CANBERRA – Developer (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:

3 March 2025	Aurora Canberra applications open
6 April 2025	Aurora Canberra applications close

15 April 2025	Aurora Canberra candidate screening workshops (Canberra CBD and assessment from home activities)
Commencing 5 May 2025	Aurora Canberra final assessment program (Canberra CBD)
Week commencing 9 June 2025	Offers of employment announced

Available position

Aurora is accepting applications from eligible candidates for the following roles based in **Canberra:**

Developer (APS5) – Technology and Digital Programs Group

Do you enjoy creating design documents, developing, testing, supporting and maintaining applications and frameworks involved in the software development life cycle?

If so, you might be a great fit for our Developer roles!

Developers use their in-depth knowledge to provide technical advice and guidance. They work under the direction of senior staff and use their independent judgment to make decisions. They also contribute to changes in workplace practices and business improvement strategies.

This role is located in the Oracle Enterprise Solutions section within the Department of Social Services (DSS) Systems Branch. The branch is responsible for the efficient and effective delivery of ICT solutions for the Department of Social Services (DSS), clients, providers and staff. The Oracle Enterprise Solutions team is responsible for the development, maintenance and support of ICT applications for DSS systems.

What you'll do:

As a Developer (APS5), you work as part of a multi-skilled team to:

- undertake analysis, design, software development, prototyping, testing and maintenance activities under guidance from senior developers
- draft technical documents for review by senior developers
- create software and technical designs for medium complexity custom solutions or conversion and migration solutions
- adhere to high quality standards and comply with endorsed software development methodologies
- assist in the development and delivery of projects
- collaborate with stakeholders to ensure effective and timely resolution of production issues

- provide advice and support to colleagues regarding technical aspects of software support, maintenance and development

- escalate issues and suggest alternative approaches

- maintain up-to-date knowledge of relevant ICT policies and processes and share knowledge with team members

- assist with cost analysis activities.

What you should have:

These things are important to have.

The ability to:

- think critically and apply solid problem-solving skills

- demonstrate a high level of accuracy and attention to detail

- work independently and seek assistance when required

- work collaboratively with staff, agency stakeholders and customers

- analyse information, identify issues and report your findings

- learn new software platforms and programs

- interpret, apply and explain legislation, policy and procedures.

What is nice to have:

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

The ability to:

- use digital technology to work efficiently

- translate technical information for non-technical audiences

Knowledge and understanding of:

- development systems and tools

- current practices and issues in development.

[Skills for the Information Age (SFIA)](#):

- [Programming/software development PROG - Level 3](#)

- [Problem management PBMG - Level 3](#)

- [Systems design DESN - Level 3](#)

Security Clearance:

A Baseline Security clearance (or the ability to obtain and maintain) is required for this role.

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
- live (or be willing to relocate to) a daily commutable distance to the Canberra CBD

You may also be required to obtain a Baseline security clearance.

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 **Canberra 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 **Canberra 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.