Australian Government
AUSTRAC

Candidate Pack

Role Details	
Role Title	Deputy CEO, Intelligence
Location	Barton, ACT | Docklands, VIC | Haymarket, NSW | Brisbane CBD, QLD
Classification	SES Band 2
Employment Type	Ongoing
Division	Intelligence
Security Clearance Level	Top Secret Positive Vetitng
Contact	SES Recruitment – ses_recruitment@austrac.gov.au
Closing Date	27 October 2026 at 11:30pm (AEDT)
To Apply	AUSTRAC – Current Vacancies

How AUSTRAC helps protect Australia

As Australia's AML/CTF regulator and financial intelligence unit, AUSTRAC is responsible for detecting, deterring and disrupting criminal exploitation of the Australian financial system, to protect the Australian community from serious and organised crime.

AUSTRAC's unique value is our dual, interconnected regulation and intelligence functions, and our collaboration with industry and government partners in working towards the vision of a financial system free from criminal abuse. AUSTRAC's regulation hardens the financial sector against criminal exploitation, while our intelligence provides crucial information to national security and law enforcement partners.

Position context

The Deputy CEO, Intelligence provides strategic leadership and stewardship of AUSTRAC's intelligence capability, ensuring the effective governance, integration and use of financial intelligence across the enterprise to protect the Australian community from money laundering, terrorism financing and serious financial crime.

The role is accountable for establishing and leading AUSTRAC's Intelligence Division, embedding intelligence-led regulation, and ensuring intelligence capabilities are aligned to national priorities, emerging threats and risk-based harm reduction outcomes.

As a member of AUSTRAC's Executive Leadership Group (ELG), the Deputy CEO, Intelligence contributes to whole-of-agency strategy, governance and decision-making, and provides authoritative advice and recommendations to the CEO and fellow executives. The role plays a critical leadership function in driving organisational performance, cultural maturity and transformation in line with APS reform priorities.

AUSTRAC is committed to implementing the SES Performance Framework, strengthening behaviour- and outcomes-based performance, accountability and transparency across the SES cohort. The Deputy CEO, Intelligence is expected to model the Secretary's Charter of Leadership Behaviours and uphold the highest standards of integrity, professionalism and ethical leadership.

Secretaries Charter of Leadership Behaviours | Australian Public Service Commission (apsc.gov.au)

Duties

The **Deputy CEO, Intelligence** is accountable to the Chief Executive Officer and responsible for:

- providing strategic leadership as a member of the Executive Leadership Group, contributing to AUSTRAC's governance, strategic planning, organisational performance and transformation agenda
- exercising enterprise-wide stewardship of financial intelligence, ensuring governance, capability, systems and workforce are aligned, integrated and fit-for-purpose
- leading the Intelligence Division by directing AUSTRAC's efforts to areas of highest risk and harm, informed by National Risk Assessments, National Intelligence Community missions and Serious and Organised Crime Coordination Committee priorities
- collaborating with National Managers and senior leaders to deliver intelligence operations that detect, deter and disrupt money laundering, terrorism financing and serious and organised financial crime
- providing executive leadership to the Intelligence Division, fostering a high-performing, inclusive and resilient workforce that is empowered to deliver complex intelligence outcomes

- overseeing the delivery of priority intelligence programs and products that inform operational, regulatory and policy decision-making across government and with domestic and international partners
- managing relationships with key law enforcement and national security partners, international colleagues and private sector partners.
- supporting the CEO in the role of head of a national security agency
- providing authoritative strategic advice to the CEO, Ministers, executives and governance committees on intelligence priorities, risks, emerging threats and capability development.

While the role may be based in Canberra, Sydney, Brisbane or Melbourne, the successful candidate will be required to travel as needed to meet operational, security and leadership responsibilities.

Professional capabilities	
Intelligence leadership, governance and stewardship	• Demonstrated executive-level leadership in the governance, coordination and ethical use of intelligence within complex national security, regulatory or law enforcement environments. • Extensive understanding of the financial intelligence lifecycle, including collection, analysis, dissemination, evaluation and assurance, and how intelligence informs operational, regulatory and strategic decision-making. • Proven ability to exercise enterprise stewardship of intelligence capability, ensuring coherence, integration and alignment across organisational boundaries and partner agencies.
Partnerships and influence in the intelligence community	• Extensive experience leading and influencing across the National Intelligence Community, law enforcement and regulatory partners at senior executive levels. • Demonstrated ability to represent the organisation in national and international intelligence forums, taskforces and multi-agency governance bodies. • Proven capacity to build trusted relationships that enable intelligence sharing, operational collaboration and collective impact.

