

People Panel – Phase 2: Labour Hire Services

APS Job Family	APS Job Function	APS Job Role	Description (typical tasks performed)	People Panel Labour Hire Scope
Accounting and Finance	Accounting	General Accountant	General Accounting professionals analyse financial information, and prepare financial reports to determine or maintain records of assets, liabilities, profit and loss, tax liability, appropriations or other financial activities of the department. Specialties could include Financial Accounting or Taxation Accounting.	In scope
Accounting and Finance	Accounting	Management Accountant	Management Accounting professionals plan, review and administer accounting systems and procedures, analyse the department's financial status and provide advice on financial planning and risk management. Practitioners require the appropriate Registration and or Licensing	In scope
Accounting and Finance	Budget, Costs and Financial Analysis	Budgeting Officer/ Specialist (internal/ external budgets)	Budget professionals contribute to external budget publications, coordinate internal and externally driven budget processes and input information into the Central Budget Management System. They also update the organisation's funding model and report on budget-related matters.	In scope
Accounting and Finance	Budget, Costs and Financial Analysis	Cost Recovery/ Costing & Pricing Specialist	sustainability as it pertains to cost modelling, cost recovery and pricing strategy, and improve resource allocation and provide service/product costing through assisting in the delivery of the fully effective costing models.	In scope
Accounting and Finance	Budget, Costs and Financial Analysis	Financial Analyst/ Financial Policy Analyst	Financial Analyst/ Financial Policy Analyst professionals plan, organise, direct, control and coordinate financial activities across an organisation. They also monitor, analyse and report to management on funding sources and appropriations. The offer appropriate solutions to issues as they arise.	In scope
Accounting and Finance	Budget, Costs and Financial Analysis	Financial Planner/ Financial Planning Officer	Financial Planner/ Financial Planning professionals invest and manage sums of money and assets on behalf of others over an agreed period of time, in order to generate income and profit.	In scope
Accounting and Finance	Finance	Debt Recovery Officer	Debt Recovery professionals monitor and collect consumer, commercial, insurance and other forms of debt for clients, make arrangements to settle overdue accounts and formalises payment arrangements. Includes specialisations like Debt Enforcement, Collections Agent and Repossession Agent.	In scope
Accounting and Finance	Finance	General Finance Officer	General Finance professionals monitor creditor and debtor accounts, undertakes related routine documentation, and calculates and investigates the cost of wages, materials, overheads and other operating costs. This occupation group covers finance professionals not elsewhere classified, and can serve as a catch all for finance related	In scope
Accounting and Finance	Procurement and Contracting	Contract Management Officer	Contract professionals prepare, interpret, maintain, review and negotiate variations to contracts on behalf of an organisation. This role also includes Purchasing professionals, who prepare purchase orders, monitor supply sources and negotiate contracts with suppliers.	In scope
Accounting and Finance	Procurement and Contracting	Pricing/Cost Analyst	Pricing/Cost Analyst professionals conduct price or cost Analyst in connection with procurement actions or financial initiatives. This includes monitoring, analysing and reporting on inventory valuation, production and various other costs.	In scope
Accounting and Finance	Procurement and Contracting	Procurement Officer	Procurement Officers legislate and operate control of procurement and grant business processes, including contract management. This role was previously known as Procurement and Funding Policy.	In scope
Accounting and Finance	Procurement and Contracting	Financial Investment Manager	Financial Investment Management professionals invest and manage sums of money and assets on behalf of others over an agreed period of time, in order to generate income and profit.* Practitioners may require registration and / or licensing through groups like FISA, APRA etc.	In scope
Accounting and Finance	Procurement and Contracting	Logistics Officer	Logistics professionals coordinate the purchasing, receipt, recording, monitoring, and distribution of goods and services They also conduct the clearance and collection of imported cargo and shipment of cargo for export.*	In scope
Administration	General Administrative Support	Administrative Support Officer	Administrative Support professionals performs a range of clerical and administrative tasks not directly associated with a Project or Program (See "Project and Program" Job Family).	In scope
Administration	General Administrative Support	Data Entry Officer	Data Entry professionals enter, maintain and retrieve data from various sources in databases and/or systems.	In scope
Administration	Executive Support	Personal/Executive Assistant	Personal/Executive Assistance professionals perform liaison, administration, coordination and organisational tasks in support of Executives, Managers and professionals. This role may also be known as Executive Officer, Executive Assistance, EA or Coordination Officer.	In scope
Administration	Facilities and Property	Facilities and Estate Manager	Facilities and Estate Management professionals manage and oversee real estate and properties on behalf of an organisation, coordinate demand and supply of facilities and services including air conditioning, buildings, lifts, lighting, transportation, IT-services and furniture, supervise construction sites and organise and coordinate the material	In scope
Administration	Facilities and Property	Environmental Manager	Environmental Management professionals oversee the environmental performance of private and public sector organisations and for developing, implementing and monitoring environmental strategies that promote sustainable development.	In scope

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Administration	Operational Support	Operational Practices and Standards Officer	Operational Practices and Standards professionals provide organisational governance, including internal practice statements, instructions, procedures and guidelines, to enable and support the delivery of operations.	In scope
Administration	Operational Support	Business/Operations Manager	Business/Operations Management professionals plan, organise, direct, control and review the day-to-day operations and major functions of operations. This includes directing, leading, or managing operational teams.	In scope
Administration	Asset Management	Acquisition, Disposal or Sustainment Manager	Acquisition, Disposal and Sustainment Managers plan and manage the sourcing, assessment and procurement of mobile and non-mobile assets, manage and administer the disposal of mobile and non-mobile assets, and manage the sustainment (use-in-service) of assets. This includes creating, updating, depreciating, disposal, stocktaking and	In scope
Administration	Development Program	Trainee/Cadet/Apprentice	Trainee/Cadet/Apprentices undertake a development/training role across various areas within an organisation. *Employees should only be mapped here where it is not possible to map elsewhere within the framework.	In scope
Communications and Marketing	Marketing	Marketing/Advertising Officer	Marketing/Advertising professionals identify market opportunities and advise on the development, coordination and implementation of plans for promoting services, gather and analyse information about target markets or customers, and devise and coordinate advertising campaigns and promotions of events and services.	In scope
Communications and Marketing	Creative Design	Creative/Visual or Graphic Designer / Illustrator	Creative/Visual Design professionals use traditional and digital media such as drawing, painting, drafting, collage, models, photography, and image capture and manipulation software to plan, design, develop and prepare information, diagrams and pictures for publication and reproduction using text, symbols, pictures, colours and layout to	In scope
Communications and Marketing	Public Relations and Stakeholder Management	Community Liaison Officer	Community Liaison professionals establish and facilitate communication between different community groups, organisations and governments.	In scope
Communications and Marketing	Public Relations and Stakeholder Management	Events Officer	Events Officers organise and coordinate conferences, events, functions, banquets and seminars.*	In scope
Communications and Marketing	Public Relations and Stakeholder Management	Public Relations and Media Officer	Public Relations/Media Officers manage information and communication exchanges between the organisation and the public, and manage the relationship between an organisation and the media. They plan, develop, implement and evaluate media strategies to manage information flow through a range of mediums.	In scope
