



Message from the Acting Director General

Thank you for considering IP Australia as your next career move. Our purpose is to enable Australians to benefit from great ideas by providing a world leading intellectual property (IP) system. Trade, investment and commercialisation all rely on an innovation ecosystem that is modern, effective and efficient. Our work helps ensure Australia remains resilient and internationally competitive.

Innovation and a strong commitment to customer service excellence underpin everything we do. We harness data and technology, including artificial intelligence, to continually improve the quality, accessibility and impact of our services. We embrace change, seek new ways of working, and remain curious and open to feedback — including through initiatives such as our in house innovation lab, IPA Ventures.

Our people are at the heart of our success. We are a high performing agency that invests in capability building, meaningful career pathways and strong, values driven leadership.

We foster a positive, inclusive culture where everyone feels respected, supported and able to do their best work.

Our People Strategy and Diversity and Inclusion Strategy guide how we work together and set clear expectations for behaviour, leadership and accountability across the organisation.

We also recognise the importance of balancing work with life outside of it. IP Australia offers a genuinely hybrid and flexible workplace, supporting wellbeing while enabling agility, collaboration and high performance.

By protecting ideas and rewarding creativity, our work supports Australia's economic prosperity and encourage innovation that benefits the wider community.

I encourage you to explore the opportunities at IP Australia and consider joining us.

Margaret Tregurtha
Acting Director General
IP Australia





Message from the Acting Director General

Text version of the picture on the front page

Thank you for considering IP Australia as your next career move.

Our purpose is to enable Australians to benefit from great ideas by providing a world-leading intellectual property (IP) system. Trade, investment and commercialisation all rely on an innovation ecosystem that is modern, effective and efficient. Our work helps ensure Australia remains resilient and internationally competitive.

Innovation and a strong commitment to customer service excellence underpin everything we do. We harness data and technology, including artificial intelligence, to continually improve the quality, accessibility and impact of our services. We embrace change, seek new ways of working, and remain curious and open to feedback — including through initiatives such as our in-house innovation lab, IPA Ventures.

Our people are at the heart of our success. We are a high-performing agency that invests in capability building, meaningful career pathways and strong, values-driven leadership. We foster a positive, inclusive culture where everyone feels respected, supported and able to do their best work.

Our [People Strategy and Diversity and Inclusion Strategy](#) guide how we work together and set clear expectations for behaviour, leadership and accountability across the organisation.

We also recognise the importance of balancing work with life outside of it. IP Australia [offers a genuinely hybrid and flexible workplace](#), supporting wellbeing while enabling agility, collaboration and high performance.

By protecting ideas and rewarding creativity, our work supports Australia's economic prosperity and encourage innovation that benefits the wider community.

I encourage you to explore the opportunities at IP Australia and consider joining us.

Margaret Tregurtha
Acting Director-General
IP Australia

Candidate Kit

Position Title:	Assistant Director, Learning and Development
Classification:	Executive Level 1
Employment status:	Ongoing
Number of vacancies:	One
Employment type:	Full-time or part-time
Salary:	\$123,808 – \$139,346 + 15.4% employer super contribution (pro-rated for part-time)
Section:	People Services
Group:	Finance and People Services
Location:	Canberra on Ngunnawal Country
Security Classification:	Not Required
Contact officer	Caroline Brown +61261605356 caroline.brown@ipaustalia.gov.au

Group Responsibilities

The Finance & People Services Group (FPSG) is responsible for providing IP Australia with key corporate services in the areas of finance, people and workforce management, financial systems, property and facilities management, and broader corporate governance and support services.

The group helps ensure the organisation operates effectively by managing financial stewardship, people policies and services, delegations and governance frameworks, workplace facilities, and business support functions that enable IP Australia to deliver its strategic objectives.

Section Responsibilities

The People Services team provides specialist strategic and operational HR expertise to support IP Australia's innovative and high-performing culture and enable the delivery of current and future business priorities. People Services is responsible for delivering a client-centred approach across all aspects of Human Resources (HR), including recruitment, entry-level programs, payroll and HR information systems (Aurion), HR policy, workplace relations, workforce planning and reporting, case management, work health and safety, people development, and diversity and inclusion.

IP Australia is committed to investing in the growth of employees by providing a range of professional development opportunities that build individual and organisational capability in a hybrid work environment. The professional development model includes mandatory training, learning and development activities, professional memberships, and professional development programs. The Learning and Development team is responsible for the governance, delivery, administration and continuous improvement of these offerings, including learning systems and records management, capability development programs, employee recognition initiatives, and the provision of advice and support to leaders and employees on workforce capability development.

