



BRISBANE – Data Analyst (APS5)



About the Aurora Neuroinclusion Program:

Services Australia's Aurora Neuroinclusion Program (Aurora) aims to improve work and career outcomes for people with an autism or ADHD diagnosis.

Together with Employ for Ability, Aurora offers a unique recruitment process that's flexible, safe, supportive and inclusive. Aurora offers roles in a variety of fields and:

- provides a career pathway into the agency for people with an autism or ADHD diagnosis
- demonstrates the individual and organisational benefits of employing people with autism or ADHD through an inclusive recruitment process
- showcases the diverse and unique skills and attributes people with an autism or ADHD diagnosis have to offer in employment
- aims to increase the representation of people with disability in the agency and the Australian Public Service (APS).

Aurora offers:

- a tailored and flexible assessment phase
- ongoing roles with attractive working conditions
- job security with a competitive salary
- opportunities to develop skills to support your career.

We're looking for people who:

- are keen to learn
- want to make a positive difference in the lives of Australians
- want to start their career in the APS.

If you're successful and matched to a role, you'll be offered a full-time ongoing position. If you're rated suitable and not matched to a role, you'll be placed in a merit pool for up to 18 months. The merit pool is active for 18 months from the advertising date. If a position becomes available during that time you may be considered for that position.

IMPORTANT DATES

13 January 2025	Aurora Brisbane applications open
16 February 2025	Aurora Brisbane applications close
25 February 2025	Aurora Brisbane candidate screening workshops (Brisbane CBD and assessment from home activities)
Week commencing 10 March 2025	Aurora Brisbane final assessment program (Brisbane CBD)
From 1 April 2025	Offers of employment announced



Available position

Aurora is currently accepting applications from eligible candidates for the following role based in **Brisbane, QLD**:

Data Analyst (APS5) – Strategy & Performance Group, Data & Analytics Division, Business Intelligence and Performance Branch

The Business Intelligence and Performance Branch works with agency stakeholders to provide critical insights, capabilities and tools, allowing the agency to effectively use its data. The branch aims to continuously improve operations and service delivery.

Data and analytical staff are responsible for key strategic projects or functions, and provide advice based on extensive analysis of data and information to support decision making across the agency. They use an investigative approach and work with their teams to develop and implement solutions to complex matters and ensure compliance with relevant legislation policy and frameworks.

What you'll do:

As a Data Analyst you work as part of a multi-skilled team to:

- design and develop data visualisation products such as dashboards or interactive reports
- undertake data analysis and research including acquiring, validating, storing, quality assurance, governance, protection and processing of data
- perform administrative, technical and customising tasks in the data environment
- transform data into actionable insights to assist with improvement and best practice in policy, processes and procedures
- prepare documents such as briefs, reports, corporate and technical documentation for review by leaders.

What you should have:

These things are important to have.

The ability to:

- demonstrate a high level of accuracy and apply attention to detail
- problem-solve to identify solutions and process improvements
- work independently and seek help when required
- engage with staff and agency stakeholders
- undertake research and analysis to draw accurate conclusions
- learn new technologies and products.

Experience using one or any of the following:

- Microsoft Word, Access, Excel / Microsoft PowerBI
- Structured Query Language (SQL)
- Teradata or other relational database applications
- Data visualisation products
- Any other relational database applications.



What is nice to have:

These things aren't essential, but if you have them that's great.

Experience using any of the following:

- SAS Enterprise Guide / SAS Visual Analytics
- Git / Gitlab
- Javascript / HTML
- Sharepoint / Sharepoint Advanced
- Impala / Hadoop
- Python
- Advanced Excel skills
- Experience in data manipulation
- Experience in statistical analysis.
- Experience using an enterprise data warehouse.

Skills for the Information Age (SFIA):

- [Programming/software development - Level 2](#)
- [Data modelling and design DTAN - Level 3](#)
- [Business Intelligence BINT - Level 2](#)

Security clearance requirements:

A Baseline security clearance (or the ability to obtain and maintain) is required for this role, noting Negative Vetting Level 1 clearance may be required in the future.

How to apply

Apply for the Aurora Neuroinclusion Program through [Employ for Ability](#).

There are 3 stages to our recruitment process:

- application
- assessment
- [selection](#).

Before you apply

Before you apply, check if you're [eligible](#).