Communications and Marketing	Public Relations and Stakeholder Management	Stakeholder/Relationship Management Officer or Manager	Stakeholder/Relationship Management professionals manage the relationships between key stakeholders and the organisation, program or project. Advocacy-related roles may also be included as part of this Occupation if they relate to providing guidance to individuals and non-Government	In scope
Communications and Marketing	Public Relations and Stakeholder Management	Digital Channels / Social Media Officer or Specialist	Digital Channel/Social Media professionals plan and implement communication via social media/digital channels on behalf of an organisation.	In scope
Communications and Marketing	Writing and Editing	Communication Officer (Authoring/ Proofreading)	Communication professionals undertake journalism, writing tasks, editorial tasks and document creation on behalf of an organisation. Specialisations include Speech Writing, Technical and Academic Writing, Editing and Publishing	In scope
Communications and Marketing	Writing and Editing	Web/Publication Officer	Web/Publication professionals coordinate, collect, collate and publish printed materials, develop and publish material for web based publications that complies with editorial policy and access guidelines, and maintain one or many websites on behalf of an organisation ensuring that the servers, hardware and software operate correctly.	In scope
Communications and Marketing	Multimedia	Media Producer (video or photo)	Media Production professionals plan, develop and distribute media in relevant forms (including video or photo) to communicate messages.	In scope
Compliance and Regulation	Enforcement	Border Enforcement Operations Officer	Border Enforcement Operations professionals are deployed on a national, regional and district basis to a range of common operational scenarios and environments. They apply controls at air and sea terminals, wharves, depots, warehouses, specialised examination facilities, storage and disposal locations, immigration detention facilities	In scope
Compliance and Regulation	Enforcement	Enforcement Officer	Enforcement professionals administer and enforce government and corporate regulations and standards. Specialisations include Regulation Enforcement Officer.	In scope
Compliance and Regulation	Inspection	Inspector	Inspectors and Regulatory Officers administer and enforce government and corporate regulations and standards. Specialisations include Quarantine Officer, Meat Inspector, Primary Products Inspector, Taxation Inspector, Water Inspector, Weight & Management Inspector, Compliance and Case Management, Biosecurity Inspector.	In scope
Compliance and Regulation	Investigation	Investigator	Investigation professionals investigate alleged or suspected criminal violations of Federal, state, or local laws to determine if evidence is sufficient to recommend prosecution. Specialisations include Regulatory and Compliance Investigator, Identity Investigator.	In scope
Compliance and Regulation	Regulation/Compliance	Regulation Officer	Regulation professionals manage compliance processes, undertake and manage escalated and/or complex compliance investigations, and promote and encourage compliance assessment and decision making in line with best practice regulation frameworks.	In scope

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Compliance and Regulation	Regulation/Compliance	Compliance Case Manager	Compliance Case Management professionals conduct and manage compliance case management and/or monitoring activities to assess regulated products and/or services for compliance with the appropriate legislation.	In scope
Engineering and Technical	Engineering Professional	Chemical/Materials Engineer	Chemical/Material Engineering professionals design and prepare specifications for chemical process systems and construct and operate commercial-scale chemical plants, supervise industrial processing and the fabrication of products undergoing physical and chemical change.	Out of scope
Engineering and Technical	Engineering Professional	Electrical Engineer	They investigate the properties of metals, ceramics, polymers and other Electrical Engineering professionals design, develop and supervise the manufacture, installation, operation and maintenance of equipment, machines and systems for the generation, distribution, utilisation and control of electric power. This includes Electrical Engineering draftspersons and technicians that assist in electrical engineering	Out of scope
Engineering and Technical	Engineering Professional	Electronics Engineer	Electronics Engineering professionals design, develop, adapt, install, test and maintain electronic components, circuits and systems used for computer systems, communication systems, entertainment, transport and other industrial applications. This includes Electronics Engineering Draftspersons/Technicians that assist in electronics engineering	Out of scope
Engineering and Technical	Engineering Professional	Engineering Manager	Engineering Management professionals provide expert policy advice within an engineering discipline, investigate, develop, implement and undertake compliance and review policies and procedures, risk analysis, report on engineering issues, and develop and implement advice.	Out of scope
Engineering and Technical	Engineering Professional	Industrial/Mechanical/Production Engineer	Industrial/Mechanical/Production Engineering professionals design, organise and oversee the construction, operation and maintenance of mechanical and process plants. They perform installations and establish programs for the coordination of manufacturing activities.	Out of scope
Engineering and Technical	Engineering Professional	Marine Engineer	Marine Engineering professionals control and manage the operation and maintenance of a ship's plant and equipment.	Out of scope
Engineering and Technical	Engineering Professional	Aeronautical Engineer	Aeronautical Engineering professionals perform and supervise engineering work concerned with the design, development, manufacture, maintenance and modification of aircraft for flight.	Out of scope
Engineering and Technical	Engineering Professional	Biomedical Engineer	Biomedical Engineering professionals apply knowledge and methodology of physics, engineering, mathematics, computing, physical chemistry and materials science to problems in biology and the treatment and prevention of human disease.	Out of scope
Engineering and Technical	Engineering Professional	Communications Engineer	Communications Engineering professionals design, develop, adapt, install, test and maintain electronic components, circuits and systems used for computer systems, communication systems, entertainment, transport and other industrial applications.*	Out of scope
Engineering and Technical	Technician	Architectural/Building/Surveying Technician	Architectural/Building/Surveying Technician professionals perform technical functions to assist Construction Managers, Architects and Surveyors by supervising and inspecting construction sites, estimating time, costs and resources, inspecting plumbing work, and collecting and evaluating survey data and preparing maps and plans. Specialisations include CCTV, Radio and Satellite Technician professionals install, maintain, repair and diagnose malfunctions of microwave, telemetry, multiplexing, satellite and other radio and electromagnetic wave communication systems, transmission equipment, aerial lines, conduits, cables, radio antennae and telecommunications equipment and	Out of scope
Engineering and Technical	Technician	CCTV, Radio and Satellite Technician		Out of scope
Engineering and Technical	Technician	Mechanical Engineer	Mechanical Engineering Draftsperson/Technician professionals assist in Mechanical Engineering research, design, manufacture, construction, operation and maintenance of machines, manufacturing equipment, mechanical installations and facilities.	Out of scope
Engineering and Technical	Technician	Explosive Ordnance Technician	Explosive Ordnance professionals perform a range of functions in response to explosive ordnance such as evaluation, risk reduction and response actions for contaminated sites.	Out of scope
Engineering and Technical	Technician	General Technician	General Technicians work across a variety of fields and materials. They research, improve and alter materials, including their physical properties. They also do quality control and write up the processes of tests performed on the raw material. Specialisations include Textiles Technician, Chemistry Technician, Mechanical Technician.	Out of scope
Engineering and Technical	Technician	Technical Manager	Technical Management professionals perform technical processes and assist others with technical problems. They observe and guide employees in how perform their duties.	Out of scope
Engineering and Technical	Examiners	Registration/IP Rights Examiner	Registration/IP Rights Examination professionals investigate and report on patent/trademark applications to assess their compliance with the requirements for registration under the relevant legislation. Specialisations include Plant Breeder Rights Examiner, Trade Mark/Design Examiner, Patent Examiner.	Out of scope
ICT and Digital Solutions	IT Business Management	ICT Quality Assurance Engineer	ICT Quality Assurance Engineer professionals create, maintain and manage technical quality assurance processes and procedures to assess efficiency, validity, value and functional performance of computer systems and environments. They also audit systems to ensure compliance with, and adherence to, the agreed quality standards.	Out of scope
