



Senior Executive Service Band 3 – Deputy Director General Strategy

Job Reference Number: ASA/07856/25

Position Location: Majura Park – ACT

Employment Status: Ongoing Full time

Security Level: Positive Vetting

Group: Australian Submarine Agency
Program and Policy

Contact Officer: Karina Duffey or Tricia Searson – Executive Intelligence Group

02 6232 2200 or admin@execintell.com.au

Please quote reference number 1022

Closing Date: 11:30pm AEST, Thursday 09 October 2025

Extensions may be granted in exceptional circumstances only.



Introduction

Australia's acquisition of conventionally-armed, nuclear-powered submarines is historic and transformational. The Optimal Pathway announced on 14 March 2023, will deliver Australia a world-class capability that will see our nation become one of only seven countries that operate nuclear-powered submarines. This game changing capability will enhance Australia's capacity to deter conflict and support security, peace and economic prosperity in the Indo-Pacific.

This significant undertaking presents an exciting opportunity for dedicated, committed and aspirational leaders to lead, develop and shape the Australian Nuclear Submarine Program.

Your Role


The Australian Submarine Agency (ASA) is seeking an experienced, strategic leader to fill the role of Deputy Director-General (DDG) Strategy. This is a Senior Executive Service Band 3 position, responsible for leading ASA's strategic direction and performance across capability development, policy, and agency operations. As a senior member of the Executive Leadership Team, the DDG Strategy will play a critical role in delivering the objectives of the Nuclear-Powered Submarine (NPS) Program.

Key Responsibilities

This position leads the development and execution of the Agency's overarching strategy to ensure successful delivery of the NPS Program in alignment with Defence capability needs and whole-of-government policy objectives. The role oversees the Agency's performance, strategic policy engagement, resource alignment, and represents ASA at the highest levels across government, industry, and with trilateral partners

The responsibilities of this role are to;

1. Lead the overall ASA strategy to meet Defence requirements and align with Australian Government policy for the Nuclear Powered Submarine Program, including by providing policy advice to Government.
2. Lead strategic oversight and implementation of the Optimal Pathway and program management framework.
3. Chair the Program Management and Investment Committee; contribute as a member of the ASA Executive Committee.
4. Ensure the ASA's operating model, resourcing, governance, and structure are aligned with strategic program objectives.
5. Advise Defence and whole-of-government stakeholders on program status, risks, milestones and outcomes; drive consistent and transparent communication.
6. Oversee the effective allocation of resources (budget, personnel, technology), ensuring alignment with program risks, priorities, and outcome
7. Promote a culture of continuous improvement, performance transparency, innovation, and lessons learned across ASA divisions and displaying and promoting the Nuclear Mindset principles

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- Promote and sustain a collaborative, high-performance culture across ASA branches and divisions, as well as with key stakeholders in Defence, Navy, and partner organisations.

Our Agency

The ASA was established on 1 July 2023 to safely and securely acquire, construct, deliver, technically govern, sustain and dispose of Australia's conventionally-armed nuclear-powered submarine capability, through the AUKUS partnership.

The ASA is an Executive Agency that reports directly to the Minister for Defence while remaining in the Defence Portfolio to ensure the integrated delivery of military capability.

The ASA has two key activities that will ensure delivery of the nuclear-powered submarine program. These activities are:

- Deliver nuclear-powered submarines in accordance with the Optimal Pathway and within government approved costs in collaboration with AUKUS Partners.
- Exemplify best practice nuclear stewardship to build and maintain naval nuclear propulsion technology, in compliance with Australian and international obligations.

The ASA works in concert with AUKUS partners, across Australian Government departments and agencies, and with States and Territories to deliver this whole-of-nation program.

Nuclear Mindset

Management and operation of nuclear-propulsion technology requires exceptionally high standards, an absolute focus on safety to avoid incidents and commitment to security to avoid its misuse. Australia's acquisition of conventionally-armed, nuclear-powered submarines will require the attainment of a nuclear mindset for the safe, secure and effective cradle-to-grave management of this capability.

The nuclear mindset is the foundation for every action, decision, policy and behaviour to ensure we keep our communities, personnel and environment safe and secure. The adoption of a nuclear mindset demands precision, excellence, attention to detail and an inherent curiosity, and each member is responsible and accountable for exhibiting and ensuring the appropriate mindset thrives.

This is an exciting, unique and once-in-a-lifetime opportunity to work on a program of national and international significance. The Agency is an integrated civilian and military workforce that draws on high-quality and high-performing team members from diverse backgrounds and disciplines who embody Defence and Australian Public Service values and work every day with a nuclear mindset.

Additional Information

Engagement may be negotiated on an ongoing or non-ongoing basis. To be eligible, applicants must be Australian citizens or receive additional approvals to work within the Agency. This is a security-designated position and the successful applicant will be required to hold or obtain a Top Secret security clearance, and undergo additional security screening protocols.

A Merit Pool of suitable candidates will be established to fill similar vacancies that may occur within the next 18 months.

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 quoting reference number 1022.

For Senior Executive Service administrative recruitment enquiries, please contact DPG Senior Officer Management at DPG.DSOM@defence.gov.au

Remuneration and Relocation Assistance

The remuneration package includes superannuation, and, where applicable, relocation expenses. The salary component for this position may be negotiated.

ASA 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.

How to Apply

Apply for this role by submitting your application through our [online recruitment system \(eRecruit\)](#) located at ASA 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:

Assessment Criteria

Applicants are asked to provide an up to 600 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.

PLEASE NOTE: ASA 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 Australian Submarine Agency is subject to conditions prescribed within the Public Service Act 1999.

Citizenship – To be eligible for employment within the Defence portfolio, applicants must be an Australian citizen and this requirement can be waived only in exceptional circumstances.


Health Assessment - As a condition of engagement, a mandatory pre-employment health assessment may 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.

Organisational Suitability - Due to the sensitive work undertaken by certain teams, there may be the requirement to undertake additional suitability screening.

Security Clearance – The Australian community requires the highest level of integrity from public servants. 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](#).



Thank you for your interest
Australian Submarine Agency