



NAVIGATE

Supporting experienced STEM specialists to take their career in an exciting new direction!

If you're a high-performing researcher, academic or STEM professional looking to supercharge your career, then apply for the NAVIGATE program.

The NAVIGATE program provides an exciting opportunity for high performing STEM specialists from a range of academic disciplines to grow and develop as a senior leader in a supported environment.

Over twelve months, you will be part of a new and exciting program where you will learn the ins and outs of Defence and be provided with a mentor for support along the way. You will take part in tailored learning and development opportunities which will set you up for success and unlock your full potential.

This program offers participants an ongoing position within Defence. Our strategy is "people first, structure second." We'll select the right people for the Defence science and technology team, and then, on completion of the program we will identify the right job fit for you based around our priorities and your passion.

With a commitment of approximately \$3 billion in Defence innovation, science and technology over the next decade, there has never been a better time to work in Defence.

Program details

The NAVIGATE program is a dedicated science and technology pathway designed to enable high performing STEM specialists to either transition into the complex area of Defence science and technology or to continue to build on their career in Defence.

Participants in the program will have the opportunity to apply their expertise and experience to Defence's priority S&T challenges such as Information Warfare and Resilient Multi-Mission Space.

The program includes:

- 12 months of learning the ins and outs of Defence and Government, including two 6-months rotations.
- A dedicated professional development program where you will build your skills.
- One-on-one mentoring
- Full-time or part-time positions with permanent employment from the start of the program at any of our locations across Australia.
- Full time salary of \$106,074 - \$166,808 pa, with an additional 15.4% superannuation.

The program has pre-determined gender targets: 40% male, 40% female and 20% any gender. This will enable Defence to manage the gender balance at senior levels of the organisation.

If you're a high achiever and value professionalism, scientific excellence, diversity and collaboration, then we encourage you to be bold and take the opportunity to apply for the NAVIGATE program.

Who should apply?

We are looking for talented people who like solving problems, working collaboratively, learning new skills and strengthening knowledge, and want to deliver results for Defence.

Our ideal candidates are self-motivated individuals that show initiative, strive to understand how their work aligns with Defence outcomes and enjoy working in a multi-disciplinary team to achieve those outcomes. They will have a strong attention to detail and take pride in the quality of their work. In their career so far, they will have demonstrated good stakeholder engagement, strong analytical and critical thinking skills, good written and oral communication, and sound professional judgement.

We are considering candidates who have a Masters or PhD in any science, mathematics, technology or engineering discipline (or equivalent experience).

Eligibility

To be eligible to apply for the NAVIGATE program you must meet the following criteria.

1. You must be an Australian citizen
2. You must be assessed as suitable to obtain and maintain a security clearance.
3. You must be a science and technology specialist, with approximately 5-15 years post PhD (or equivalent experience) taking into account career breaks.

More information on the security clearance process is available on the [AGSVA website](#).

How to apply

To apply for the NAVIGATE program, visit the NAVIGATE web page:
www.dst.defence.gov.au/NAVIGATE

In your application you should provide a copy of your current Resume/CV and address the following:

1. An explanation of why you want to be part of this program (please limit your response to 400 words).
2. An explanation of how your skills, knowledge and experience will be relevant to Defence as a science and technology professional (please limit your total response to 400 words).

NOTE: Please indicate your preferred location during your application.

Extensions

Vacancies will be extended in exceptional circumstances only. Applicants requesting an extension must contact DSTGWorkforcecapabilityandtalent@dst.defence.gov.au at least 24 hours prior to the vacancy closing date.

Recruitability

Defence supports the APS [RecruitAbility](#) scheme which aims to attract and develop applicants with disability and also facilitate cultural changes in selection panels and agency recruitment. If you opt into the RecruitAbility scheme, you will be provided with the opportunity for reasonable adjustment during the assessment stage.

If you have individual requirements that need to be accommodated in order to participate in an interview or assessment centre please inform

DSTGWorkforcecapabilityandtalent@dst.defence.gov.au

What sort of employer is Defence?

Defence is an integrated workforce with military and civilian personnel working together across the spectrum of Defence activities. Our greatest asset is our people.

Defence is firmly committed to building an inclusive and capable workforce that is reflective of the community it serves. Defence capability is reliant on our capacity to attract and retain the best possible talent regardless of gender, age, culture, religion, ability or sexual orientation. Defence is a Bronze Athena SWAN recipient, a Decadal Plan Champion and a member of the STEM Champions of Change Coalition Group.

Defence Australian Public Service (APS) employees are engaged in an array of critical positions, enabling our three services: Navy, Army and Air Force, to fulfil key defensive roles as well as providing a range of peacetime services. Defence employs APS employees across Australia and around the world. Defence is committed to the recruitment of the right people, in the right numbers at the right time - whether it is creating, acquiring or delivering. We set high standards, live our values, have an inclusive culture and hold ourselves accountable.

In Defence you will enjoy experiences and opportunities that, as an APS employee, you simply wouldn't get with any other organisation.

The variety of jobs we have is greater than you think — with the right qualifications you are able to undertake interesting, challenging and unique work. This ranges from intelligence and strategic policy right through to human resources, communications, infrastructure, engineering and information technology.

Defence strives to accommodate requests for reasonable adjustment for people with disability to assist in the application process and if successful, the inherent requirements of the position.

What's expected of a senior Defence science and technology professional?

As a member of our STEM workforce, you could expect to undertake any or all of the following duties, depending on your specific skills and role:

- Contribute to science & technology outcomes through the provision of high level and integrated scientific advice.
- Enhance Defence leading-edge capability across a range of scientific disciplines by generating new knowledge and responding flexibly to a rapidly evolving environment.
- Manage client-focused activities of considerable complexity which may span several scientific disciplines of strategic importance to Defence.
- Maintain collaborative opportunities and partnerships with clients and leading scientists within the science and technology enterprise, building effective professional relationships with a network of research partners across academia, industry and Government.
- Manage relationships with stakeholders by working collaboratively, communicating openly and networking.
- Manage workloads of considerable complexity and promote a strong culture of scientific excellence.
- Deliver high quality scientific reporting including briefs, publications and presentations.
- Establish procedures and guidance to ensure compliance with legislations, regulations and internal policies.
- Mentor and coach others in science and engineering excellence, and teamwork, to maintain an enthusiastic culture of high-impact, high-quality solutions.

Further information

If you have any questions about the program, please contact:

DSTGWorkforcecapabilityandtalent@dst.defence.gov.au