ICT and Digital Solutions	IT Business Management	IT Architect	IT architecture professionals provide technical leadership, advice and guidance on business solutions to meet business needs and outcomes, at organisational or domain level. They inform organisational strategic direction, investment decisions, and project execution. Implement best practice and ensure currency with industry trends, practices and	Out of scope

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ICT and Digital Solutions	IT Business Management	Enterprise Architect	Enterprise Architecture professionals develop enterprise-wide architecture and processes which ensure that the strategic application of change is embedded in the management of the organisation.	Out of scope
ICT and Digital Solutions	IT Business Management	Infrastructure Engineer	Infrastructure Engineering professionals design and develop solutions to complex applications problems, system administration issues, or network concerns.	Out of scope
ICT and Digital Solutions	IT Business Management	Product Manager	Product Management professionals define product strategy and roadmap, deliver market and product requirement documents, analyse the external environment and competition, deliver core positioning and messaging for the product, and set pricing.	Out of scope
ICT and Digital Solutions	Service Delivery	Database and Data Administration Officer	Databases and Data Administration professionals plan, develop, configure, maintain and support database management systems in accordance with user requirements ensuring optimal database integrity, security, back up, reliability and performance. Professionals in this role may also be known as Data Technicians or Data Custodians	Out of scope
ICT and Digital Solutions	Service Delivery	ICT Infrastructure Officer	ICT infrastructure and Facilities professionals operate and control the IT infrastructure (including hardware, software, cloud technology, data stored on various media, and networked equipment) required to deliver and support IT services and products.	Out of scope
ICT and Digital Solutions	Service Delivery	Networks and Telecommunications Officer	Networks and Telecommunications professionals operate and control Local Area Network (LAN), Wide Area Network (WAN) and Telecommunications equipment.	Out of scope
ICT and Digital Solutions	Service Delivery	Service Manager	Service Management professionals manage plan, implement, control and review ICT service provisions to meet customer business requirements. This includes implementation and monitoring of service level agreements and the ongoing management of operational facilities to provide the agreed levels of service for both contract-based services	Out of scope
ICT and Digital Solutions	Service Delivery	Systems Administration Officer	Systems Administration professionals install, manage and maintain system software such as operating systems, data management products, office automation products and other utility software.	Out of scope
ICT and Digital Solutions	Service Delivery	Data Architect	Data Architecture professionals design strategies for enterprise databases, data warehouse systems, and multidimensional networks, set standards for database operations, programming, query processes, and security, and create and optimize data models for warehouse infrastructure and workflow.	Out of scope
ICT and Digital Solutions	Service Support	Helpdesk/Support Officer	Helpdesk/Support professionals provide support, education and guidance in the deployment and maintenance of computer infrastructure, and diagnosis and resolution of technical problems and issues.	Out of scope
ICT and Digital Solutions	Solutions Development	Development and Programming	Development and Programming professionals design, create, test and document new and amended software components from supplied specifications in accordance with agreed development and security standards and processes.	Out of scope
ICT and Digital Solutions	Solutions Development	Systems Analyst	Systems Analyst professionals design, create and evaluate processes and methods used in existing ICT systems, propose modifications and additional system components or new systems to meet user needs as expressed in specifications and other documentation.	Out of scope
ICT and Digital Solutions	Solutions Development	Automation/AI/RPA Developer	Automation/AI/RPA Development professionals build, install, test, or maintain robotic equipment or related automated production systems, design, implement and support these systems, and evaluate the system design specification against functional requirements.	Out of scope
ICT and Digital Solutions	Solutions Development	Business Intelligence Developer	Business Intelligence professionals produce financial and market intelligence by querying data repositories and generating periodic reports, analyse user needs and develop software solutions, and devise methods for identifying data patterns and trends in available information sources.	Out of scope
ICT and Digital Solutions	Solutions Development	DevOps Engineer	DevOps Engineering professionals plan, implement and control activities to integrate/build components, subsystems and interfaces to create operational systems, products or services for delivery to customers, or for internal or interim purposes.	Out of scope
ICT and Digital Solutions	Solutions Development	Software Engineer	Software Engineering professionals design, develop, modify, document, test, implement, install and support software applications and systems.	Out of scope
ICT and Digital Solutions	Solutions Development	Technology Architect	Technology Architecture professionals design and plan the implementation of new systems and technology.	Out of scope
ICT and Digital Solutions	Solutions Development	Information Architect	Information Architecture professionals design strategies for enterprise databases, data warehouse systems, and multidimensional networks.	Out of scope
ICT and Digital Solutions	Solutions Development	Interaction Designer	Interaction Design professionals develop digital and/or physical interactions across technology, products, space and services media to enhance relationships and engagement with users.	Out of scope

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ICT and Digital Solutions	Solutions Development	Network Engineer	Network Engineering professionals plan, develop, deploy, test and optimise network and system services, taking responsibility for configuration management and overall operational readiness of network systems, and provides troubleshooting and fault-finding services for network problems.	Out of scope
ICT and Digital Solutions	Solutions Development	Robotics Engineer	Robotic Engineering professionals design prototypes, build and test machines, and maintain the software that controls them. They also conduct research to find the most cost-efficient and safest process to manufacture their robotic systems.	Out of scope
ICT and Digital Solutions	Solutions Development	RPA Analyst	RPA Analyst professionals integrate robotic and automation technologies in engineering services to enhance productivity and precision and to reduce reliance on manual tasks.	Out of scope
ICT and Digital Solutions	Solutions Development	Web Developer	Web Development professionals plan, produce and maintain websites using web programming languages, software applications, technologies and databases together with specifications of user needs.	Out of scope
ICT and Digital Solutions	Solutions Development	Automation Tester	Automated Testing professionals formulate test programme structure based on product specifications, develop a systematic approach in resolving test issues, and build, install, test, or maintain robotic equipment and automated production systems.	Out of scope
ICT and Digital Solutions	Solutions Implementation	Systems Integration and Deployment Officer	Systems Integration and Deployment professionals support the deployment and maintenance of computer infrastructure and web technology and diagnose and resolve technical problems.	Out of scope
ICT and Digital Solutions	Solutions Implementation	Test Analyst/Tester/Performance Tester	Testing professionals plan, design, manage, execute and report on tests to ensure that new and amended systems, configurations, packages, or services, together with any interfaces, perform as specified (including security requirements).	Out of scope
ICT and Digital Solutions	Solutions Development	Systems Engineer	Systems Engineering professionals manage and monitor all installed systems and infrastructure, install, configure, test and maintain operating systems, application software and system management tools, and ensure the highest levels of systems and infrastructure availability. Data Integration and Migration professionals integrate the use of data analytics in the production environment for the identification of bottlenecks and system improvements, and design, model, program and configure warehouses of database information and provide support to warehouse users.	Out of scope
ICT and Digital Solutions	Solutions Implementation	Data Integration and Migration Specialist	Library Support professionals develop, organise and manage library services such as collections of information, recreational resources and reader information services, issue, receive and shelve library items and maintain records. Specialisations include Librarian, Library Assistant, Library Technician.	In scope
