

I'm not a robot































What Is ASIO? The Australian Security Intelligence Organisation (ASIO) is an Australian agency that protects the country against threats. In particular, the ASIO protects Australians from sabotage, espionage, foreign interference, and threats to border integrity. This organisation is similar to the FBI in the United States or MI5 in the UK. Over 2000 employees are working mainly out of the ASIO's Canberra offices. Although most of what the agents do is secretive, the values that they uphold are not. Job seekers looking to join the ASIO should study the following values and ensure they are showcased throughout the recruitment process: Evolving: Those at ASIO are adaptive, innovative, courageous, and engage in risk. Ethical: ASIO employees build trust and embody integrity. Excelling: Agents deliver value, drive accountability, and are enterprise-minded. Empowering: ASIO agents include, enable, and collaborate with others. Working at the ASIO ASIO has a history of employing individuals from all parts of their career path, from new graduates to seasoned professionals. They also hire people moving into a new sector later in their careers, such as previous athletes, teachers, and philosophers. No matter where you are in your career, ASIO has opportunities for you in several departments across the agency. What is the Recruitment Process at ASIO? Online Application The recruitment process at ASIO can take up to 12 months to complete. You must also be an Australian citizen living in Australia at the time of application and for all stages of the hiring process. Once you have researched the available positions, you can complete an online application for the role you are most excited about. You must create an online login for the application to access the form. Be sure to store this information somewhere safe, as you won't be able to reset your login information. The application form will require detailed information such as your contact details, previous employment history, and educational background. Note that the online form will timeout after 15 minutes of inactivity. Therefore, preparing your responses in another word-processing program may be best. Initial Screening Applicants who meet the requirements for the position will complete an initial screening, which will be done via phone or video. This is done to further assess qualifications to ensure your suitability for the role. This is also an excellent opportunity to ask questions about ASIO or the recruitment process. Remember that you have already been shortlisted at this point in the process, and other candidates have been weeded out. They already know you are qualified for the position; they are looking to see if you are more suitable than the other qualified candidates. ASIO Psychometric Testing Those who do well in the initial screening will graduate with the pre-employment assessments. These psychometric tests will assess your critical thinking skills and ability to perform the job's essential functions. The tests you take may differ depending on the role you are applying for. However, all candidates should prepare to take the following exams: Abstract Reasoning Test - This logical reasoning test will assess your ability to identify patterns and apply that knowledge to solve problems. The questions will present a series of images linked by an underlying rule that you must identify and use to select the next image in the series. Spatial Reasoning Test - The spatial reasoning test will also examine your ability to identify patterns but will be in the 2-dimensional and 3-dimensional spaces. You will need to visualise and manipulate various shapes and figures, such as finding a mirror image of a shape or identifying a figure from a different vantage point. Logical Reasoning Test - The logical reasoning assessment will require analysing the information to draw accurate conclusions. The question types may be verbal or image-based and may be multiple-choice or free-form. You'll want to read through these questions and answer choices carefully, as the correct answer may not be obvious. Numerical Reasoning Test - The numerical reasoning exam will assess your comprehension of mathematical concepts and your ability to perform basic calculations such as fractions and ratios. Some of these questions will include word problems or equations where you must perform basic algebra or geometry, while others will involve interpreting data sets in tables, charts, and graphs. You will not need an advanced understanding of mathematics to do well on this test. The purpose is to see how you interpret, analyse, and form conclusions based on the information and data. Mechanical Reasoning Test - Those in more technical and hands-on roles may also take a mechanical reasoning test. This exam will assess your understanding of physical and mechanical concepts such as forces, pressure, acceleration, etc. This test will be multiple-choice and is usually image-based. For example, a diagram may depict an event, and you must answer questions about a missing piece or what will happen next according to the laws of physics and other mechanical concepts. Diagrammatic Reasoning Test - Some candidates will also take a diagrammatic reasoning exam to examine specialised logical and abstract reasoning skills. This exam is image-based and similar to the abstract reasoning exam; you will receive a series of images and must determine the underlying rule or pattern to select the missing image. One aspect that makes this test challenging is that the questions often build on one another, so you may have to answer several puzzles correctly to reach an ultimate conclusion. Skills Tests - In addition to the basic ability and psychometric testing, the ASIO may ask you to take a skills test based on the specific role that you are applying for. These are specialised to particular tasks in your position. For example, if you are working with computer programming or code, you may need to test in a specific programming language to show that you are proficient in that skill. Personality Test - ASIO also requires their applicants to complete a personality test to examine their traits and behaviours. While