Core capabilities	
Creative and innovative	• Fosters a culture of innovation, continuous improvement and disciplined risk-taking within intelligence and regulatory environments. • Leverages emerging intelligence methodologies, analytics and technology to enhance intelligence impact and operational effectiveness. • Anticipates and manages risks in complex and sensitive environments, enabling innovation while maintaining assurance and public trust.
Formulate strategies and concepts	• Contributes to enterprise strategy by translating intelligence insights, emerging threats and risk assessments into clear strategic priorities. • Aligns divisional intelligence strategies with government objectives, national security priorities and AUSTRAC's strategic direction. • Takes a forward-looking approach, identifying future capability needs and opportunities in response to a changing threat environment.
Drive and achievement	• Demonstrates accountability for delivering intelligence outcomes that support intelligence-led regulation and harm reduction. • Sets clear expectations, prioritises resources and drives delivery through others in a complex, multi-stakeholder environment. • Actively identifies and removes barriers to performance, ensuring initiatives deliver measurable impact.
Communicate effectively	• Communicates complex intelligence issues and risk judgements clearly, confidently and with authority to senior executives, Ministers and stakeholders. • Adapts communication style and messaging to support informed decision-making across diverse audiences. • Listens actively and incorporates diverse perspectives to strengthen outcomes.
Persuade and influence	• Builds support for intelligence priorities by influencing senior stakeholders across government, law enforcement and partner agencies. • Navigates competing interests, divergent views and sensitive issues to achieve agreed outcomes. • Uses sound judgement and evidence-based advice to shape decisions in high-risk and high-impact contexts.
Relate and network	• Builds and maintains strong, trust-based relationships across AUSTRAC, the APS, law enforcement and the intelligence community. • Represents AUSTRAC effectively in multi-agency forums, taskforces and partnerships. • Promotes collaboration, information sharing and collective ownership of intelligence outcomes.

AUSTRAC culture

At AUSTRAC we recognise our people are our strength. Every day our people use their intellect, skills, experience, initiative and the latest technologies to help protect Australians and Australia's financial system from serious and organised crime.

We offer you a challenging and rewarding career with meaningful work. Wherever you work at AUSTRAC, you will make an impact.

We recognise performance and teamwork in our fight against financial crime. We are committed to helping our people develop their careers – that way when you join AUSTRAC, you become part of our success story.

Am I eligible to apply?

To be eligible to apply for roles within AUSTRAC, applicants **must be an Australian citizen**.

AUSTRAC employees also require an **Australian Government security clearance**. This includes checking your identity and background, finances, digital footprint information and other assessments depending on the level of security clearance required for the role.

Can I request Reasonable Adjustments?

AUSTRAC is committed to supporting applicants through the selection process by providing reasonable adjustments.

If you require reasonable adjustments to participate in the selection process or to meet the inherent requirements of the role, please let us know in your online application or contact us at talent.acquisition@austrac.gov.au.

AUSTRAC Suitability Assessment

The safety of our people and protection of our information are our utmost priorities and critical to maintaining our integrity, value and reputation.

If you are selected as the preferred candidate for a role at AUSTRAC, you will need to satisfactorily complete our pre-engagement checks before we can make you a formal offer of employment. Pre-engagement checks typically include proof of identity and qualifications, police history checks, medical declarations and completion of a questionnaire.

How to apply

For information about how to apply, and eligibility requirements, please review our How to apply guide.

To prepare your application, please carefully review the **Position description, Professional and Core Capabilities**. We recommend reviewing the APSC Cracking the code guide for helpful tips in preparing your application.

To start your application, go to: AUSTRAC Careers page.

Your candidate journey

At AUSTRAC, we are committed to promoting fair, equitable, transparent and accessible recruitment in the selection of employees. We uphold the APSC Merit Principles determine the best person for the position. You will be assessed on the basis of merit – that is your ability to demonstrate the capabilities aligned to the position and your ability to perform the role.

