

Chief of Division Grade 2 – Defence Science and Technology Group – Deputy Chief Defence Scientist

Job Reference Number	DSTG/06756/26
Position Location	Canberra, ACT **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.**
Employment Status	Ongoing - Full time
Security Level	Positive Vetting
Working Arrangements	On Site *Defence is committed to supporting workplace flexibility. Please contact the contact officer for further details.*
Closing Date	**11:30 PM (AEDT) Sunday, 13 December 2026** **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.**
Contact Officer	**Karina Duffey** at **Executive Intelligence Group** on **(02) 6232 2200 or admin@execintell.com.au**, quoting reference number **#1096**.

Introduction

Defence is seeking dynamic a senior executive to be the Deputy Chief Defence Scientist and 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 who meets the Secretaries' Charter of Leadership Behaviours, exemplifies the Defence Values and Behaviours, and engenders 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.

Applicants from diverse backgrounds including First Nations peoples, people with disability and those from different cultural backgrounds are encouraged to apply.

Your Role

The Deputy Chief Defence Scientist is part of the Defence Science and Technology Group, reporting to the Chief Defence Scientist. They lead DSTG's strategic enterprise division to drive and support defence science and technology outcomes including through:

- Working across Whole-of-Government to shape the national science, technology and innovation environment to strengthen Defence capability
- Driving Defence-wide science and technology strategy, investment and transformation
- Building the partnerships that give Defence access to the best ideas, talent and technology
- Providing the governance, assurance and enabling functions that allow Defence science and technology to operate safely, securely, effectively and at scale.

The ideal candidate is a collaborative leader, demonstrating a track record in working across the Australian Government with the ability to negotiate outcomes in contested spaces, ideally with a science and technology (S&T) background or with experience in delivering impact across S&T. Being able to influence, negotiate and engender enthusiasm in others, the appointee will have astute judgement, political awareness and an inclusive leadership style,. Outstanding interpersonal and representational skills will be key to building strong relationships across the Defence innovation, science and technology ecosystem domestically and with key international partners.

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 Defence Science and Technology Group (DSTG) plays a key role in leading the development and application of science and technology to support Australia's Defence needs in future capability, acquisition, sustainment and support to operations. DSTG delivers the research, expertise, experimentation and technical leadership that enables Defence to generate asymmetric advantage and respond to emerging challenges.

Working across the Defence IS&T ecosystem, DSTG collaborates with Defence stakeholders, industry, universities, publicly funded research agencies and trusted international partners to accelerate the development and transition of innovative technologies into operational capability. Our work spans the full innovation lifecycle, from discovery and experimentation through to capability integration and delivery, ensuring Defence can adapt at the speed of relevance.

At DSTG, every employee plays a vital role in delivering the 2026 Defence Innovation, Science and Technology Strategy by contributing to the development, integration and application of science and technology that strengthens Australia's national defence capability. Whether conducting research, developing innovative technologies, supporting experimentation, providing technical advice, building partnerships, or enabling capability delivery, our people help generate asymmetric advantage, accelerate innovation into operational capability, and reinforce a trusted and integrated Defence IS&T Ecosystem. Working collaboratively across Defence, industry, academia and international partners, at DSTG you will be part of a collaborative, mission-driven workforce that contributes directly to Defence priorities and helps ensure the Australian Defence Force is equipped to respond to emerging challenges at the speed of relevance.

We recognise that our people are our greatest strength. We invest in your development through professional learning, challenging projects, mobility opportunities, and collaboration across government, industry and academia. We are committed to building a diverse, inclusive and respectful workplace where people feel supported, valued and empowered to achieve their full potential.

If you are passionate about the future, value professionalism, agile teaming, innovation and discovery, diversity and collaboration, then DSTG is the place for you.

Duty Statement

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

- Deputise for the Chief Defence Scientist as required and provide senior executive leadership across DSTG's mission.
- Manage and lead DSTG's Enterprise Division, with responsibility for strategy, policy, partnerships, planning and assurance, workforce, finance and governance for DSTG.
- Deliver the Emerging and Disruptive Technologies program on behalf of the Australian Capabilities Accelerator
- Deliver the science and technology infrastructure modernisation program
- Foster strong relationships across Defence to lead and shape Defence's Innovation, Science and Technology priorities and ensure DSTG's equities are represented.
- Shape and influence key Government and broader ecosystem strategies, activities and ways of working to deliver impact to Defence.
- Represent DSTG and Defence at senior enterprise, interdepartmental, ministerial and international committees and meetings as required.

- Strengthen relationships with academia, industry, state governments and international partners to enable joint capability outcomes.
- Chair the DSTG Management Team and oversee performance monitoring, resource allocation, and capability integration across DSTG.
- Lead cultural transformation initiatives that support DSTG's diverse, collaborative and inclusive workforce

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Additional Information

Engagement may be negotiated on an ongoing or non-ongoing basis. To be eligible, applicants must be Australian citizens. This is a security-designated position and the successful applicant will be required to hold or obtain a security clearance at **Positive Vetting.**

This position is located in **Canberra, ACT** and the salary component for this position may be negotiated with the successful candidate based on skillset and experience. The remuneration package includes superannuation and, where applicable, relocation expenses. Defence employment conditions include flexible work hours and work-life balance, generous leave (with the ability to purchase more), paid paternity/maternity leave, retirement planning, and wellness programs.

A Merit Pool of highly 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** at **Executive Intelligence Group** on **(02) 6232 2200 or admin@execintell.com.au,** quoting reference number **#1096**.

For Senior Executive Service administrative recruitment enquiries, please contact the Directorate of Senior Officer Management at 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' and 'Our Ideal Candidate' 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 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.*

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 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.
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 about security clearances can be found at Australian Government Security Clearance Applicant Guide Book.

Thank you for your interest in the Department of Defence