this exam does not test role-specific knowledge, the questions on the exam relate to how you might behave in that role and the characteristics that would help you be successful. The test will give the hiring team insight into how you think and instinctively react. Situational Judgment Test - Lastly, candidates must also complete a situational judgment test (SJT). This test will present simulated workplace scenarios similar to what you may encounter in the role. These questions are multiple-choice, and the scenarios will either be in a video format or written. Applicants must review the situation and choose the most and least likely action from the responses. Like the personality test, the SJT does not have outright correct answers. However, the agency will be looking for candidates who respond and behave in a way that aligns with their core values. Final Interviews The final active stage of the ASIO recruitment process is the final interview. The final interview will be behaviour and ability-based, and you will likely answer questions about your past accomplishments and how you typically act in the workplace. This conversation may be in a one-on-one interview, a panel interview, or an assessment centre. No matter the format, you will want to study your CV, prepare responses to standard interview questions, and practice formatting your responses in the STAR format: Situation, task, action, and result. Security Assessment Candidates who do well in the final interview will undergo a final security check before receiving an employment offer from ASIO. This check will investigate your background, employment history, criminal record, and social media presence. You should also expect that your close friends and family will be scrutinised. How to Prepare for the ASIO Assessment? The ASIO is highly selective on who they recruit to join the organisation. To prove to the hiring team that you are qualified for the position and the best candidate, you must do well on the assessments you take during the hiring process. The personality and aptitude tests are designed to give the ASIO hiring team a complete picture of your skills and abilities. Any candidates who do not do well on these tests will be eliminated from the process. To ensure you are successful on these exams, you should give yourself enough time to prepare. Online preparation tools such as practice tests are a great way to study for various exams. Full-length online practice tests will give several sample questions and solutions you can work through and provide a sense of managing your time during the exam. Many practice tests will also give you tips and full explanations to help you on the test. Comprehensive Practice for ASIO's Tests Loading... Dr Sarah Kendall, Adjunct Research Fellow in the TC Beirne School of Law, writing in The Conversation. This week, ASIO chief Mike Burgess delivered his sixth Annual Threat Assessment. His approach this time was unprecedented. Instead of focusing on past and present threats, Burgess declassified parts of ASIO's assessment for the future, warning us about Australia's security outlook to 2030. Over the next 5 years, ASIO is expecting "an unprecedented number of challenges, and an unprecedented cumulative level of potential harm", Burgess warned. At the same time, the threat environment will become more diverse. Espionage and foreign interference are already at extreme levels, but are anticipated to intensify. Sabotage is expected to pose an increasing threat. Politically motivated violence and communal violence will also remain an elevated concern. What does this mean for our criminal laws? Are they robust enough to protect us from the growing and diversifying threat of espionage, sabotage and foreign interference? Or will they need bolstering? What are the threats? Espionage, or spying, involves the theft of information. Burgess has warned that both our enemies and our friends will seek to steal information from us. This includes information about our military capabilities and alliances, such as AUKUS. Instead of using traditional spies to gather this information, Burgess expects greater use of proxies. These proxies could be unwittingly involved in the espionage efforts of a foreign country - such as private investigators. Or they could know exactly what they're doing. Foreign interference involves covertly shaping decision-making to the advantage of a foreign power. Burgess has warned that foreign governments are monitoring, intimidating and coercing Australians and diaspora communities, including engaging in coerced repatriations. He also expects that foreign interference may be used to undermine community support for AUKUS. Concerningly, ASIO has disrupted plots by foreign countries to physically harm (or even kill) people living in Australia. This includes activists, journalists and ordinary citizens - all critics of certain foreign governments. Both espionage and foreign interference will be enabled by advances in technology, including artificial intelligence (AI), deep fakes and large online pools of personal data. Sabotage involves deliberately destroying or damaging infrastructure. Russia has been engaging in diverse acts of sabotage in Europe, aiming to erode support for Ukraine and damage cohesion. These attacks include arson against various types of infrastructure (including defence and munitions facilities), jamming civil aviation GPS systems, and disrupting railways. While Burgess warned that the risk of similar attacks against Australia is increasing (including attacks against infrastructure arising out of AUKUS), cyber-enabled sabotage will be of more concern. At the moment, foreign governments are exploring and exploiting Australia's critical infrastructure networks to map systems and maintain access in the future. As with espionage, Burgess expects criminal proxies to be used more frequently to engage in sabotage. This includes state-sponsored or state-supported terrorist groups. Are our laws ready to deal with this? With the espionage, sabotage and foreign interference threat growing and diversifying over the next five years, you'd be right to ask whether our criminal laws are robust enough to stand up to the challenge. For