments to recognise trends and patterns. You will be aware of DIO's place in government and its primary goals; and you will anticipate opportunities and propose strategies for addressing them. You will cultivate productive working relationships throughout government and with Allies.

It is a rare opportunity to apply both innovative and strategic thinking in an intelligence assessment environment. The work will expose you to the senior executive, and provide opportunities for significant engagement with the Defence, Australian and international intelligence community.

## Our Ideal Candidate

The successful candidate will be self-motivated, demonstrate strong leadership skills, excellent judgement and problem solving skills, initiative, and the ability to develop productive relationships in a team to deliver outcomes in a timely manner. Given the breadth of technical work the Branch covers, you will also need to be able to work independently. You will apply your experience and comprehensive knowledge of complex technical design and development principles to identify and drive business improvements, think innovatively and strategically, and manage several tasks simultaneously. The ability to engage and develop relationships with a broad and varied stakeholder base, communicate effectively with different audiences and negotiate solutions is essential.

## Our Organisation

Defence's purpose is to defend and protect Australia and advance its strategic interests.

Defence achieves this aim through the provision of military capabilities, promoting security and stability and providing support for the Australian community and civilian authorities, as directed by the Government.

Defence is an integrated workforce with military and civilian personnel working together across the spectrum of Defence activities. Our greatest asset is our people.

Defence Australian Public Service (APS) employees are engaged in an array of critical positions, enabling our three services: Navy, Army and Air Force, to fulfil key defensive roles as well as providing a range of peacetime services. Defence employs APS employees across Australia and around the world. Defence is committed to the recruitment of the right people, in the right numbers at the right time - whether it is creating, acquiring or delivering.

We set high standards, live our values, have an inclusive culture and hold ourselves accountable.

In Defence you will enjoy experiences and opportunities that, as an APS employee, you simply wouldn't get with any other organisation.

The variety of jobs we have is greater than you think — with the right qualifications you are able to undertake interesting, challenging and unique work. This ranges from intelligence and strategic policy right through to human resources, communications, infrastructure, engineering and information technology.

Defence is firmly committed to building an inclusive and capable workforce that is reflective of the community it serves. Defence capability is reliant on our capacity to attract and retain the best possible talent regardless of gender, age, culture, religion, ability or sexual orientation.

Defence strives to accommodate requests for reasonable adjustment for people with disability to assist in the application process and if successful, the inherent requirements of the position. If you have individual requirements that need to be accommodated in order to participate in an interview or assessment center please inform the contact person listed on the front of this Information Pack.

For confidential advice, please contact: [diversitypolicyandprograms@defence.gov.au](mailto:diversitypolicyandprograms@defence.gov.au).

[Defence's Reconciliation Action Plan 2019-2022](#) can be viewed online.

[RecruitAbility](#) applies to this role.

Defence has a framework of [values](#) that work alongside the APS Values. These reflect the traditions and identities of the Australian Defence Force (ADF) and the APS. The values underpin the Defence corporate culture, contribute to achieving organisational goals and the basis of the behaviours expected of our people and leaders; both APS and ADF.

Defence provides relocation assistance to eligible APS employees required to relocate. The level of assistance will vary depending on the reason for relocating and your personal circumstances. For more information, please download the [APS Relocation Assistance Handbook](#).

## Our Group

The Defence Intelligence Group is the home of the Department of Defence's intelligence functions, headed by the Chief of Defence Intelligence. The Group includes the Defence Intelligence Organisation (DIO), the Australian Geospatial-Intelligence Organisation (AGO), Intelligence Capability Division and Intelligence Policy and Priorities. Our Group informs and influences Government decision-making, enables military operations, delivers Defence capability and contributes to the achievement of national security outcomes. We are the heart of Defence's Intelligence Enterprise and a critical component of the broader national intelligence community.

- The Defence Intelligence Organisation (DIO) provides intelligence assessments on state and non-state actors, threat platforms, and other military-strategic issues relevant to Australia's security, the planning and conduct of Australian Defence Force operations, strategic policy formulation, defence capability development, and government decisions on defence and national security issues.
- The Australian Geospatial-Intelligence Organisation leads the Defence community in delivering geospatial-intelligence (comprising geospatial information and geospatial intelligence, collectively known as GEOINT) as well as hydrographic information. The Australian Geospatial-Intelligence Organisation has workforces in Canberra, Wollongong and Bendigo. GEOINT and hydrography are critical enablers for Defence operations and national activities such as Australian Defence Force operations and training, safety of navigation, whole of government intelligence and security activities, natural disaster responses and strategic policy development.



- A new Intelligence Capability Division will be established in early 2021. This Division will be responsible for managing a range of intelligence capability programs; as well as providing advice and input to capability programs across the Department in order to deliver Defence's Intelligence Enterprise capability. Intelligence Capability Division also assists Chief of Defence Intelligence in managing the Defence Intelligence workforce, and ensuring the intelligence enterprise workforce have required skills and training.
- Intelligence Policy and Priorities provides direct policy advice and support to Chief of Defence Intelligence and other Defence senior leaders on intelligence matters, manages engagement with the National Intelligence Community, and prioritises Defence intelligence requirements.

The Defence Intelligence Group works across diverse intelligence issues on matters of national significance. To do so, we need highly-intelligent, motivated people from a range of professional roles, academic disciplines and Scientific, Technical, Engineering and Mathematical backgrounds. Essential to our culture of innovation and continuous improvement, we offer unique training and development opportunities to develop our employees expertise. We are committed to diversity and inclusion and are able to offer flexible work arrangements. While we are primarily located in Canberra, we have staff geographically dispersed across Australia, deployed to support Australian Defence Force operations across the globe, and working alongside our international partner agencies.