Our Opportunity

The Assistant Director, Learning and Development leads the delivery, governance and continuous improvement of IP Australia's learning and development function, ensuring programs, systems and investments build workforce capability and support organisational priorities.

Key responsibilities include:

- Leading learning and development strategy, policies, frameworks and programs that support capability, workforce planning and organisational performance
- Managing the centralised Learning and Development budget, including procurement, reporting and governance to ensure value for money and alignment with business priorities
- Providing strategic advice to senior leaders on workforce capability, learning priorities and professional development initiatives
- Overseeing corporate learning and capability programs, including induction, study assistance, mentoring, professional memberships, employee recognition and mandatory learning

- Providing strategic oversight of the agency's learning management system, ensuring effective governance, user experience and continuous improvement
- Monitoring learning compliance and workforce capability outcomes, using data and insights to inform decision-making and capability planning
- Building strong stakeholder relationships to influence learning priorities and deliver organisational outcomes
- Managing risks and ensuring compliance with legislative, APS and organisational requirements
- Leading and developing a high-performing team, fostering a culture of innovation, accountability and customer-focused service delivery
- Collaborating across People Services to align learning initiatives with the IP Australia People Strategy and deliver integrated workforce capability outcomes.

We are looking to fill this position on an ongoing basis.

At the end of the recruitment process anyone rated suitable will be placed into a merit pool. This means we won't offer you a role now, but we might if one becomes available later. The merit pool will be valid for 18 months from the date of advertising and we can offer future roles permanently or on a temporary basis.

Job specific capabilities

We are looking for someone who can:

- Build strong stakeholder relationships to identify workforce capability needs and influence learning priorities
- Provide expert advice on learning and development, capability uplift and professional development programs
- Lead, coach and develop a high-performing and inclusive team
- Communicate effectively with a range of audiences, including preparing high-quality advice, briefs and reports
- Lead the design, delivery and evaluation of learning and development initiatives aligned with organisational priorities
- Use data and insights to inform decision-making and drive continuous improvement
- Ensure strong governance, risk management and compliance with relevant policies and requirements
- Collaborate across the organisation and APS to deliver integrated workforce and capability outcomes
- Support organisational change and promote a culture of continuous learning and innovation
- Manage competing priorities and deliver high-quality outcomes in a complex environment
- Bring relevant qualifications and/or significant experience in learning and development, human resources or a related field.

How to apply

Applications must be submitted through IP Australia's online recruitment system, IP Hire. We do not accept emailed applications. If you have difficulties using IP Hire, please contact the Recruitment team on 02 6283 2567.

When you apply, you will be asked to complete the online application form and include:

- A current CV detailing recent employment history which is relevant to the advertised position.
- The name and contact details of two referees.
- Your response to the three application questions below. The questions must provide examples to demonstrate your skills and experience. Maximum word limit for each question is 300 words.

Question 1: Describe a time when you led the development, implementation or improvement of a learning and development, capability, or organisational development initiative. What was the business need, how did you approach the work, and what outcomes were achieved?

Question 2: Provide an example of when you partnered with senior leaders or key stakeholders to identify and address a workforce capability challenge. How did you build stakeholder support, influence decision-making, and achieve the desired outcome?

Question 3: As a people leader, describe how you have built the capability, performance and wellbeing of a team while delivering organisational priorities. What leadership approaches did you use, and what impact did they have on team performance and engagement?

Most communication you receive during the recruitment process will be via email, so avoid using a work email if you're going on leave, as we can't change the process if you don't receive emails.

Capability framework

At IP Australia, we have a [Capability framework](#) that provides a consistent approach to support recruitment, learning and development, performance development, and workforce planning. We have adopted the Integrated Leadership System (ILS) within our framework to align to the wider Australian Public Service (APS).

At the core of the framework is an innovative learning mindset – embracing experimentation, managing risk, and adapting to change and technology. This mindset fosters continuous growth, driven by curiosity, adaptability, openness, and resilience.