Information and Knowledge Management	Librarians	Library Support Professional	Curator/Archivist/Conservator professionals identify and document records of significance, plan, develop and implement systems and procedures for the safekeeping, management and access to records over time, provide access to records, and plan and organise gallery or museum collections by drafting collection policies and arranging Data/Information Management professionals oversee the development and use of data systems throughout the organisation, and develop, maintain, implement and deliver manual and electronic systems for keeping, updating, accessing and preserving information. Specialisations include Data Steward, Knowledge Management professionals.	Out of scope
Information and Knowledge Management	Information Governance and Knowledge	Curator/Archivist/Conservator	Records Management professionals provide assistance to business and technical staff on information management practices and requirements, including recordkeeping training and repository management.	In scope
Information and Knowledge Management	Information Governance and Knowledge	Data/Information Management Officer	Intelligence Analyst/Collector professionals acquire, evaluate, analyse and assess intelligence. This role is primarily used to represent individuals working in the Intelligence and Defence Community for Agencies such as AFP, DIO and ASIO. Specialisations include Border Intelligence, Counter Intelligence, Cyber Intelligence, Entity Targeting,	In scope
Information and Knowledge Management	Information Governance and Knowledge	Records Management Officer or Manager	Intelligence Analyst/Collector professionals acquire, evaluate, analyse and assess intelligence. This role is primarily used to represent individuals working in the Intelligence and Defence Community for Agencies such as AFP, DIO and ASIO. Specialisations include Border Intelligence, Counter Intelligence, Cyber Intelligence, Entity Targeting,	In scope
Intelligence	Intelligence Analysis	Intelligence Analyst/Collector	Forensic Investigation professionals source, analyse and make recommendations based on data recovered from a variety of sources as part of highly complex or sensitive investigations. Specialisations include Digital Forensic Investigator.	In scope
Intelligence	Forensics	Forensic Investigator	Forensic Examination professionals are accountable for gathering and preserving the integrity of evidence. Specialisations include Digital Forensic Investigation, Electronic Evidence, Facial Image Comparison, Fingerprint Examination, Forensic Document Examination, Signature Examination. This role also includes IT Forensics.	In scope
Intelligence	Forensics	Forensic Examination Officer	Security Adviser professionals provide advice and guidance on the security of employees, buildings and computer systems. They look at security weaknesses, organise emergency safety strategies and conduct investigations. Specialisations include Information Security, Personnel Security, Security Investigation, Security Performance Review, Security	In scope
Intelligence	Security	Security Advisor	Cyber Security Analysts undertake specialist cyber security analysis activities. Specialisations include Intrusion Analyst, Malware Analyst, Cyber Threat Analyst	In scope
Intelligence	Security	Cyber Security Analyst	Cyber Security Architects perform cyber and information security risk assessments and provide detailed technical, professional and policy advice on the application and operation of procedural security controls. They plan, coordinate and conduct research activities to identify deficiencies and impacts on systems and emerging technologies.	In scope
Intelligence	Security	Cyber Security Architect		

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Intelligence	Security	Cyber Security Operations Specialist	Cyber Security Operations Specialists perform analysis and investigations of cyber security incidents. They manage and coordinate tasks associated with cyber security incidents across various teams. Specialisations include: Incident Response, Operations Coordinator	In scope
Intelligence	Security	Cyber Security Tester	Cyber Security Tester professionals are responsible for the testing and investigating of security infrastructure within an organisation. Specialisations include Penetration Tester, Vulnerability Assessor	In scope
Intelligence	Security	ICT/Cyber Security Officer	ICT/Cyber Security professionals manage and administer information security controls to maintain confidentiality and integrity, including the authorisation and monitoring of access to ICT facilities or infrastructure in accordance with established organisational security policy.	Out of scope
Legal and Parliamentary	Lawyer/Legal Adviser	Lawyer	Lawyer professionals provide legal advice, conduct and manage litigation, prepare and draft legal documents, and conduct negotiations on behalf of clients on matters associated with the law.	Out of scope
Legal and Parliamentary	Legal and Court Officer	Legal Officer	Legal Officer professionals perform specialised clerical work associated with legal practice and law courts. Specialisations include Legal Administration, Legal Advice, Litigation Officer, Legal Secretary.	Out of scope
Legal and Parliamentary	Legal and Court Officer	Administrative Review Officer	Administrative Review professionals review and respond to applications for administrative review, where a person is seeking redress against a decision made by the government entity that affects them. They rectify, provide advice and resolve decisions if they are wrong, referring the outcome of the review process back to the original decision maker to	Out of scope
Legal and Parliamentary	Legal and Court Officer	Paralegal	Paralegal professionals undertake complex legal support activities to facilitate the delivery of legal advice for clients.	Out of scope
Legal and Parliamentary	Legislation	Legislation Advisor	Legislation Advice professionals provide specialist advice on legislation design and legislative processes, and draft legislation to conform with parliamentary and other legislative processes and requirements. Specialisations include Drafting.	In scope
Legal and Parliamentary	Ministerial/Cabinet and Parliamentary Liaison	Ministerial and Parliamentary Support	Ministerial/Cabinet and Parliamentary Support professionals liaise with and support the portfolio, Minister, Assistant Minister and Executive on Cabinet, ministerial and parliamentary matters, and provide timely advice to Departmental officers and senior managers on the preparation and submission of Ministerial, Cabinet or Parliamentary Freedom of Information and/or Privacy professionals act as authorised officers under the Freedom of Information Act 1982 and other applicable federal and state laws. They assess the validity of requests, assess information for release, apply exemptions where required and authorise the release of documentation to applicants. They also oversee	In scope
Legal and Parliamentary	Legal Coordination	Freedom of Information and/or Privacy Officer	Audit professionals oversee operating controls, processes and practices. They may also recommend changes and enhancements to existing policies and controls to make sure they are current, adequate, functional and utilised in accordance with standards established by the government and the company. Specialisations include External Audit, Quality Assurance professionals inform the review, development and performance of audit procedures and reporting. They focus on financial and operational processes, monitor compliance, discover trends, and find better ways to do audit work. Specialisations include Technical and Procedural Quality Advice.	In scope
Monitoring and Audit	Audit	Auditor		In scope
Monitoring and Audit	Audit	Quality Assurance Officer		In scope
Monitoring and Audit	Risk	Fraud Control / Corruption Prevention Officer	Fraud Control and Corruption Prevention professionals develop, manage and update policies and procedures that protect against, detect and respond to fraud and corruption in order to protect the interests of clients, workers and other stakeholders. They also escalate instances of non-compliance and assist investigators to address and resolve cases.	In scope
Monitoring and Audit	Risk	Risk Analyst	Risk Analyst professionals develop, and manage the risk management framework, supporting business and ensure risk strategies are appropriate based on the organisations risk appetite and business goals. Specialisations include Issues Management, Privacy Impact Assessment.	In scope
Monitoring and Audit	Risk	Risk Management Officer/ Risk Manager	Risk Management professionals forecast, identify, assess, and prioritise risks, allowing a coordinated and economical application of resources to minimise, monitor and control the probability or impact of the identified risks. They also evaluate the effectiveness of risk controls.	In scope
Senior Executive	Board Member	Member	Board Members provide leadership, governance and oversight acting as trusted advisors to the Executive. They support the work of an organisation by providing mission-based leadership and strategic governance with day-to-day operations led by the organisations Executive.	Out of scope (Phase 1 People Panel)
