



Australian Government
Department of Home Affairs

YOUR CAREER 

AUSTRALIA'S FUTURE

WWW.HOMEAFFAIRS.GOV.AU/ABOUT-US/CAREERS







WHO IS THE DEPARTMENT OF HOME AFFAIRS?

The Home Affairs portfolio brings together Australia's federal law enforcement, national and transport security, criminal justice, emergency management, multicultural affairs, immigration, border-related functions and agencies, working together to keep Australia prosperous, secure and united.

WHAT KIND OF WORK DOES THE DEPARTMENT DO?

Australia prospers significantly from being open, engaged and connected to the rest of the world. Whether it is cyber space, the movement of people, the movement of goods, or the movement of capital or financial assets: our engagement with the world creates tremendous opportunities for individuals and Australia's collective prosperity.

We contribute to world-class trade and migration programs, protecting the Australian border, community, financial sector and critical infrastructure, and other national security activities.

Our ultimate mission is to contribute through our unique capabilities, to ensure an Australia that is prosperous, secure and united.

Department of Home Affairs staff carry out work with real purpose. We want people who can problem solve complex issues, think critically, have good judgement and decision making skills, excellent written and verbal communication skills and participate in a strong professional culture that is resistant and resilient to corruption.





POLICY

Policy is a busy and dynamic vocation in the Department. The work is challenging and often fast paced, requiring flexibility and agility to deliver results.

The Policy vocation covers a complex agenda of policy initiatives including immigration and citizenship policy; traveller, customs and industry policy; national security and law enforcement; international engagement and capacity building, while influencing whole-of-government strategic policy development and remaining conscious of cross-agency program management and operational environments.

CORPORATE

The Corporate vocation is a key enabler that supports teams across the Department with technical expertise and advice in the areas of finance, law, human resources, risk and security management, communication, parliamentary and executive services.

Employment in this vocation will provide extensive exposure to all the various parts of our organisation and will provide you with a solid platform to build your career and develop a network of contacts.

PROGRAM IMPLEMENTATION

The Program Implementation vocation manages and delivers government programs in relation to visas, citizenship, emergency management, national security, customs and trade. The Department's significant program of initiatives focuses on supporting a safe and secure Australia that maintains strong economic growth and is globally competitive, liveable, sustainable and welcoming.

Through this vocation, your work will have true value and you will be contributing to projects of national importance.





INFORMATION AND COMMUNICATION TECHNOLOGY (ICT)

A career in ICT at Home Affairs is exciting, diverse and challenging. We offer hands-on experience and training in some of the most innovative and advanced technologies available, including:

- cyber security
- biometrics
- SmartGates
- wearable technology
- software development
- ICT project
- data science.

We employ innovative, energetic and motivated people who can bring new perspectives to the future challenges we face in protecting Australia's border. The ICT vocation has a number of entry program options available including cadet and apprenticeship programs.

INTELLIGENCE

This vocation provides intelligence services and formulates products to support strategic and operational decision making to counter border threats and support the Department's mission. Intelligence is critical to the safety and security of Australia, and the Department of Home Affairs is at the forefront of the government's intelligence effort. It operates in a complex, rapidly evolving environment, with real threats and real world implications that matter to the lives of Australians.

Your career with us will expand your understanding of the national security and intelligence environment, and will enable you to answer some of the most complex problems facing Australia today.





WHAT CAN YOU OFFER ME?

Working for the Department of Home Affairs, you will have access to great working conditions, exposure to a unique and diverse range of work, flexible work practices, various types of personal and cultural leave, a work/life balance, generous allowances and access to career progression tools such as learning and development opportunities.

HOW WILL YOU SUPPORT ME?

The Department's key strength is the diversity of its workforce and we encourage applications from suitably skilled people from a broad range of backgrounds. We support diversity and inclusion through a number of initiatives, strategies, resources, memberships, support networks and facilities.

Our workplace is one where understanding, tolerance and workplace harmony means that everyone can be their authentic self at work.

We provide:

- diversity networks that provide a platform for staff to come together and connect on workplace matters relating to disability, gender equality, Indigenous, LGBTI+ and CALD
- diversity champions who drive the diversity and inclusion agenda for our workforce
- a wellbeing program aimed at all staff.

HOW CAN I GET A JOB WITH THE DEPARTMENT OF HOME AFFAIRS?

GRADUATE DEVELOPMENT PROGRAM

Our Graduate Development Program offers a variety of hands-on experiences with formal development opportunities over the duration of the program. Graduates experience various workplace rotations within the Department to build a diverse range of skills and knowledge.

Our graduate program offers professional development, excellent employment conditions, the support of various diversity networks, rewarding professional relationships, mentors and buddies as well as endless career opportunities and pathways.

We offer our graduates the most interesting opportunities and unique experiences an organisation can provide.

INDIGENOUS APPRENTICESHIP PROGRAM

This program is an exciting employment pathway providing Indigenous Australians with an opportunity to begin a rewarding career, develop your capabilities and contribute to the broader community.

The program provides:

- a tailored approach to your learning based on cultural needs
- a full time entry level position with a competitive salary
- a nationally recognised Certificate IV in Government
- an ongoing role with the Department at the completion of the program
- access to buddies and mentors, cultural support and networking opportunities.

INDIGENOUS AUSTRALIAN GOVERNMENT DEVELOPMENT PROGRAM

The Indigenous Australian Government Development Program offers the opportunity to undertake a variety of diverse work placements within the Department. As a participant in the program we will support you in your transition into the workforce and encourage you to explore your potential through work placements and ongoing professional development.

Work placements will provide a diverse range of experiences and roles including:

- an introduction to policy development and government processes
- collaborative research assignments and project work
- a nationally recognised Diploma in Government upon completion of the program.

This program also offers access to a great support network of managers, senior executive staff, other participants and the Department's Indigenous Staff Support Network.

CURRENT VACANCIES

We have a number of open vacancies across our five vocations. Find out more information by visiting www.homeaffairs.gov.au/about-us/careers

Can't find what you are looking for? You can also put your name down on our temporary register and we can contact you when a suitable vacancy arises.



HOW DO I STAY IN TOUCH?



WWW.HOMEAFFAIRS.GOV.AU/ABOUT-US/CAREERS