It is expected that all IP Australia employees:

- uphold and maintain the APS Values and Code of Conduct
- maintain an understanding of their/worker responsibilities under the *Work Health & Safety Act 2011* (WHS Act) and a commitment to promoting a healthy and safe workplace
- look for appropriate opportunities to do things differently and be willing to embrace innovation and change
- embrace opportunities to interact with transformation – data, digital and artificial intelligence (AI) – and understand your obligations to uphold data integrity and support data governance embrace lifelong learning and knowledge sharing.

If you are applying for a role that has manager responsibilities, you are expected to:

- instil a culture of lifelong learning and knowledge sharing
- lead your team to understand their obligations in dealing with data, digital and AI tools
- anticipate and prepare for impact of innovation and change and align innovation activities to strategic objectives.

There is a summary page for the classification of this vacancy at the end of this candidate kit. The full document is available on our website and helps you understand what is expected for your role. You should also use the capabilities to assist you prepare your application response.

Eligibility requirements for employment at IP Australia

Under section 22(8) of the Public Service Act 1999, employees must be Australian citizens to be employed in the Australian Public Service (APS).

All applicants offered employment will be required to successfully undergo a pre-engagement screening check, even if they have a security clearance. The screening check involves reviewing your background & personal circumstances to minimise risks in giving access to IP Australia information/resources. This screening check is conducted in accordance with the Australian Government Protective Security Policy Framework requirements.

Some applicants may be able to obtain and maintain a security clearance at a specified clearance level – please check the vacancy information section for security clearance requirements.

The successful applicant must be willing to disclose all relevant and required information.

How you will be assessed

IP Australia use competitive merit-based recruitment processes. You might hear recruitment in the APS being talked about as 'merit-based'. This refers to the rules we follow during a recruitment process and means candidates are assessed based on the specific skills and duties of the job, so make sure you focus on these.

In addition to assessing to see if you have the required skills and duties, we also look at how well you can meet the capabilities required for this classification. The capabilities we look for are provided on the last page of this document.

You will be assessed using a range of methods which will likely include reviewing your application and resume, joining us for an interview, and confirming your details with your referee/s. You can request adjustments to assist with one or all of these methods.

There is a helpful document called *Cracking the Code* which provides information about recruitment processes and how to apply: https://www.apsc.gov.au/sites/default/files/2020-12/cracking_the_code.pdf

AI in recruitment at IP Australia

We are embracing the use of Artificial Intelligence (AI) at IP Australia and exploring the benefits it can offer. Our usage of AI in recruitment processes, and broadly across the agency, will always be ethical, responsible, transparent and explainable.

Our use of AI

Some of the ways we use AI in our recruitment processes include:

- polishing and refining advertising materials
- assisting in the development of assessment activities
- transcribing recorded virtual interviews, where candidates have been informed, to support accurate and consistent preparation of selection reports.

While AI helps us improve efficiency, it's important to know that it will never make decisions about your suitability for a role.

Our recruitment processes comply with the *Privacy Act 1988*, and your personal information will not be entered into AI systems. Panel members also receive training to understand risks such as bias and lack of transparency, and how to use AI responsibly and ethically.

Your use of AI

You're welcome to use AI tools to help refine and polish your written application. However, for later stages of the process, such as interviews or assessment activities, we ask that you complete these on your own. This helps us understand your unique skills and capabilities for the role.

Our recruitment process is designed to give everyone a fair opportunity to demonstrate their strengths. If AI is used in ways that misrepresent your abilities, it could affect the outcome of your application.

Please note – this does not include the use of assistive technologies such as JAWS

Diversity and inclusion

We celebrate and champion diversity to ensure we reflect the community we serve, and pride ourselves on our inclusive culture. We welcome applications from Aboriginal and Torres Strait Islander peoples, people of all genders, people with disability, people from culturally and linguistically diverse backgrounds, those who identify as LGBTQA+, mature aged employees and carers.

Reasonable adjustments

We want you to be able to shine in the assessment process so if you require any personalised adjustments to assist you to participate fully in this recruitment process, please indicate this in your application form (or by contacting the Recruitment Team).

A member of either the Recruitment Team or the Selection Panel will contact you to discuss your needs. All reasonable requests for adjustments will be facilitated if possible. Personalised adjustments are also available to employees who commence with IP Australia to assist them to perform the duties of their role to the best of their ability.

Any information provided is private and confidential and will only be used to provide accommodations and will in no way determine the outcome of an application.

RecruitAbility

The [RecruitAbility scheme](#) has been applied to this vacancy. RecruitAbility is a scheme which aims to attract and develop applicants with disability.

