



## Chief of Division Grade 1 – Various

Salary to be negotiated with the successful candidate

<b>Job Reference Number</b>	DSTG/03825/25
<b>Position Location</b>	<p><b>Various (dependent on role) - Canberra – ACT, Edinburgh – SA, Fishermans Bend – VIC, Eveleigh – NSW, Stirling – WA, Eagle Farm – QLD</b></p> <p><b>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.</b></p>
<b>Employment Status</b>	Ongoing & Non-Ongoing – Actual Vacancy - Full time
<b>Security Level</b>	Dependent on role – Negative Vetting 1, Negative Vetting 2 or Positive Vetting
<b>Working Arrangements</b>	<p>On Site</p> <p><i>Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.</i></p>
<b>Closing Date</b>	<p>11.30pm (AEDT), <b>Monday 26 May 2025</b></p> <p><b>Extensions may be granted in exceptional circumstances only. Applicants requesting an extension must contact the Contact Officer 24 hours prior to the vacancy closing date.</b></p>
<b>Contact Officer</b>	<p>Karina Duffey or Tricia Searson – <b>Executive Intelligence Group</b></p> <p><a href="mailto:admin@execintell.com.au">admin@execintell.com.au</a> or (02) 6232 2200</p> <p>quoting reference <b>997</b></p>

## 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

Defence is seeking exceptional senior executives to fill Chief of Division Grade 1 level positions in its Defence Science and Technology Group (DSTG). Ideal candidates are collaborative leaders, demonstrating experience in a relevant innovation, science and technology (IS&T) discipline or in delivering impact from innovation, science and technology, and the ability to negotiate outcomes in contested spaces. Ideal candidates have a deep understanding of the IS&T value proposition for Defence and can communicate with influence.

DSTG comprises of nine Divisions, spanning across Science and Technology (S&T) Capability Development, S&T Program Delivery and Enterprise, with each division partnering across sectors to deliver Defence capability.

We are expecting to fill a number of positions at the Chief of Division Grade 1 level, and roles will include elements of the following areas:

### **Strategy and Partnerships**

- engaging and influencing internal and external stakeholders to deliver Defence industry policies and programs that drive outcomes to benefit Defence capability

- responsibility for strategic approach to partnerships with universities, industry and publicly funded research agencies
- responsibility for the Australian Defence Science Universities Network and the implementation of Defence Research Centres
- leading the development and implementation of Defence's Innovation Science and Technology (IS&T) strategy, science policy and strategic communication
- leading DSTG's benchmarking and IS&T capability planning
- leading the DSTG international program to ensure alignment with Defence's strategic objectives and build cooperative programs with partner nations
- delivering the capstone Australian Defence Science and Technology and Research Summit

### **Science Capability**

- engaging with international partners, industry and academia to integrate, shape and grow Defence capability
- responsibility for strategic planning and assurance of Defence's key innovation, science and technology capabilities within each and across all of DSTG's Capability Divisions
- benchmarking divisional IS&T capabilities and those of strategic IS&T partners

### **Engineering and Technology**

- research and operations through novel materials development, bespoke product design and advanced manufacturing
- responsibility for DSTG's Engineering Authority System, ensuring compliant and uniform application
- responsibility for DSTG's Engineering and Technical workforce ensuring an active intake pipeline
- strategic leadership and delivery of secure computational and data intensive capabilities, supercomputing and high end digital research infrastructure
- responsibility for the cybersecurity of DSTG information and systems, and the digital enablement of innovation, science and technology projects
- responsibility for governance of Data, ICT, and cybersecurity in the supercomputing and high end computing fields
- identification and application of new and emerging advanced and high-end computing technologies

## **Duty Statement**

Chiefs of Division hold key leadership roles within Divisions and the department more broadly. Within a framework of workplace diversity, workplace participation and a safe working environment, perform the following duties:

1. Implement the recommendations of the National Defence Strategy to achieve the Government's intent in respect of Australia's defence policy, planning and resourcing.
2. Lead, guide and manage the delivery of a range of services across the Division and the Group more broadly.
3. Provide high quality advice and innovative solutions to DSTG Leadership Team, Chief Defence Scientist, and all senior Defence leaders, as appropriate.
4. Build an organisational culture in which leadership, professionalism, collaboration and corporate behaviour that support the Defence Culture Blueprint and are valued and rewarded.
5. Deliver required outcomes through effective management of resources.
6. Establish and maintain effective working relationships both inside and outside the organisation.

7. As a member of the DSTG Management Team, provide leadership for tactical and operational matters specific to divisional operations, and support IS&T capability development, program delivery and sustainment.

## Our Group

Join a team that plays a critical role in Australia's defence and national security by ensuring that our forces maintain a capability edge both now and in the future.

The DSTG in the Department of Defence is the Australian Government's lead agency responsible for applying science and technology to safeguard Australia and its national interests.

As one of Australia's largest employers of scientists and engineers, we deliver expert, impartial advice and innovative solutions for Defence and national security. Our vision is to be a world leader in Defence science and technology – indispensable in transforming the Australian Defence Force and Australia's national security.