Senior Executive	Chief Executive/Statutory Office Holder	Secretary/Commissioner/CEO/Managing Director	Secretary/Commissioner/CEO/Managing Directors determine, formulate and reviews the general policy program and the overall direction of an organisation within the framework established by a board of directors or similar governing body.	Out of scope
Senior Executive	Chief Executive/Statutory Office Holder	Assistant/ 1st Assistant/Deputy Secretary or Commissioner	Assistant Commissioner/1st Assistant/Deputy Secretary professionals determine, formulate and review the general policy program and the overall direction of an organisation within the framework established by a board of directors or similar governing body.	In scope
Senior Executive	Chief Executive/Statutory Office Holder	Group Manager/Branch Manager/ Executive Manager	Group/Branch/Executive Management professionals plan, organise, direct, control and review the day-to-day operations and major functions of commercial, industrial, government and defence organisations through departmental managers and subordinate executives.	In scope

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Senior Executive	Strategic Leadership	Chief Medical Officer	Chief Medical Officer professionals provide strategic and policy advice and coordination in relation to a wide range of clinical and related matters, including medical workforce and clinical issues, research and research ethics, and emergency preparedness.	In scope
Senior Executive	Strategic Leadership	Chief Information Officer	Chief Information Officer professionals plan, organise, direct, control and coordinate the ICT strategies, ensure compliance and manage operations of an organisation to ensure the ICT infrastructure supports the organisation's overall operations and priorities.	In scope
Senior Executive	Strategic Leadership	Chief Finance Officer	Chief Financial Officer professionals financially plan, manage, ensure compliance, manage risk and give advice on financial matters for the organisation. They also monitor and maintain financial allocations and budgets and provide strategic advice to senior executives.	In scope
Senior Executive	Strategic Leadership	Chief Operating Officer	Chief Operating Officer professionals oversee ongoing business operations within the organisation. They ensure the efficiency of business objectives and are typically second in command of the organisation (under a Chief Executive Officer).	In scope
Senior Executive	Strategic Leadership	General Counsel	General Counsel professionals lead corporate, strategic and tactical legal initiatives. They provide senior management with effective advice on company strategies and their implementation, manage the legal function, and obtain and oversee the work of outside counsel.	In scope
Senior Executive	Strategic Leadership	Chief Human Resources Officer	Chief Human Resources professionals lead human resource thinking and knowledge development within the organisation, and provide resources for dealing with human resources issues. They also lead the practical application of human resource methods to enhance organisational performance.	In scope
Senior Executive	Strategic Leadership	Chief Scientist	Chief Scientist professionals provide high-level independent advice to senior executives and government on matters relating to science, technology and innovation.	In scope
Senior Executive	Strategic Leadership	Chief Intelligence Officer	Chief Intelligence Officer professionals manage other intelligence officers who collect and analyse information. They use a combination of digital and personal information to get an overall view. They also ascertain the accuracy of the data and how reliable it is.	In scope
Senior Executive	Strategic Leadership	Head of Mission	Heads of Mission professionals lead a diplomatic representation, such as an ambassador or high commissioner.	In scope
Senior Executive	Strategic Leadership	Chief Data Officer	Chief Data professionals guide the research direction to create new algorithms and models, and reviews the feasibility of translating research and development outcomes into data solutions, and oversee the development of data solutions for the business to inform strategy and planning, decision-making and drive performance.	In scope
Senior Executive	Strategic Leadership	Chief Digital Officer	Chief Digital professionals oversee all technical aspects of the organisation and partner with key stakeholders to evaluate new IT opportunities and use them as an enabler for growth, approve the deployment of new technologies to enhance or develop offerings, and devise and implement long-term strategies focused on both current	In scope
Senior Executive	Strategic Leadership	Chief Governance Officer	Chief Governance professionals develop and disseminate corporate security policies, frameworks and guidelines to ensure that day-to-day business operations guard or are well protected against risks, threats and vulnerabilities.	In scope
Senior Executive	Strategic Leadership	Chief Information Security Officer	Chief Information Security professionals plan, implement, upgrade, or monitor security measures for the protection of computer networks and information, and assess system vulnerabilities for security risks and propose and implement risk mitigation strategies.	In scope
Senior Executive	Strategic Leadership	Chief Risk Officer	Chief Risk professionals lead the management of overall risk exposure across the organisation, develop and define enterprise-level policies, frameworks to maintain the organisation's collective risk exposure, monitor and manage of enterprise risk exposure and implementing appropriate risk controls across the organisation, and plan for recovery	In scope
Senior Executive	Strategic Leadership	Other Senior Executive (SES) nec	This job role should be used for SES roles that cannot be classified under any of the specialist job roles in the other job families, and work could be described as 'generalist executive management' where individuals don't require the application of any particular functional expertise in the performance of duties.	In scope
Human Resources	Human Resource Strategic	Business Partners	HR Business Partner professionals establish, facilitate and maintain strategic partnering between the business area and corporate services, and implement strategic HR initiatives through effective change management.	In scope
Human Resources	Human Resource Strategic	Learning and Development Officer	Learning and Development professionals plan, develop, implement and evaluate training and development programs to ensure management and staff acquire the skills and develop the competencies required by an organisation to meet organisational objectives.	In scope
Human Resources	Human Resource Strategic	Workforce Planner	Workforce Planning professionals develop policies, guidelines and strategies related to management of an organisation's workforce. They identify, analyse and monitor the current and future workforce needs of an organisation and develop strategies to close the gap between the two states.	In scope
Human Resources	Human Resource Strategic	Workplace/Industrial Relations Officer	Workplace/Industrial Relations professionals provide solutions to complex, individual human resources issues, including related stakeholder engagement and support, policy development and review, and facilitate, negotiate and advise on workplace pay and conditions issues.	In scope

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Human Resources	Human Resource Strategic	Human Resource Analyst	Human Resource Metrics/Reporting professionals produce and analyse data related to an organisation's workforce. Specialisations including Human Resource Metrics, Human Resource Reporting	In scope
Human Resources	Human Resource Strategic	Diversity and Inclusion Officer	Diversity and Inclusion professionals develop and implement strategies to promote and increase diversity awareness across an organisation.	In scope
Human Resources	Human Resource Strategic	Talent Acquisition Advisor	Talent Acquisition professionals coordinate with business areas to understand staffing needs, determine selection criteria, and source/headhunt high quality candidates through social platforms and professional networks.	In scope
Human Resources	Human Resource Strategic	Talent Management Officer	Talent Management professionals develop processes and programs to attract and retain high-quality employees, develop their skills, and encouraging and supporting them to continuously improve their performance.	In scope
Human Resources	Work Health and Safety	Fitness for Duty/Return to Work Case Manager	Fitness for Duty/Return to Work Case Management professionals identify and provide early intervention services, arrange rehabilitation assessments and manage the Return To Work process.	In scope
Human Resources	Work Health and Safety	Work Health and Safety Advisor	Work Health and Safety Advice professionals provide guidance and support in workplace health and safety matters, train employees in occupational health and safety procedures, monitor and audit the workplace, and record and investigate incidents to ensure the health and wellbeing of workers.	In scope
Human Resources	Organisational Design	Organisational Psychology	Organisational Psychology professionals apply psychological principles and techniques to study occupational behaviour, working conditions and organisational structure, and solve problems of work performance and organisational design. Psychologists will have completed at least a degree in Psychology and likely have one or more associated	In scope
