



Purpose and meaning

Work toward something greater than yourself.

The APS offers a clear purpose and meaningful work where you can make a positive impact in people's lives.

Every employee contributes to improving outcomes for Australia and the Australian people. We do this by providing impartial and informed advice to the government of the day, implementing key policies and delivering services to the Australian community. The work we do touches all aspects of life including social welfare, the economy, national security and the environment.

If you'd like to feel a strong connection to your work and you're committed, accountable and open to change, join us in shaping Australia's future.

Opportunities to learn and grow

In the APS, you can enjoy a diverse and engaging career and access a wide range of learning and development opportunities. Regardless of where you are in your career or what your skills are, there's a pathway and role for you.

We're unique in the breadth of work on offer across Australia and overseas. You will have opportunities to move around the APS, discover your strengths and gain new experiences – all while developing new skills in a supportive environment.

Working in the APS is challenging and rewarding in equal measure. You'll be supported to stretch yourself and grow, both professionally and personally, and encourage those you work with to do the same.

Community and belonging

We believe everyone belongs.

Our leaders are focused on building a workplace which values diverse views, backgrounds, abilities and perspectives.

We work under a strong set of shared values and expect high standards of workplace behaviour and integrity.

You'll be part of a community of strong, passionate and proud professionals. Our people speak of working in supportive, flexible and collaborative teams and fostering life-long friendships with colleagues around Australia.

Flexibility and balance

Flexible work is a core part of the way we do business and we are committed to offering flexibility for all APS roles. The nature of flexibility will depend on the role – you may be able to access options such as varied hours, flexible start and finish times, job share, and remote or hybrid work.

We know flexibility is important so you can balance your work and personal priorities. We encourage our employees to work with their manager to find creative flexible working solutions to benefit them, their team and their organisation.

Conditions and lifestyle

Be a part of a secure, dynamic public service with great conditions of employment in a diverse range of roles and locations to support your lifestyle.

No matter where you work with us, you'll have access to:

- competitive superannuation
- transparent pay
- generous leave entitlements, including paid parental and personal leave
- flexible work arrangements
- wellbeing support mechanisms

Conditions are transferrable across the APS. This means if you change agencies, your leave entitlement will follow you to your new role.

What our people say...

"It's something bigger than myself. It is about collective outcomes and shared goals and in the APS this means making Australia a great place. I find this so rewarding."

"It's the ability to change the trajectory of my professional life – it's a career that has grown me."

"I have gained friends both in the APS and outside that I would not have without having joined the APS."

"I can access flexible work patterns, leave and a great leader who recognises and supports a major life event in my family."

"I value the job security along with the benefits and conditions."