



Australian Government
Australian Security
Intelligence Organisation

Salary

\$ 97122 to \$ 120947

Opportunity Type

Full-Time

Opportunity Status

Ongoing

APS Classification

APS Level 5

Closing Date

31/03/2025

Job Category

Intelligence

Office Arrangement

On Site

Australian Security Intelligence Organisation

Intelligence Development Program Intelligence Analyst 2026 and 2027 Intakes

📍 Canberra ACT

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.

The Opportunity

As an intelligence professional, you will have a diverse and rewarding career and make a difference every day. You will embrace the complexity within the security environment and confront the challenges, driving investigative outcomes that make real world change. With your team, you will collect information and use your critical thinking and communication skills to connect the dots – to stop terrorists and catch spies.

Your role will place you at the centre of the intelligence cycle – you will:

- * Assess and validate incoming information.
- * Direct investigative action to mitigate emerging threats.
- * Play a critical role in delivering accurate, relevant, and timely intelligence to support informed decision making.

ASIO is seeking applications for **Intelligence Analysts** for the **2026 and 2027 intakes**. Successful candidates will undertake a 12-month development program with comprehensive training in intelligence assessment, analysis and advice. Participants will develop the fundamental skills and knowledge required to gain an Intelligence Analyst licence. This is also the entry point for those seeking a career as an Intelligence Officer, an internally selected program offering training in the collection of human intelligence (HUMINT).

As an Intelligence Analyst you will have the opportunity to build 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 identification and mitigation of national security issues and deliver impactful advice and assessments that inform government, national security partners and industry.

ASIO Intelligence Analysts are proactive team players who work together to drive outcomes. We encourage you to apply if you enjoy working with a dynamic team, are curious and creative, have good judgement and are a critical thinker.

Find out more about working at [ASIO.gov.au/careers](https://www.asio.gov.au/careers).

Opportunities for licenced ASIO Intelligence Analysts

Once you have obtained an Intelligence Analyst licence, there are multiple opportunities to specialise or to further develop your skills. Intelligence professionals in ASIO regularly move positions, meaning you can have many jobs within the one organisation – you'll never be bored and your skillset will only grow.

Following the 12-month training, you may be placed in:

- * **Discovery.** Finding the crucial piece of intelligence in a large dataset, discovering the 'unknown unknowns'.
- * **Investigations.** Taking one piece of security intelligence and finding how it fits into the big picture, to uncover the individuals seeking to harm Australia.
- * **Strategic analysis.** Applying high-level analytical tradecraft to identify early indicators of change in the security environment and generating advice for decision-makers at all levels of Government.
- * **Targeting analysis.** Employing specialised analytical tradecraft to identify, develop, and enhance operational opportunities and outcomes.
- * **Threat analysis.** Using a range of information sources to build thematic expertise and develop an understanding of threats to Australia and Australians.

The skills and context you gain as an Intelligence Analyst are crucial to becoming an Intelligence Officer. Before applying to be an Intelligence Officer, all applicants will complete a minimum two-year domestic posting. You will further develop your skills, gain critical corporate knowledge with on-the-job experience, and develop a deep understanding of the security environment – all of which will help you in the field.

Intelligence Officers meet with members of different communities to help mitigate security threats, while also building ongoing confidential relationships with people to collect information to assist ASIO to achieve its mission. As an Intelligence Officer you will be trained in human intelligence (HUMINT) skills, equipping you to collect privileged information from valued human sources to inform security intelligence requirements.

It takes a team with a mix of skills to collect the dots and connect the dots. No matter what role you are in, you will contribute to our mission and our

success. A multitude of careers in ASIO are unlocked via an Intelligence Analyst licence, allowing you to find your fit.

The key duties of the position include:

What you will bring

We invite applications from people with the following attributes:

- * An interest in national security.
- * Exceptional judgement and the ability to provide impartial advice.
- * The 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.
- * The ability to demonstrate personal and professional resilience and adaptability.
- * High-level interpersonal and verbal communication skills.
- * The ability to build productive relationships across ASIO and with partners
- * The motivation and aptitude to undertake a comprehensive 12-month development program.
- * A diverse range of skills, qualifications and life experience.

What we offer you

ASIO provides a number of benefits to its staff including:

- * Significant training and development as part of a 12-month development program
- * A competitive salary, including a 7.5 per cent allowance for maintaining a TOP SECRET-Privileged Access 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 not available. During the 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

Eligibility

To be eligible for the role, you must be:

- * An Australian citizen. Be assessed as suitable to hold and maintain a TOP Secret-Privileged Access security clearance.
- * Candidates who apply for subsequent Intelligence Officer training must have an Australian drivers licence. This criteria will only apply following completion of Intelligence Analyst training and a defined period of employment.

Reasonable adjustments

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.

Location

These positions are located in Canberra and applicants must be willing to relocate. Relocation assistance is provided to successful candidates where ASIO requires you to relocate. Intelligence professionals at ASIO rotate through different postings, which may require you to move cities.

Notes

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 your current manager and a 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.

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.

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

Closing date and time

Applications close **31 March 2025 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 Intelligence Development Program for a period of 24 months. If you have previously applied since April 2023, 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.

The 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 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.

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 early and mid-2026 and 2027 intakes, candidates can expect the following timeframes for the recruitment selection process:

- * Program advertised February – March 2025.
- * Online testing will likely commence in April 2025.
- * Assessment Centres will likely run in May-July 2025.

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 recognize entitlements accrued under the *Public Service Act 1999* and provide for continuation of superannuation under the Commonwealth schemes. Salary packaging arrangements are also available.

Australian Workplace Equality Index (AWEI)

In 2024, ASIO achieved the AWEI Gold standard, recognizing ASIO's inclusion work and positive culture. ASIO was one of only 7 public sector employers, and the first Australian intelligence agency, to achieve this status.

The ASIO Diversity and Inclusion Strategy reflects ASIO's commitment and recognizes the benefits of being a diverse and inclusive organisation. For further information about ASIO's Diversity and Inclusion networks, please visit: www.asio.gov.au/about/diversity-and-inclusion.

Enquiries

If you require further information after reading the selection documentation, please contact **ASIO Recruitment** at careers@asio.gov.au or phone **02 6263 7888**.

More information

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

Contact Officer

ASIO Recruitment

Contact Phone

02 6263 7888

Agency Employment Act

ASIO Act 1979

Website

[Australian Security Intelligence Organisation](http://www.asio.gov.au)

Position Number

05620242025

Vacancy Number

VN-0754615