Human Resources	Organisational Design	Workforce Strategist	Establish workforce strategies and priorities that are aligned with current and future business needs. Influence the organisation's business strategies from the perspective of integrated workforce management and workforce capability.	In scope
Human Resources	Organisational Design	Organisational Design	Organisational Design professionals define and organise the structure of organisations, design roles and jobs, and create the processes to allocate workforce resources in the right places to improve efficiency and increase productivity.	In scope
Human Resources	Human Resource Operational	Payroll Officer	Payroll professionals provide payroll advice and support to an organisation and ensure the accurate provision of payroll services.	In scope
Human Resources	Human Resource Operational	Human Resource Adviser	Human Resource Adviser professionals provide advice, guidance, coaching and support in support of an organisation's human resource policies and programs. This may include management and monitoring of establishment records, and facilitating restructures or other human resource related activities.	In scope
Human Resources	Human Resource Operational	Recruitment/Redeployment Officer	Recruitment/Redeployment professionals assist individuals find employment by assessing their skills and abilities and identifying suitable employers and job opportunities.	In scope
Human Resources	Human Resource Operational	Training and Assessment Officer	Training and Assessment professionals provide training and assessment tools and services in a particular subject or range of subjects.	In scope
Science and Health	Health and Allied Health Professionals	Dental Practitioner	Dental Practitioners prepare patients for dental examination, provide assistance to other dental health professionals, and diagnose and treat dental disease, restore normal oral function using a broad range of treatments, such as surgery and other specialist techniques, and advise on oral health.	In scope
Science and Health	Health and Allied Health Professionals	Generalist Medical Practitioner	Generalist Medical Practitioner professionals diagnose and treat physical and mental illnesses, disorders and injuries, recommend preventative action and refer patients to specialist Medical Practitioners, other health care workers, and social, welfare and support workers.	In scope
Science and Health	Health and Allied Health Professionals	Pharmacist	Pharmacy professionals undertake research, testing and analysis related to the development, production, storage, quality control and distribution of drugs and related supplies. They also provide information on medical and pharmaceutical products and their application.	In scope
Science and Health	Health and Allied Health Professionals	Nurse	Nursing professionals are registered nurses who provide nursing care to patients in hospitals, aged care and other health care facilities, and in the community.	In scope
Science and Health	Health and Allied Health Professionals	Occupational/Environmental Health Therapists	Occupational/Environmental Health professionals develop, implement and evaluate policies and programs to monitor environmental health and occupational health and safety and related legislation to ensure safe and healthy working conditions. Specialisations include Occupational Therapists, Health Promotion professionals, Job Capacity	In scope
Science and Health	Health and Allied Health Professionals	Physiotherapist	Physiotherapy professionals assess, treat and prevent disorders in human movement caused by injury or disease.	In scope

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Science and Health	Health and Allied Health Professionals	Psychologist/Counsellor	Psychology/Counselling professionals investigate, assess and provide treatment and counselling to foster optimal personal, social, educational and occupational adjustment and development, and work with people to help them to identify and define their emotional issues through therapies.	In scope
Science and Health	Health and Allied Health Professionals	Social Worker	Social Work professionals assess the social needs of individuals, families and groups, assist and empower people to develop and use the skills and resources needed to resolve social and other problems, and further human wellbeing and human rights, social justice and social development.	In scope
Science and Health	Health and Allied Health Professionals	Medical Laboratory Scientist	Medical Laboratory Technician professionals perform routine medical laboratory tests and operate diagnostic laboratory equipment under the supervision of Medical Laboratory Scientists and Pathologists. Plus immunologist	In scope
Service Delivery	Customer Advice and Support	Call, Contact or Smart Centre Officer	Call, Contact of Smart Centre professionals are the focal point for client telephone contact. They coordinate and provide timely and accurate advice and answers to clients.	In scope
Service Delivery	Customer Advice and Support	Client Partner/Case Manager	Client Partners/Case Management professionals collaboratively assess, plan, facilitate, coordinate, evaluate, and advise on options and services to meet an individual's or organisation's needs.	In scope
Service Delivery	Customer Advice and Support	Customer Support Officer	Customer Support professionals provide information to stakeholders in response to enquiries and requests in support of organisational programs. This may include handling enquiries via phone, email, correspondence, live chat or social media. Specialisations include Receptionist, Customer Liaison/Counter.	In scope
Service Delivery	Customer Advice and Support	Emergency Manager	Emergency Management professionals create, manage and implement disaster or emergency plans that help the organisation reduce its vulnerability to hazards and cope with disasters. Specialisations include Recovery and Response.	In scope
Service Delivery	Customer Advice and Support	Objections and Complaints Resolution Officer	Objections and Complaints Resolution professionals respond to personal, written and telephone inquiries and complaints about the organisation's goods and services, provide information and refer people to other sources.	In scope
Service Delivery	Customer Advice and Support	Sales Officer	Sales professionals facilitate an exchange of goods or services with customers for money.	In scope
Service Delivery	Customer Advice and Support	Rostering and Workload Manager	Rostering and Workload Management professionals marshal, schedule and manage workloads and staffing to ensure the completion of work. Specialisations include Workforce Management.	In scope
Service Delivery	Gallery, Museum and Tour Guides/Tourist Information	Guide	Guide professionals answer inquires and direct and guide visitors on sightseeing, educational and other tours, and describe and explain points of interest.	In scope
Service Delivery	Program Delivery	Trade Assessor	Trade Assessment professionals assess and determine applications or claims under relevant laws for duty concessions, duty drawback applications, submissions and similar activities.	In scope
Service Delivery	Program Delivery	Visa and Citizenship Decision Maker	Visa and Citizenship Decision Making professionals facilitate legitimate and responsive migration, and protect the community from those intending to circumvent border controls. They interpret and apply legislation and policy to exercise their delegated decision making powers on visa and citizenship applications or cancellations.	In scope
Service Delivery	Program Delivery	Grants Manager	Grants Management professionals administer grant agreements, provide advice on grants/contracts and funding agreements and interpret and apply relevant policy relating to programs.	In scope
Service Delivery	Program Delivery	Specialist Adviser	Specialist Adviser professionals provide advice, develop and implement plans in a specific area of specialist knowledge. Specialisations include Trade Technical.	In scope
Service Delivery	Program Delivery	Program Delivery Officer	Program Delivery professionals assess and deliver client payments and/or services that are available through a program administered by the organisation.	In scope
Service Delivery	Training	Specialist Training/ Functional Trainer	Specialist/Functional Training professionals develop and deliver training and assess and endorse competence in a specialist area, for example Field Training Officers. They possess topic specific qualifications or experience as well as instructional ability. Specialisations may include AI Trainers training service centre AI solutions.	In scope
Trades and Labour	Vehicles and Equipment Maintenance/ Operation	Plant Operator	Plant Operation professionals operate plants to excavate earth, ore and rock, break up pavement, road, rock and obstructions, move and load earth, rock and debris, and level, smooth and compact surfaces in construction and other projects.	Out of scope
Trades and Labour	Vehicles and Equipment Maintenance/Operation	Print Machine Operator	Print Machine Operation professionals produce books, magazines, newspapers, brochures, posters, leaflets, packaging materials and stationery using printing presses.	Out of scope