## Our Team

We are a fully integrated civilian-military workforce, drawing on high-quality and motivated people from diverse STEM backgrounds and academic disciplines who embody Defence and Australian Public Service values.

We offer flexible working arrangements and a range of formal and informal professional development opportunities. While we are primarily located in Canberra, we have staff based across Australia, deployed to support Australian Defence Force operations across the globe, and on secondments with international partner agencies.

## Desirable Qualifications, Experience or Training

- A tertiary qualification in a scientific or technical discipline including physics, mathematics, engineering (Aeronautical, Aerospace, Space Systems, Electronic, Electrical, Communications, Digital Systems, Weapon Systems, Explosive Ordnance, Civil, Mechanical), physical chemistry, or related fields.
- Postgraduate qualifications in any of the above areas will be an advantage.
- Experience in technical intelligence, electronic warfare, signals analysis, design of radars or infrared systems, modelling and simulation, design of weapons, aerospace or satellite systems, or related fields is highly desirable.
- Experience with modelling, simulation analysis and coding programs, such as MATLAB, radar/infrared signature modelling, PYTHON, or C++, is highly desirable.

## How To Apply

Apply for this role by submitting your application through our [online recruitment system \(eRecruit\)](#) located at Defence APS Careers. If you have any questions regarding this role, email the contact officer.

For more information please refer to the [Applicant User Guide](#). Further advice on addressing selection criteria can be found in '[Cracking the Code](#)' publication located on the Australian Public Service Commission website.

Vacancies will be extended **in exceptional circumstances only**. Applicants requesting an extension must contact the Contact Officer **24 hours prior** to the vacancy closing date.

In your application you should provide a copy of your current Resume/CV and address the following:

**Submit a single 600 word response that briefly outlines your interest in this role and specifically addresses both selection criteria below, providing examples that demonstrate your ability to perform the duties of the position, and noting any relevant experience.**

### Selection Criteria

- Demonstrates an understanding of Australia's strategic, defence and national security priorities and environment.
- Demonstrates technical experience and expertise in achieving results, responding positively to change and taking responsibility for managing own work projects.
- Communicates clearly and with influence (this will be assessed based upon your written application; there is no need to address it separately).

**PLEASE NOTE:** Defence APS Careers is for job seekers only. We do not accept unsolicited resumes or applications from recruitment agencies and/or search firms and will not pay fees to any such organisations unless arranged with the provider prior to advertising the vacancy.

## Eligibility

Employment with the Department of Defence is subject to conditions prescribed within the Public Service Act 1999.

**Citizenship** – To be eligible for employment with Defence, applicants must be an Australian citizen. Only in exceptional circumstances can this requirement be waived.

**Health Assessment** - As a condition of engagement, a mandatory pre-employment health assessment will be required where there are physical or medical requirements for the role. Your contact officer can provide further guidance on whether this is required for your role.

**Security Clearance** – The Australian community requires the highest level of integrity from Defence employees. The preferred applicant will be required to successfully undergo the [security clearance](#) vetting process at a specified clearance level.

Further information can be provided in the [Australian Government Security Clearance Applicant Guide Book](#). Please ensure that you read this information thoroughly and confirm that you meet the minimum requirements to be eligible to hold a security clearance at the required level. Please ensure that you are able to provide the necessary documents if you apply for the position. The security clearance level required for this position can be found on the front page of this Information Pack.

More information on the security clearance vetting process is available on the [AGSVA website](#).

## Organisational Suitability Assessment

An Organisational Suitability Assessment (OSA) is a mandatory requirement for work in the Defence Intelligence Agencies, as well as other areas of Defence that access sensitive information. This requirement applies to all categories of employees in such work areas, including Australian Public Service (APS) personnel, Australian Defence Force (ADF) members and contractors.

Organisational Suitability Assessments are conducted to determine suitability to work in a high security environment and/or to hold a Positive Vetting (PV) security clearance. You must obtain and maintain a PV security clearance to work in designated areas of Defence, including the Defence Intelligence Agencies.

The Organisational Suitability Assessment is an integrated assessment tool which comprises the completion of a consent form, written psychological tests, and where appropriate, a face-to-face interview(s) with a registered psychologist. You may be asked to participate in further psychological testing if required. In establishing your Organisational Suitability Assessment status, current and past assessments will be reviewed by the Defence Intelligence Agency.

The assessment is administered in a manner which ensures informed consent, fair dealing with all applicants and employees, and the greatest possible degree of privacy and transparency of process. Before you submit an application you should consider your own preparedness for questions that may include the following topics: personal relationships, living circumstances, personal values, financial situation, physical and mental health history including substance use, and any civil and/or military record.

The process is necessarily more intrusive than you will encounter in most other employment applications but it is important that you be honest and accurate in disclosing details about yourself.

If you feel uncomfortable about having to disclose such detail then please think carefully before applying.

## Feedback

If you are currently employed in the Australian Intelligence Community or the ADF, you will be provided with feedback on your Organisational Suitability Assessment if the outcome has an adverse bearing on your current employment.

With regard to your Organisational Suitability Assessment testing, if you progress to an interview with a registered psychologist, you will have the opportunity to clarify your responses with the psychologist at the time of the psychological interview. **No feedback** will be provided on the outcome of the Organisational Suitability Assessment process to any other applicant.

## Further information

Further information on the Organisational Suitability Assessment process can be found on the following websites:

- for positions in DIO - <https://www.defence.gov.au/dio/documents/Psychological-Assessment-2020.pdf>.

**Thank you for your interest**  
**Department of Defence**