



Australian Government

**NIC** National  
Intelligence  
Community

**Career Pathways**

Australian Government Graduate Program

# Intelligence Stream Candidate Information Guide

2025 Australian Government Graduate Program – Intelligence Stream

A guide for candidates commencing in 2026



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# Welcome to the Australian Government Graduate Program – Intelligence Stream

Your pathway to a career in the National Intelligence Community

Whether you're studying law, technology, mathematics, arts, linguistics or accounting – the National Intelligence Community (NIC) is looking for graduate applicants like you with diverse skillsets from a range of academic backgrounds. The Intelligence Stream is a pathway to a Graduate Program in a participating NIC agency.

Experience unlimited opportunities and unrivalled impact as you embark on a career in the NIC. Our ten agencies are committed to actively safeguarding and advancing Australia's security, prosperity, and sovereignty. We work together to support common Australian Intelligence Missions that address priority requirements of the Australian Government.

Figure 1: The National Intelligence Community agencies





# Why choose us

## PURPOSE AND MEANING

Make a tangible impact and contribute to a higher purpose by safeguarding and protecting the interests of Australia and Australians—your community.

## COMPETITIVE SALARY AND JOB SECURITY

Your journey starts with a permanent APS Level 4, and a competitive salary plus superannuation.

## WORK-LIFE BALANCE

In the NIC, your wellbeing is a priority. Where possible, we offer a range of flexible working options to help you balance your personal and family commitments with your professional life, fostering fulfillment and flexibility.

## CHALLENGING WORK

Tackle complex problems, contribute to national security, and thrive in an environment that constantly pushes you to grow and excel.

## TRAINING AND DEVELOPMENT

Progress your career with ongoing learning and development opportunities. Our agencies offer you numerous training programs, with a National Intelligence Academy dedicated to support your career growth.

## MENTORSHIP OPPORTUNITIES

Dive into mentorship opportunities by collaborating with Australia's most innovative intelligence and law enforcement professionals. Gain access to invaluable guidance and expertise within a globally engaged community.

## NETWORK BUILDING

Connect with like-minded professionals, fostering lasting relationships within your cohort and beyond.



Are you seeking a career with a difference? As a graduate you will work in a dynamic and challenging field where your skills and expertise can enhance national and global security.

## About the Intelligence Stream

The Australian Government Graduate Program - Intelligence Stream is your pathway into the National Intelligence Community.

Clearing each step of our multi-stage application process ensures your placement in the Intelligence Stream merit pool. This, in turn, enables any participating NIC agency to potentially connect with you. Upon a successful pairing, you will have the opportunity to join the specialised graduate program of the respective agency.

### Varied roles, limitless opportunities

We welcome applications from candidates with a variety of skills and experiences, as we have opportunities aligned with a variety of roles. Your unique skill set can be applied across a range of positions within the National Intelligence Community.

You can contribute your expertise in the following ways:

- **Analysts:** Transform information into actionable insights by evaluating diverse data sources and interpreting events, addressing challenges and briefing decision-makers
- **Technologists:** Uphold leading technological and data capabilities, safeguard cyber security and leverage data capabilities to understand current events and predict future developments accurately
- **Intelligence collectors:** Operate globally to gather vital information, utilising interpersonal skills and specialised knowledge to mitigate security threats
- **Intelligence and mission enablers:** Essential support teams, from vetting analysts, psychologist and graphic designers to legal and corporate professionals, ensuring effective recruitment, budget management, and stakeholder communication for mission success

Within the NIC, professionals engage in exciting, ever-evolving work, using cutting-edge technologies to identify and address emerging trends and threats.

### Participating agencies

Discover the agencies participating in the upcoming intake of the Intelligence Stream on the APSJobs Graduates Portal [www.apsjobs.gov.au/s/graduate-portal/streams](http://www.apsjobs.gov.au/s/graduate-portal/streams).

### Choosing your path: the specific NIC agency or Intelligence Stream?

If you aspire to work for a specific NIC agency, you may also consider applying directly to their graduate program. The Intelligence Stream provides an additional pathway into the NIC.

## Commencement date

Graduate roles for the 2025 Australian Government Graduate Program – Intelligence Stream, are anticipated to commence in 2026. In order to be offered a position, you must obtain a Top Secret Positive Vetting/Privileged Access security clearance. This process may take up to 18-24 months to complete. Obtaining this clearance is a crucial requirement for you to receive a formal offer and commence your role as a graduate within your matched agency.