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Trades and Labour	Vehicles and Equipment Maintenance/ Operation	Deck Hand Officer	Deck Hand professionals carry out a range of basic duties essential to the running and maintenance of a boat or ship.	Out of scope
Trades and Labour	Transport and Logistics	Air Traffic Controller	Air Traffic Control professionals ensure the safe and efficient movement of aircraft in controlled airspace and aerodromes by directing aircraft movements.	Out of scope
Trades and Labour	Transport and Logistics	Driver	Driving professionals drive land and water based vehicles to transport passengers/ cargo to destinations. They also maintain vehicles.	Out of scope
Trades and Labour	Transport and Logistics	Fleet Maintenance and Management	Fleet Maintenance and Management professionals conduct acquisition and on-going management of the organisation's vehicle fleet.	In scope
Trades and Labour	Transport and Logistics	Energy Supply Technician	Energy Supply Technicians coordinate and operate fuelling equipment. They ensure appropriate safety and operational procedures have been met in refuelling a vehicle and other machinery, or in the storage of fuel.	Out of scope
Trades and Labour	Labourers	Horticulturalist/Gardener	Horticulture/Gardening professionals study and cultivate plants, including conservation, planning and constructing garden landscapes and arboriculture.	Out of scope
Trades and Labour	Labourers	Store person	Store persons receive, handle and despatch goods in a store or warehouse.	In scope
Trades and Labour	Labourers	Security Officer/Guard	Security Officer/Guard professionals provide security and investigative services to organisations and individuals. Specialisations include Surveillance Operations, Detention Operations.	In scope
Trades and Labour	Trades	General Tradesperson	General Trades professionals build structures and frameworks by following specific blueprints. They utilize wood, metal and other materials, install cabinets and shelves, hang drywall, install moulding and trim, and ensure	Out of scope
Trades and Labour	Trades	Chef/Cook	Chefs/Cook professionals prepare, season and cook food in a dining or catering establishment.	Out of scope
Trades and Labour	Animal Attendants and Trainers	Animal Attendant	Animal Attendant professionals train, feed, groom and care for animals. They also complete basic administrative tasks. Specialisations include Dog handler, Dog Training/Breeding.	In scope
Portfolio, Program and Project Management	Design	Strategic Design Officer	Strategic Design professionals drive technical policy and product design development from a user experience, user interface, and usability standpoint. They provide direction and recommendations on design and development execution of product/service, create designs, draw wireframes and fabricate prototypes to monitor feedback for later	In scope
Portfolio, Program and Project Management	Program	Program Manager	Program Management professionals plan and undertake administration of a specific program of work. They oversee the status of the program and ensure all goals are met in a timely manor. Program management focuses on delivery of benefit and outcomes (rather than outputs) for an organisation in activities that are transformational in nature.	In scope
Portfolio, Program and Project Management	Program	Program Reporting Officer	Program Reporting professionals develop and provide the necessary documentation and reporting to support the Program Manager with the management and coordination of a program.	In scope
Portfolio, Program and Project Management	Program	Program Support Officer	Program Support professionals support the Program Manager with several related projects within specific program. They monitor project schedules and budgets, prepare progress reports, and liaise with key stakeholders.	In scope
Portfolio, Program and Project Management	Program	SCRUM Master	SCRUM Master professionals plan, initiate, and manage information technology (IT) projects, and closely monitor progress to assure deadlines, standards, and cost targets are met.	In scope
Portfolio, Program and Project Management	Project	Project Manager	Project Management professionals plan and undertake administration of a specific project. They oversee the purpose and status of the project and ensure all project goals and timeframes are met.	In scope with the exception of ICT Project Managers
Portfolio, Program and Project Management	Project	Project Reporting Officer	Project Reporting professionals develop and provide the necessary documentation and reporting to support the Project Manager with the management and coordination of a project.	In scope
Portfolio, Program and Project Management	Project	Project Support Officer	Project Support professionals support the Project Manager. They monitor project schedules and budgets, prepare progress reports, and liaise with key stakeholders.	In scope

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Portfolio, Program and Project Management	Project	Agile Coach	Agile Coaching professionals formulate and implement Agile coaching frameworks, processes and standards to foster an Agile mindset and practices within the organisation and develop Agile teams.	In scope
Portfolio, Program and Project Management	Project	Product Owner	Product Owners are responsible for advocating for business priorities and customer experience. They ensure that the most value is obtained within each project sprint and over the course of time that aligns with product vision.	In scope
Portfolio, Program and Project Management	Project	Change Manager	Change Management professionals lead the assessment, analysis, development, documentation and implementation of changes based on requests for change. They implement organisational change smoothly as well as manage reactions to ensure a seamless transition during change.	In scope
Portfolio, Program and Project Management	Evaluation	Evaluation Officer	Evaluation professionals conduct, facilitate and translate research that informs policy and initiatives, to ensure they are underpinned by the best available evidence, and are rigorously evaluated.	In scope
Portfolio, Program and Project Management	Evaluation	Performance Analysis & Reporting / Benefits Realisation Officer	Performance Analysis & Reporting / Benefits Realisation professionals establish measurement objectives and the scope of measurement for functions, teams and projects, plan and implement improvements to measurement capability, and reviews data collection and storage mechanisms.	In scope
Portfolio, Program and Project Management	Portfolio	Portfolio Manager	Portfolio Management professionals oversee the administration and coordination of activities within an organisation's portfolio.	In scope
Data and Research	Numerical Analysis	Actuary	Actuary professionals analyse mathematical, statistical, demographic, financial or economic data to predict and assess the long-term risk involved in financial decisions and planning.	In scope
Data and Research	Numerical Analysis	Mathematician	Mathematician professionals develop and apply mathematical principles and techniques to solve problems in all areas of the sciences, engineering, technology, social sciences, business, industry and commerce.	In scope
Data and Research	Numerical Analysis	Statistician	Statistician professionals design and apply statistical principles and techniques for collecting, organising and interpreting quantifiable data, and use statistical methodologies to produce statistical reports and analyses for government, commercial and other purposes.	In scope
Data and Research	Numerical Analysis	Data Analyst	Data Analyst professionals analyse datasets with a variety of tools to research and solve organisational issues and identify trends and insights to support organisational outcomes.	In scope
Data and Research	Numerical Analysis	Econometric Modeller	Econometric Modelling professionals monitor major economic indicators, researching on industry and companies for investment processes, and conducting investment trend analyses.	In scope
Data and Research	Numerical Analysis	Data Miner	Data Mining professionals design data modelling/analysis services that are used to mine enterprise systems and applications for knowledge and information that enhances business processes.	In scope
Data and Research	Research	Researcher	Research professionals plan, organise, direct, control and coordinate research and development activities, and gather and analyse data in a systemic way, research topics and theories and supervise research projects.	In scope
Data and Research	Research	Survey Developer	Survey Development professionals develop, target and oversee surveys, record responses, and produce market research.	In scope
Data and Research	Research	Business Analyst	Business Analyst professionals articulate and document business requirements and elicit high level requirements and capture business needs.	In scope
Data and Research	Research	User Researcher	User Researchers design, organise, participate in and carry out research and testing with users of government services, developing a deep understanding of the users and their experiences with government services to inform policy, program and service design, delivery and improvement.	In scope
