



Position Details

Technical Services - CSOF3

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Advertised job title	Cyber Security Advisor
Job reference	101966
Tenure and work schedule	Specified Term of 24 months (2 years)
Salary range	\$73,567 - \$93,630 per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s) and office arrangements	Adelaide, Brisbane, Canberra, Hobart, Melbourne, Perth, or Sydney (Negotiable)
Relocation assistance	Not provided
Applications are open to	Australian Citizens
Position reports to the	Cyber Security Resilience Team Lead
Client focus – Internal	90%
Client focus – External	10%
Number of direct reports	0
Enquire about this job	Iliyan Darganov via email at iliyan.darganov@csiro.au
Support and workplace adjustments	We offer a range of reasonable supports and workplace adjustments. Please let us know via email Sarah.lyons@csiro.au if we can help you to equitably participate in our recruitment process or the role itself.
How to apply	Apply online at https://jobs.csiro.au/ Internal applicants please apply via Jobs Central If you experience difficulties when applying, please email careers.online@csiro.au

Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the areas that we live and work on across Australia. We acknowledge their continuing connection to their culture and pay our respects to their Elders past and present. View our [vision towards reconciliation](#).

Child Safety

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. View our Child Safe Policy.

About CSIRO

As Australia's national science agency, CSIRO is solving the greatest challenges through innovative science and technology. Many of our iconic innovations were once considered impossible until someone, just like you, joined us and took on the challenge.

As one of the world's largest multidisciplinary mission-driven research organisations, we are focused on the issues that matter the most: for our quality of life, for the economy and for our environment. We believe diverse teams are more effective and deliver more innovative outcomes. When we all focus on the big things that really matter, and work in partnership with our communities and [Indigenous Australia](#), Australian science and technology can solve seemingly impossible problems and create new value for all Australians. Visit [CSIRO.au](https://www.csiro.au) for more information.

About CSIRO Cyber Security

The Cyber Security team protects CSIRO's people, data, and research by delivering secure, resilient, and trusted digital environments. The team works across architecture, assurance, operations, and governance functions to uplift cybersecurity maturity and support CSIRO's strategic objectives.

Role overview

The Cyber Security Advisor will support the Cyber Security team in implementing and improving CSIRO's cybersecurity practices. This is an entry-level position designed to provide hands-on experience across multiple cybersecurity domains. Working under guidance, the advisor will contribute to assessments, reviews, and technical projects that strengthen CSIRO's security posture and support national research goals.

Duties and key result areas

Under limited supervision and with guidance from senior cybersecurity staff, the successful candidate will:

- Assist with cybersecurity risk assessments, configuration reviews, and vulnerability management activities.
- Support the review and documentation of cybersecurity controls, findings, and recommendations.
- Help develop and maintain security registers, playbooks, and procedural documentation.
- Participate in incident response simulations, testing, and post-incident review processes.
- Contribute to research on emerging threats, security tools, and technology trends relevant to CSIRO.
- Apply discretion as required in selecting the most appropriate method and sequence of completing tasks.
- Recommend improvements to systems and procedures and implement any approved changes.

- Provide support to more senior staff and provide precedent-based policy and procedure interpretation and advice.
- Maintain clear communication with clients regarding mutual expectations and monitor their satisfaction.
- Communicate openly, effectively and respectfully with all staff, clients and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's reputation.
- Work collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks in support of CSIRO's scientific objectives.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment procedures and policy and diversity initiatives.
- Perform other duties as directed in support of team and organisational goals.

Selection criteria

Essential

Under CSIRO policy only those who meet all essential criteria can be appointed.

1. A degree or near completion of a degree in Cyber Security, Information Technology, Computer Science, or a related discipline.
2. Foundational understanding of cybersecurity principles, including risk, identity, and network security.
3. Analytical and problem-solving ability with attention to detail and accuracy.
4. Strong relationship skills and the demonstrated ability to understand stakeholders' priorities and adapt interactions to provide effective advice and support.
5. Good written and verbal communication skills, including the ability to work effectively in a team.
6. Sound interpersonal, communication, and consultative skills to enable effective engagement and to build the respect of staff and to successfully support initiatives.