## Why you need a security clearance

Access to security classified resources requires you to hold an appropriate security clearance. You can find further details on security clearances and the vetting process involved at [www.intelligence.gov.au/security-clearances](http://www.intelligence.gov.au/security-clearances)

## Program duration and location

NIC agency graduate programs typically span 12 months. The program's location depends on the agency, with many offered in Canberra.

## A day in the life of a graduate

Each day as a graduate varies across agencies, often involving rotations through different work areas. You will have the opportunity to immerse yourself in targeted, rotation-specific training and development, equipping you with the skills and knowledge for meaningful work.

You can find general agency-specific information at [www.intelligence.gov.au/agencies](http://www.intelligence.gov.au/agencies)

## Benefits and conditions

### Competitive salary and generous superannuation

Your starting salary begins at the Australian Public Service (APS) Level 4 classification, plus 15.4% employer superannuation contribution.

### Permanent role

Upon successful program completion, you transition into a permanent role within your agency.

### Continuous learning and development

The NIC prioritises staff development, offering a comprehensive suite of induction and internal training programs. Focus areas include core intelligence and leadership skills, emphasising organisational diversity and inclusiveness contributions.

# Who we are looking for

Apply for the Australian Government Graduate Program - Intelligence Stream if you are an eligible graduate eager to contribute to our vital work. Our ideal candidates are problem solvers, innovative thinkers, open to growth and new ways of thinking, and are ready to make a difference.

## Essential qualities

Your data and digital proficiency, coupled with a genuine interest in contributing to the NIC, set you apart as an ideal candidate. But there is no one size fits all when it comes to the degrees, qualifications, or people we are looking for. We value your diverse views and experiences, understanding that it is this diversity that enriches our collective intelligence.

## Desired capabilities

- **Research skills (analytical and thinking):** You can analyse diverse information, make clear judgments, and apply analytical thinking for predictions and trends.
- **Interpersonal skills:** You can build effective relationships, value diversity, and share learning opportunities while providing support to others.
- **Communication skills (written, verbal and presentation):** You can communicate effectively, tailoring your style for the audience, and consider diverse ideas thoughtfully.

## Your unique abilities and experience

We understand that not everyone will possess all these capabilities, and that's perfectly fine. We value diversity in skills and experiences, often assembling teams with complementary skill sets to tackle complex challenges. If you resonate with most of the capabilities mentioned above, we strongly encourage you to apply, and be part of our diverse and dynamic community.

## Fields of study

We welcome graduates with degrees in various fields, including but not limited to:

### Intelligence:

- criminal law
- criminology
- global studies
- international relations
- linguistics
- international security
- sociology

### Technical:

- cyber security
- computer science
- data analytics
- engineering
- programming

### Corporate:

- policy studies
- human resources
- finance and accounting
- legal
- communications and media
- project management



## How to apply

The Australian Government Graduate Program – Intelligence Stream has specific requirements for you as an aspiring graduate. Before you apply, make sure you meet these criteria to streamline your application process.

### Eligibility requirements

To qualify, you must:

- Be an Australian Citizen.
- Be in the second last or final year of your studies, or have completed your degree by the end of 2025.
- Have completed a bachelor's degree or higher in the last five years.
- Be willing to undergo a thorough security clearance and suitability assessment.

### Online application now open

Take the first step toward joining the 2025 Australian Government Graduate Program - Intelligence Stream, set to commence in 2026. Visit [www.intelligence.gov.au/IntelStream](http://www.intelligence.gov.au/IntelStream) to access the application portal and start your application today.



## Navigating the form

The online form provides flexibility, allowing you to save your responses and complete at your convenience. We recommend saving your form frequently.

## Application essentials

As part of your online application, make sure to:

- Upload proof of Australian Citizenship
- Upload a concise resume (maximum of 2 pages)
- Upload a copy of your most recent academic transcript
- Craft a written response to the selection question

## Recruitability

If you have a disability or disabilities, you can:

- Opt in to the RecruitAbility Scheme on your application. If you meet the minimum role requirements, you will progress to the next step of the recruitment process.
- Request a reasonable adjustment/s. We will ask you at each assessment step if you need a reasonable adjustment (e.g. access, equipment, or material in other formats).

## Submission deadline

Ensure you submit your application by 11:30 PM AEST on Monday, 29 April 2024. Late submissions will only be considered under exceptional, extenuating circumstances.

