

Selection Criteria

The selection criteria listed below are generic to all entry-level positions associated with the Graduate campaign. On the application form you will be asked to respond to questions designed to assess your capability against the selection criteria below:

Academic Ability

- A consistently solid or improving academic record.
- Academic qualifications are relevant to the broad area(s) of work selected.
- Relevant qualifications (various).

Science, Technology and Problem Solving Skills

- The ability to apply scientific or engineering principles or concepts to define, structure and analyse complex problems.
- A capacity to undertake innovative and high quality research.
- A demonstrated understanding of relevant quantitative, modelling and / or analysis techniques to support high quality research.
- Ability and willingness to participate in field trials which maybe on land, air or sea based platforms.
- Demonstrated ability to use professional judgment and initiative in solving technical problems.
- Ability to use creativity and sound judgment in problem solving.
- Relevant knowledge, skills and experience (various).

Communication, Team and Interpersonal Skills

- A high level of oral and written communication skills.
- The ability to report, present and publish results to the scientific community.
- Effective interpersonal skills.
- A capacity to work co-operatively in a team environment.
- The ability to negotiate, liaise, and communicate with DSTO, Defence and other clients.

Motivation and Cultural Fit

- An interest in working in the Defence/DSTO environment.
- A proven level of self-motivation.
- A capacity for creative ideas and an appreciation of how they can link to innovations.
- An ability to structure work and achieve goals.
- An ability to accept responsibilities and integrate them with personal needs.
- Alignment between organisational and personal values.

Flexibility & Adaptability

- Capacity and willingness to broaden the fields from those encompassed by formal training and background.
- Ability to adapt to changes brought about by varying priorities and resources.