Desirable

1. Awareness of relevant cybersecurity frameworks such as the Essential Eight, ISO 27001, or NIST CSF.
2. Exposure to tools or technologies such as Microsoft Defender, Intune, vulnerability scanners, or cloud platforms (Azure, AWS).
3. Familiarity with scripting or automation (e.g., PowerShell, Python) for security tasks.
4. Flexibility and adaptability to work in geographically dispersed teams, as well as independently, supporting People projects and team members as organisational priorities change. Strong commitment to team-based processes and outcomes.

Setting you up for success

We understand that not everyone works in the same way and sometimes people may require reasonable support and adjustments to perform at their best. Whether related to the recruitment process and or the role itself, this may include options such as providing different methods of communication, flexible hours or physical adjustments to work methods. If you feel comfortable, we encourage you to share any support and adjustments you may need to carry out the inherent requirements of the role. Please let us know via email Sarah.lyons@csiro.au if we can help you to equitably participate in our recruitment process or the role itself

Life at CSIRO and flexible working arrangements

We [work flexibly at CSIRO](#), offering a range of options for how, when and where you work. We can discuss flexible work arrangements with you during the recruitment process. CSIRO also offers a range of leave entitlements, [benefits](#) and [career development](#) opportunities. To learn more, visit [Careers at CSIRO](#).

We celebrate the uniqueness of our workforce and are committed to creating [diverse and inclusive teams](#) where everyone feels they belong. CSIRO is an equal employment opportunity organisation dedicated to recruiting people based on merit and reflecting the diversity of the community we serve. We recognise true diversity encompasses all ages, nationalities, abilities, cultures, genders, sexualities, faiths, levels of education, diversity of thought and many more aspects of identity. By empowering diverse teams, our community is reflected in the solutions we create.

CSIRO values

CSIRO is a values-based organisation committed to values-based leadership.

Value	Descriptor	Behaviour
People first	Our priority is the safety and wellbeing of our people. We believe in, and respect, the power of diverse perspectives. We seek out and learn from our differences.	• Respectful • Caring • Inclusive
Further together	We achieve more together than we ever could alone. We listen and collaborate, in teams, across disciplines, across boundaries. We embrace ambiguity and use discussion and persistence to generate unique solutions to complex problems.	• Accountable • Authentic • Courageous
Making it real	We do science with real impact. We thrive when taking on the big challenges facing the world. We take educated risks and defy convention. We celebrate successes and failures and leverage them to learn as we strive to be the force for positive change.	• Partnering • Cooperative • Humble

Trusted	We're driven by purpose but remain objective. We fight misinformation with facts. We earn trust everywhere through everything we do. We trust each other and we hold each other accountable. Together our actions drive Australia's trust in CSIRO.	• Curious • Adaptive • Entrepreneurial
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Required competencies

- **Teamwork and collaboration:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
- **Influence and communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
- **Resource management/leadership:** Provides instruction and assists other staff to complete allocated tasks and activities.
- **Judgement and problem solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
- **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
- **Adaptability:** Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

Special requirements

Appointment to this role may be subject to conditions including provision of national police check as well as other security/medical/character clearance requirements.

Security Clearance: NV1 or higher

This is a security assessed position. Applicants must be an Australian citizen, with successful candidate either holding or having the ability to obtain a Negative Vetting 1 Australian Government security clearance.

Note:

- CSIRO utilises the Australian Government Security Vetting Agency to conduct its security clearances. Further information regarding security clearances may be found at <https://www1.defence.gov.au/security/clearances>
- The Commonwealth requires all Specified Personnel to undergo Work, Health and Safety and Security Awareness training. Training must be undertaken upon commencement and be completed before the commencement of any work. Training is by means of an online courses and questionnaires that can be undertaken at Commonwealth premises.

Referee Requirements

Candidates must provide a minimum of 2 referees. Referee checks will only be performed for candidates shortlisted for interview.