the most part, they are. All the laws apply to conduct that occurs "in the real world" and online. The laws also apply to any foreign country, including our friends, as well as terrorist organisations. In addition to foreign countries, the laws apply to conduct on behalf of a foreign country, including where the conduct is directed, funded or supervised by the foreign country or a person acting on its behalf. This means the laws would apply to proxies hired to engage in espionage or sabotage. Our sabotage laws are broad enough to cover the explorations of critical infrastructure networks currently being undertaken. An act of sabotage does not have to be committed to be an offence under these laws. Our foreign interference laws would cover coerced repatriations. While plots to harm Australians may also fall within these offences, a number of other offences also exist for harming or killing Australian citizens or residents. Room for improvement Our espionage, sabotage and foreign interference laws certainly are "world-leading". However, there are some drawbacks. For example, the laws are yet to grapple with the rise of AI and its use to gather information for espionage or generate mis- or disinformation for foreign interference. While the laws have broad extraterritorial reach - they apply to conduct that occurs within or outside Australia - the practicalities of enforcing the laws when offenders are located overseas is a big barrier. But in today's digital age where espionage, sabotage and foreign interference can be conducted online from the safety of a foreign country and therefore beyond the reach of Australia's criminal law, we need more than a robust legal response. As Burgess stressed, these issues "require whole of government, whole of community, whole of society responses [...] national security is truly national security: everybody's business". We all need to be aware of the risks and what we - as individuals, employees, researchers and business owners - can do to mitigate them. This article is republished from The Conversation under a Creative Commons license. Read the original article. The Australian Security Intelligence Organisation (ASIO) protects Australia and Australians from threats to their security. Key to this work is the ASIO's security assessment function which ensures that security is considered in government decision-making processes such as issuing passports, granting visas, and granting access to sensitive government information. Defining security In practice, security usually refers to terrorism or other forms of politically motivated violence, espionage and foreign interference, and threats to Australia's territorial and border integrity. The security assessment process Most ASIO security assessments are made at the request of another department or agency. Assessments can range from a simple check of personal details to an in-depth intelligence investigation. Upon making an assessment, the ASIO may provide: Non-prejudicial advice: ASIO has no security related concerns. A qualified assessment: ASIO has identified information relevant to security but is not recommending a specific action. An adverse assessment: ASIO recommends that a prescribed administrative action be taken, such as the cancellation of a passport. The ASIO is not permitted by the Australian Security Intelligence Organisation Act 1979 to take any administrative action itself. Types of security assessments ASIO provides security assessments in the areas of visas, citizenship applications, passports, classified information, and counter-terrorism. Visas Visa applications of concern may be referred by the Department of Immigration and Citizenship to ASIO for a security assessment. If the ASIO deems the person a security risk, a visa may not be issued and an existing visa must be cancelled. The ASIO may also determine that the holder of an Australian visa presents a security risk through its own security intelligence investigations. Applications for Australian citizenship Under the Australian Citizenship Act 2007, the Minister for Immigration and Citizenship must not approve the granting of Australian citizenship where ASIO has made an adverse or qualified security assessment concerning the applicant. Passports Withholding passports is an important method used to prevent Australians from travelling overseas to become involved in terrorism, or activities that threaten national or international security. Under the Australian Passports Act 2005, ASIO may request that an Australian passport be cancelled/denied due to security concerns. If the ASIO has issued an adverse assessment, the Foreign Minister may demand the surrender of a foreign passport under the Foreign Passports (Law Enforcement and Security) Act 2005. Access to national security classified information Most Commonwealth security checks are undertaken by the Australian Government Security Vetting Agency (AGSVA). The AGSVA must request security assessment advice from ASIO before deciding whether to grant a national security clearance. Counter-terrorism Security identification cards are issued to people who work in the aviation and maritime industries. In determining whether such cards should be issued, the Attorney-General's Department conducts broader background checks (including criminal records) while the ASIO considers any terrorism concerns. ASIO may recommend against the issuing of security identification cards if it has security concerns. ASIO also provides security checks for those requiring access to security sensitive ammonium nitrates and biological agents. Can an ASIO security assessment be appealed? Reviews of the process of ASIO making a security assessment may be requested. Merits review is available through the Security Appeals Division of the Administrative Appeals Tribunal (AAT). Judicial review is possible through the Federal and/or High Court of Australia. Key takeaways The ASIO conducts security assessments across a range of areas and provides advice to government departments and agencies about whether an individual poses a security risk, and whether action should be taken. This helps government bodies to make informed decisions that uphold Australia's national security.