Data and Research	Data and Research	Data Engineer	Data engineers are responsible for managing, optimising, overseeing and monitoring data retrieval, storage and distribution within the organisation.	In scope
Data and Research	Data and Research	Data Scientist	Data Science professionals develop and implement techniques or analytic applications to transform raw data into meaningful information using data-oriented programming languages and visualization software.	In scope
Data and Research	Data and Research	Visual Analytics Specialist	Visual Analytics professionals create design concept visualisations in various formats, conduct research to uncover new methods of visual delivery and communicate data driven insights and recommendations, and visualise new design ideas by executing sketch prototypes and mock-ups.	In scope

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Policy	Governance	International and Stakeholder Agreements and Negotiation Officer	International Delegations Management and Support professionals manage visiting delegations, associated information and learning exchanges. Specialisations include International Delegations Management and Support.	In scope
Policy	Governance	Governance Officer	Governance Officer professionals support decision making processes, leadership structures, management auditing and procedural development. Specialisations include Secretariat & Committee Coordination.	In scope
Policy	Governance	Corporate and Business Planner	Corporate and Business Planning professionals provide sound strategic planning and performance reporting support that underpins the corporate planning of the agency.	In scope
Policy	Policy Design	Behavioural Economics/Insights Practitioner	Behavioural Economics/Insights professionals examine psychological, behavioural, emotional and social factors to uncover insights on how people behave and make decisions.	In scope
Policy	Policy Design	Policy Analyst	Policy Analyst professionals develops and analyses policies guiding the design, implementation and modification of government or commercial operations and programs.	In scope
Policy	Policy Design	Policy Officer	Policy Officer professionals provide timely, accurate and persuasive advice, underpinned by analysis, contextual awareness and stakeholder consultation. Specialisations include Government Infrastructure and Base Security Policy, National Security Advice, Education, Education (Policy) Advisor, Organisational Suitability & Vetting Advisor.	In scope
Policy	Policy Design	Economist	Economist professionals perform economic research and analysis, develop and apply theories about production and distribution of goods and services and people's spending and financial behaviour. They also provide advice to governments and organisations on economic policy issues.	In scope
Policy	Policy Design	Strategic Policy Advice and Development Officer	Strategic Policy Advice and Development professionals develop, analyse and modify government or commercial policies. They also set agendas and research and formulate and amend policy. Specialisations include Climate Information, Strategic Workforce Policy, Strategic/Organisational Reform policy roles.	In scope
Science and Health	Earth Sciences	Hydrologist	Hydrology professionals study water, manage and conserve water resources. They also develop maintain implement and advise of hydrology policy.	In scope
Science and Health	Earth Sciences	Spatial Analyst	Spatial Analyst professionals, also known as Geospatial Analysts, collect and analyse geographical data generated by geographical information systems (GIS).	In scope
Science and Health	Earth Sciences	Geoscientist	Geoscience professionals study the composition, structure and other physical attributes of the earth, locate and advise on the extraction of minerals, petroleum and ground water, and detect, monitor and forecast seismic, magnetic, electrical, thermal and oceanographic activity. Specialisations include Geochemistry, Geochronology,	In scope
Science and Health	Earth Sciences	Chemist	Chemistry professionals study the chemical and physical properties of substances, and develop and monitor chemical processes and production. Specialisations include Organic Chemist or Environmental Chemist.	In scope
Science and Health	Earth Sciences	Earth Observation and Satellites Officer	Earth Observation and Satellites professionals undertake scientific activities based on observations of the natural world on a global scale, including through the use of satellite technology.	In scope
Science and Health	Earth Sciences	Food/Wine Scientist	Food/Wine Science professionals examine food and wine products physically and chemically for suitability and safety. This includes developing new and existing food and beverage products.	In scope
Science and Health	Earth Sciences	Physicist	Physics professionals study matter, space, time, energy, forces and fields and the interrelationship between these physical phenomena. Specialisations include Radiation Physicist, Particle Physicist or Theoretical Physicist.	In scope
Science and Health	Earth Sciences	Radiochemist	Radiochemists and associated professionals study the properties of natural and occurring and artificial Radioactive Elements to determine and validate their application in a variety of chemical and scientific processes	In scope
Science and Health	Life Sciences	Agriculture/Forestry Scientist	Agriculture and Forestry Science professionals advise farmers, rural industries and government on aspects of farming. They also develop techniques for increasing productivity, and study and develop plans and policies for the management of forest areas.	In scope
Science and Health	Life Sciences	Botanist	Botany professionals study the physiology, structure, genetics, ecology, distribution, classification, and economic importance of plants. This includes identifying toxins using analytical and scientific techniques and examining plant materials and seeds for signs of disease. Specialisations include Toxicology, Plant Pathology.	In scope
Science and Health	Life Sciences	Environmental Scientist	Environmental Science professionals study, develop, implement and advise on policies and plans for managing and protecting the environment, flora, fauna and other natural resources. They also assess relationships of organisms to each other and their physical surroundings. Specialisations include Ecology.	In scope

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Science and Health	Life Sciences	Epidemiologist	Epidemiology professionals study and analyse patterns, causes, and effects of health and disease conditions in defined populations. Ranger professionals assist in controlling and maintaining a State or national park, scenic area, historic site, nature reserve, recreation area or conservation reserve in accordance with authorised policies and priorities. This includes the maintenance and administration of public park, station locations. Specialisations include Station Manager, Ranger,	In scope
Science and Health	Life Sciences	Parks Ranger/Manager		
Science and Health	Life Sciences	Veterinarian	Veterinarian professionals diagnose, treat and prevent animal diseases, ailments and injuries. Life Science professionals examine the anatomy, physiology and biochemistry of humans, animals, plants and other living organisms to better understand how living organisms function and interact with each other and the environment in which they live. Specialisations include Entomology, Microbiology.	In scope
Science and Health	Life Sciences	Life Scientist		
Science and Health	Scientific Research	Scientific Modeller	Scientific Modelling professionals make parts or features of the world easier to understand, define, quantify, visualise, or simulate by referencing it to existing and usually commonly accepted knowledge. Specialisations include Hazard Modelling.	In scope
Science and Health	Scientific Research	Research Scientist	Research Science professionals design, undertake and analyse information from controlled laboratory-based or field based investigations, experiments and trials.	In scope
Science and Health	Scientific Research	Social Scientist	Social Science professionals study and research the link between society and human behaviour.	In scope
Science and Health	Scientific Research	Science/research Manager	Plans, organises, directs, controls and coordinates research and development activities within an organisation. Science Technician professionals assist in the advancement and development of science including sampling, testing, measuring, recording and analysing of results. Specialisations include Aquarist, Meteorology, Instrument Scientist, Chemistry Technician and Laboratory Technician.	In scope
Science and Health	Research/Laboratory Assistant	Science Technician		
Science and Health	Weather and Climate	Weather and Climate Researcher	Weather and Climate Research professionals conduct research into climatology, marine meteorology and the use of weather satellite and radar data. Specialisations include Glaciologist, Oceanography, Space Weather.	In scope
Science and Health	Weather and Climate	Meteorologist	Meteorology professionals study the earth's atmosphere in order to predict weather patterns. Specialisations include Flood Forecasting, Weather Observation.	In scope
Science and Health	Weather and Climate	Climatologist	Climatology professionals collect and analyse ice, soil, water, air and plants to find patterns in weather and assess how these patterns affect the Earth.	In scope