At DSTG, you will have the opportunity to work in a responsive, agile and dynamic culture that encourages innovation to solve science and technology challenges for Defence and national security. You will work with highly skilled people both within DST and more broadly across Defence, industry and academia, in Australia and internationally, to harness Australia's S&T enterprise to deliver impact to Defence.

We recognise that our people are our greatest asset. Your success is our priority and we place great emphasis on helping you to be your best whilst enabling you to achieve organisational goals. We are strong advocates of lifelong learning and invest in your development by offering a range of initiatives to ensure people in all roles have access to opportunities to apply their expertise and learn new skills. We are a workplace that is respectful, adaptive and safe, where people feel valued and can thrive.

## Additional Information

Engagement may be negotiated on an ongoing or non-ongoing basis. This is a security-designated position and the successful applicant will be required to hold or obtain a security clearance at either **Negative Vetting 1, Negative Vetting 2 or Positive Vetting dependent on the role**. To be eligible, applicants must be able to obtain Australian citizenship and be able to obtain, hold and maintain an Australian security clearance at one of the aforementioned levels, dependent on the role.

These positions are located across Australia and the associated remuneration package includes superannuation, executive vehicle allowance and, where applicable, relocation expenses. The salary component for this position may be negotiated with the successful candidate.

To discuss the requirements of this position, after first reviewing the selection documentation, if, after reading the selection documentation, you require further information please contact **Karina Duffey or Tricia Searson** at **Executive Intelligence Group** on **(02) 6232 2200** or [admin@execintell.com.au](mailto:admin@execintell.com.au) quoting reference number **997**.

For Senior Executive Service administrative recruitment enquiries please contact the Directorate of Senior Officer Management at [DPG.DSOM@defence.gov.au](mailto:DPG.DSOM@defence.gov.au)

## Our Organisation

Defence's primary role is to defend Australia and its national interests, promote security and stability, and support the Australian community as directed by the Government. Further information about who we are, Defence's mission and our values and behaviours can be found at [Who we are | About | Defence](#).

In Defence, you will enjoy experiences and opportunities that, as an APS employee, you simply would not get in any other organisation. The size, complexity and diversity of work in Defence means that you can have multiple jobs or careers within the same organisation. You are able to undertake interesting, challenging and unique work ranging from intelligence and strategic policy through to human resources, communications, infrastructure and engineering, and information technology.

## Our Benefits

Defence offers a range of benefits, opportunities and conditions that you will be able to access while working with us.

- Competitive salary with the flexibility to negotiate based on skillset and experience
- Generous employee Superannuation contributions of up to 15.4%
- Generous entitlements, allowances and working benefits, further information can found at [APS pay and benefits | Jobs & Careers | Defence](#)
- Learning and development opportunities through:
  - Defence Education Assistance and Programs to support APS employees in gaining professional qualifications
  - Defence Online Academy to provide APS employees with a range of online training
- SES employees must exemplify the [Defence Values and Behaviours](#)
- Career development and progression opportunities, further information can be found at [Career development | Jobs & Careers | Defence](#)

## How to Apply

Applications must be submitted online through our [Online Recruitment System](#) located at Defence APS Careers. Further information on how to apply through our Online Recruitment System can be found in the [Applicant User Guide](#). Your application will need to include:

- Your current Resume/CV
- Applicants are asked to provide an up to **1000 word** application addressing their claims against the Position Description and Duty Statement contained within this Information Pack, with a focus on leadership, integrity and results.
- Details of two referees (one being your current supervisor)

Prior to preparing your response consider the following:

- Role requirements outlined in 'Your Role' section of the information pack.
- Recommended to review the [Work Level Standards](#) and [Integrated Leadership System](#) relevant to the classification you are applying for.

Further information on how to write your response can be found at '[Cracking the Code](#)'.

If you are experiencing technical problems please contact [YourCustomer.Service@defence.gov.au](mailto:YourCustomer.Service@defence.gov.au) for assistance.

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.

Please note online testing and/or video interviews may be used for this recruitment activity. If you experience technical problems with testing or video interviews please contact [Criteria online support system](#).

The application process has essential information for prospective applicants to Australian Public Service (APS) jobs in Defence. Further information about the application, selection, outcome and commencement process can be found at [Application process | Jobs & Careers | Defence](#).

## RecruitAbility

The RecruitAbility scheme applies to this vacancy. The Department of Defence is committed to supporting the employment and career development of people with disability.

More information on the RecruitAbility scheme can be found at [APSC Recruitability Scheme](#) homepage.

## Eligibility

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

<b>Citizenship</b>	To be eligible for employment with Defence applicants must be an Australian citizen. Only in exceptional circumstances can this requirement be waived.
<b>Health Assessment</b>	As a condition of engagement, a pre-employment health assessment may be required where there are physical or medical requirements for the role. Current APS employees may also require a health assessment, or similar, to provide for promotions or transfers which require a health assessment. Your contact officer can provide further guidance on whether this is required for your role.
<b>Security Clearance</b>	The Australian community requires the highest level of integrity from Defence employees. The preferred applicant will be required to successfully undergo the <a href="#">security clearance</a> vetting process at a specified clearance level. Further information about security clearances can be found at <a href="#">Australian Government Security Clearance Applicant Guide Book</a> .

Thank you for your interest in the Department of Defence