

Intelligence Stream Stages

Stage 1: Selection	
Online application 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.	Open on Monday 3 March 2025 and close on Monday 28 April 2025 at 11:30PM (AEST)
Online Testing* This stage may include a work preferences and cognitive test, a one-way interview, or other selection activities.	May/June 2025
Virtual Assessment Conducted via video conference with two or three members of the selection panel	June/July 2025
Referee checks Referee checks may be carried out during the interview stage with your nominated referees.	July 2025
Merit Pool and Matching The merit pool will remain active until September 2026. Please note that not everyone in the merit pool will be matched with an agency and progress to Stage 2: Suitability.	August 2025
Stage 2: Suitability	
Agency security assessment Candidates at this stage are required to undertake their agency's thorough security clearance process, this may be to obtain a Top Secret Positive Vetting / Privileged Access security clearance	May take up to 18-24 months to complete
Offers made Congratulations! You'll receive a formal graduate program offer.	2026
Stage 3: Graduate program	
Start date** Commencement dates vary based on your graduate program and security clearance.	2026/2027

* 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