1	**Online Application**	Begin your application ensuring you address the Selection Criteria in the position description and upload your current CV.
2	**Assessment**	Shortlisted candidates will progress to an Interview or other assessment activities including assessment centres, presentations, work samples, written tasks and referee checks.
3	**Selection Panel Assessment**	Once the assessment activities are complete, the Panel will assess your claims and suitability for the position.
4	**Outcomes**	If you were deemed suitable for the role, you may receive an offer of employment or if you were not offered the role, you may be placed in a Merit Pool.
5	**Formal Offer**	Upon passing your pre-engagement checks, you will recieve a formal offer. Congratulations! You've made it to the end of your candidate journey.

Key dates

Selection stage	Indicative timing
Application period	7 October 2026 – 27 October 2026
Application assessment and shortlisting	Week commencing 26 October 2026
Interview and referee checks	Week commencing 23 November 2026
Notification of outcomes	Early December 2026
Preferred commencement date	Mid December 2026

**Timeline is subject to change and may be impacted by candidate and panel availability.*

What is a Merit Pool and how will it be used?

A merit pool consists of candidates who have been assessed a suitable at the level of the vacancy. The merit pool is valid for 18 months from the date the job was advertised. If a position becomes available within the agency during this 18 months, hiring managers may contact you to discuss your interest and fit for the role. Creating, using and sharing merit pools is a common practice in the Australian Public Service for similar vacancies. This means that if you have agreed to share your information regarding the merit pool outcome of the recruitment process, you may be contacted about similar roles at another APS agency. Upon application, we will ask your permission to share your details with other agencies.

Benefits matched to your needs

We cultivate an enriching work environment that empowers you to thrive.

Develop your career strategy
We provide opportunities for your growth, promoting your financial wellbeing along the way.

- Competitive salaries with access to annual salary progression and performance-based salary advancement opportunities.
- Study assistance program providing time-off and financial support.
- Dedicated learning platforms, mentorship and secondment opportunities.
- Reimbursement of professional memberships and registration fees.

Balance your work and personal time
We provide flexibility to optimise your productivity.

- Hybrid work arrangement designed with various flexible arrangement options including flex leave, part-time work and condensed working hours.
- Generous leave entitlements including cultural leave and community work leave.

Support your family commitments
We make work, work for you and your family.

- Culture of support and flexibility for parents, new parents and caregivers.

- Extensive Parental leave provisions, and a Return To Work program.

Optimise your Health and Wellness
We prioritise your health and wellbeing.

- Access to Fitness Passport membership to give you and your family discounted fitness membership.
- Health and wellbeing programs available for you and your family.
- Extensive mental health resources and programs.
- Workplace adjustments to support employees with disability.

To find more about what it's like to work at AUSTRAC please visit our Work with AUSTRAC page. To learn more about other conditions of employment, please refer to the AUSTRAC Enterprise Agreement and current salary rates.

AUSTRAC awards

In 2022, the *Australian Financial Review BOSS Magazine* recognised AUSTRAC as one of the top ten Best Places to Work in the Government, Education and Not-for-Profit sectors.

The Australian Business Awards is an annual awards program that recognises organisations that demonstrate the core values of business innovation, product innovation, technological achievement and employee engagement via a set of comprehensive award categories.

Diversity and inclusion

At AUSTRAC, we recognise the value of individual differences in our people and leverage and nurture these unique characteristics and perspectives to foster an inclusive environment to achieve our best work in service of the nation.

AUSTRAC is an inclusive employer and we actively encourage applications from people with diverse background including; people with disability, Aboriginal and Torres Strait Islander peoples, LGBTIQA+ people, people from culturally and linguistically diverse backgrounds and mature age people.

To learn more about how we cultivate organisational culture, visit our Diversity and Inclusion page.

AUSTRAC is also proud to be a member of the Diversity Council Australia, the Australian Network on Disability, and ACON's Pride in Diversity program.

RecruitAbility

The RecruitAbility scheme aims to attract and develop applicants with a disability in the Australian Public Service (APS). At AUSTRAC, we are committed to supporting the employment and career development of people with disability and apply the RecruitAbility scheme to all vacancies. To learn more about the RecruitAbility scheme and to find out if you are eligible, please visit the APSC RecruitAbility scheme guide for applicants.

Acknowledgement of Country

AUSTRAC acknowledges the traditional owners and custodians of country throughout Australia. We recognise their continuing connection to the land, sea and community. We pay our respects to the people, cultures and elders – past, present and emerging.

Protecting Country *by Indigenous Australian artist Riki Salam uses symbols that represent AUSTRAC's vision and purpose to protect Australians from criminal abuse, both in Australia and beyond its borders.*