## Confidentiality matters

All applications are handled with the utmost confidentiality, and we expect the same from you. Please refrain from discussing your application with others to safeguard your potential employment prospects.

# Application process

The Intelligence Stream's application process is multi-stage, requiring successful completion of each step to progress to the next stage.

<b>Stage 1: Selection</b>	
<p><b>Online application</b> The online application is your first chance to express what motivates you for pursuing a career in the National Intelligence Community. Please note that you'll need to upload your resume, academic transcripts, and proof of Australian citizenship.</p>	<b>Open on Monday 4 March 2024 and close on Monday 29 April at 11:30PM (AEST)</b>
<p><b>Online Testing*</b> This stage may include a work preferences and cognitive test, a one-way interview, or other selection activities.</p>	<b>May/June 2024</b>
<p><b>Panel interview</b> Conducted via video conference with two or three members of the selection panel (Approximately 30 minutes).</p>	<b>June/July 2024</b>
<p><b>Referee checks</b> Referee checks may be carried out during the interview stage with your nominated referees.</p>	<b>July 2024</b>
<p><b>Merit Pool and Matching</b> The merit pool will remain active until September 2025. Please note that not everyone in the merit pool will be matched with an agency and progress to Stage 2: Suitability.</p>	<b>August 2024</b>
<b>Stage 2: Suitability</b>	
<p><b>Agency security assessment</b> Candidates at this stage are required to undertake their agency's thorough security clearance process to obtain a Top Secret Positive Vetting / Privileged Access security clearance</p>	<b>May take up to 18-24 months to complete</b>
<p><b>Offers made</b> Congratulations! You'll receive a formal graduate program offer.</p>	<b>Late 2025</b>
<b>Stage 3: Graduate program</b>	
<p><b>Start date**</b> Commencement dates vary based on your graduate program.</p>	<b>In 2026</b>

\* A third-party provider may be used, who has been confirmed to follow the Australian Privacy Principles of the Privacy Act 1988. In order to facilitate these processes, we provide your name and email address to these third-party providers.

\*\* Graduates may be given the opportunity to start as a non-ongoing or permanent employee earlier. Your availability to start early will have no bearing on your assessment of suitability.

## Stage 1: Selection

While the selection process may vary, it generally includes:

- Written application
- Psychological testing
- Online assessment
- Participation in an interview or assessment centre

### Selection criteria

To be found suitable, you should possess most of the following skills and qualities:

Research skills (analytical and thinking)	<ul style="list-style-type: none"><li>• You are capable of analysing information from various sources to identify patterns, trends and potential threats.</li><li>• You make rational and clear-sighted judgements and decisions.</li><li>• You apply analytical thinking to draw out relationships, causations, predictions and trends.</li></ul>
Interpersonal skills	<ul style="list-style-type: none"><li>• You can build relationships, and work effectively with others.</li><li>• You value individual differences and diversity.</li><li>• You share learning opportunities and provide support to others.</li></ul>
Communication skills (written, verbal and presentation)	<ul style="list-style-type: none"><li>• You have the ability to communicate effectively both orally and in writing.</li><li>• You tailor your communication style and messaging appropriately for your intended audience.</li><li>• You listen to, and consider, different ideas and discuss issues credibly and thoughtfully.</li></ul>

### Merit pool and matching

If you successfully complete all the selection activities in Stage 1, you'll be placed in a merit pool. Being in the merit pool means you've met the required standards and are eligible for consideration by NIC agencies when graduate roles become available. The merit pool is active for participating agencies to review until September 2025. It's important to understand that not everyone in the merit pool will be offered a graduate position.

## Stage 2: Suitability

All graduates in the Australian Government Graduate Program - Intelligence Stream must obtain a Top Secret Positive Vetting/Privileged Access clearance. Some agencies may conduct additional assessments as part of their vetting process.

On the successful completion of this stage you will receive a you'll receive a formal graduate position offer.

## Stage 3: Graduate program

You embark on your career in a graduate role in your respective agency within the National Intelligence Community.

## Feedback

We appreciate your patience throughout the process. While we notify unsuccessful candidates, we do not provide feedback on the selection process.

## Additional support

If you require additional support or reasonable adjustments, indicate your needs in the online application form. For candidates with disabilities, consider opting into the RecruitAbility Scheme or requesting reasonable adjustments at each assessment step.

## Contact

For any questions, refer to the Frequently Asked Questions section at [www.intelligence.gov.au/IntelStream](http://www.intelligence.gov.au/IntelStream)