To be eligible, you need to provide evidence of a diagnosis of either:

- Autism Spectrum Disorder/Condition, including autistic disorder (autism), Asperger's syndrome, childhood disintegrative disorder, or pervasive developmental disorder not otherwise specified (PDD-NOS)
- Attention Deficit/Hyperactivity Disorder (ADHD).



Evidence may include either:

- a full diagnostic report or a redacted section of your report that states autism or ADHD as a diagnosis
- a letter from a psychologist, psychiatrist or general practitioner confirming a diagnosis of autism or ADHD
- information confirming your diagnosis from a supporting agency such as the NDIS or a Disability Employment Services provider.

If you have any questions or concerns about your evidence, please contact aurora@employforability.com.au.

In addition to providing evidence of your diagnosis, you'll need to provide:

Proof of Australian citizenship – please refer to the information at the bottom of this document for details.

You must also:

- undergo an Australian government security clearance, including a criminal history check
- be able to obtain a Baseline security clearance
- live (or be willing to relocate to) a daily commutable distance to the Brisbane CBD

Tell us about you

- If you don't have a current CV or resume you may create one by listing your current and previous work and educational history (in date order from most recent to least recent on a Word document and upload to your application).
- Make sure you include any volunteer work which would showcase your skills and demonstrate your suitability for the role.

In addition to demonstrating you meet the eligibility requirements, you must also provide a response to the **3** applicant response questions listed below:

Applicant response:

We ask that you write a one-page document (minimum 11pt font in Word or PDF format) that provides more information about you to support your application for this opportunity. This must be uploaded as an attachment on the application page.

In your response, please describe the following:

1. How your skills, knowledge and experience are relevant to this role.
2. What motivates you to apply for this role.
3. Any specific examples or achievements that demonstrate your suitability for the program.

To answer these questions, you may use work or study examples or from personal experience you may have (for example as a hobby from home). Ultimately, we'd like to know more about you and why you feel you would be suited to this role.

Notes on the assessment process:



Shortlisted applicants will be invited to attend a screening workshop, held in the **Brisbane CBD**. Following this, a final shortlist will be conducted and those candidates will advance to the final stage of the recruitment process. This is a **multiple day assessment** led by Services Australia also held in the **Brisbane CBD**.

Contact person:

Aurora Team
1300 619 768, Option 3
Aurora@employforability.com.au

**Information: Proof of Australian Citizenship – what you can use
If you were born in Australia BEFORE 20 August 1986**

You can provide your full birth certificate issued by an Australian Registry of Births, Deaths and Marriages (RBDM).

If you were born in Australia ON or AFTER 20 August 1986

If one parent was an Australian citizen at or before your time of birth, you can provide their **full birth certificate** issued by an Australian RBDM, **plus either your parent's:**

- full birth certificate issued by an Australian RBDM, showing that they were born in Australia before 20 August 1986
- Australian passport that was current at or before your birth
- Australian citizenship certificate detailing their acquisition of citizenship at or before your birth.

NOTE: if a parent was also born in Australia on or after 20 August 1986, you'll need to provide:

- your parent's full birth certificate issued by an Australian RBDM
- plus**

- your grandparent's full birth certificate issued by an Australian RBDM
- or**

- your grandparent's Australian citizenship certificate.

If one or both parents were Australian permanent residents at or before your birth, you must provide:

- evidence of your own Australian citizenship with an Australian citizenship certificate issued by the Department of Home Affairs.



If neither parent was an Australian citizen or an Australian permanent resident at or before your time of birth and you spent the first (10) years of your life in Australia, you must provide:

- evidence of your own Australian citizenship with an Australian citizenship certificate issued by the Department of Home Affairs.

If born overseas but an Australian citizen you must provide one of the following documents to confirm your Australian citizenship:

- a current Australian passport
- an Australian citizenship certificate issued by the Department Home Affairs
- a Citizenship by Descent extract
- an Australian citizenship certificate of an Adoption in accordance with the Hague Convention on Intercountry Adoption or bilateral arrangement or an extract from the Register of Australian Births Abroad.

If you are an Australian citizen but have lived overseas for more than 12 months in the past 5 years you must provide a statutory declaration regarding your time overseas, stating whether or not you were involved with law enforcement officials in that country, and if so, the specifics of that involvement. This is in addition to the normal statutory declaration.