Applicants with disability who opt into the scheme; declare they have disability; and meet the minimum inherent requirements of the vacancy will be advanced to a later stage in the selection process. Merit remains the basis for engagement and promotion.



Working at IP Australia

IP Australia is the Australian Government agency responsible for administering Australia's intellectual property (IP) rights system, specifically patents, trademarks, designs, and plant breeder's rights. IP Australia also undertakes programs to educate and promote an awareness of IP, provides IP policy input to Government, develops legislation to support the IP system and contributes to bilateral and multilateral negotiations to improve IP protection internationally.

Australia's IP rights system supports innovation, investment, and international competitiveness. IP investment in Australia is valued at about 40 billion dollars.

We are an Australian Government agency with a passion for bright ideas, offering a great work-life balance, flexible working arrangements and rewarding career paths in the IP industry and/or Australian Public Service.

IP Australia embraces flexibility, including hours and location. This role is based in Canberra (Ngunnawal Country) and employees can work a mixture of days in the office and days from home.

A graphic with a black border. At the top is a horizontal bar with segments of blue, red, green, and yellow. Below it, the text 'Live Work Achieve' is written in large, bold, black letters. At the bottom, in smaller black letters, is 'IP AUSTRALIA - TOGETHER WE CAN.'

- **FLEXIBILITY**
Maintain a balanced lifestyle.
- **PRIDE IN THE WORK WE DO**
Contribute to high quality outcomes every day.
- **A SENSE OF BELONGING**
Enjoy a sense of belonging and purpose, rich with diversity.
- **PROFESSIONALISM**
Use your expertise in a rewarding and fulfilling environment.
- **INTERNATIONAL REPUTATION**
Work with world leaders in intellectual property.
- **THE AUSTRALIAN PUBLIC SERVICE**
Experience all the advantages of the APS, with the size and agility of enterprise.

Working in the APS

Australian Public Service (APS) [Values](#) guide us through our working lives, setting expectations for shared behaviour that keep our workplace harmonious and productive. The values are also a promise to the people of Australia that we can be trusted to act with integrity, in their service and in accordance with the Public Service [Code of Conduct](#).

You can find out more about the APS's Employee Value Proposition here: [Work with us | APS jobs](#)

IP Australia Capabilities: Executive Level 1

This is an overview of the capability profile for the EL1 classification. You are strongly encouraged to review the full capability profile, available on our [website](#).

Capability group	Innovative Mindset				Integrated Leadership System (ILS)					
Capability name	Commits to Lifelong Learning	Data Literacy	Digital Literacy	AI Literacy	Supports Strategic Direction	Achieves Results	Supports Productive Working Relationships	Displays Personal Drive and Integrity	Communicates with Influence	Manager Specific (if applicable)
Capability descriptor	- Curiosity and openness. - Collaboration, experimentation and creativity.	- Data awareness. - Data-informed decision making. - Data communication.	- Digital navigation, communication and collaboration. - Digital protection and safety. - Technical proficiency and problem solving.	- Use AI appropriately and effectively. - Make and own informed decisions. - Protect information and privacy.	- Inspire a sense of purpose. - Focus strategically. - Harness information and opportunities. - Show judgement, intelligence and commonsense.	- Identify and use resources wisely. - Apply and build professional expertise. - Respond positively to change. - Take responsibility for managing work projects to achieve results.	- Nurture internal and external relationships. - Listen to, understand and recognise the needs of others. - Value individual differences and diversity. - Share learning and support others.	- Demonstrate public service professionalism and probity. - Engage with risk and show personal courage. - Commit to action. - Promote and adopt a positive and balanced approach to work. - Demonstrate self-awareness and a commitment to personal development.	- Communicate clearly. - Listen, understand and adapt to audience. - Negotiate confidently.	- Lead to achieve optimal results in a hybrid and flexible work environment. - Make ethical decisions. - Anticipate and manage wellbeing and psychosocial risks. - Role model cultural capability.
Capabilities in action	- Continuously learn and apply new knowledge. - Adapt to change and innovate. - Show curiosity and share insights. - Experiment with creative approaches. - Encourage collaboration.	- Understand data sources, quality, and tools. - Use data to identify problems and support decision-making. - Communicate insights clearly through simple data storytelling.	- Use digital technologies effectively by keeping up with new digital trends. - Collaborate respectfully and professionally online. - Protect privacy and data, staying alert to cyber threats. - Solve problems creatively using digital tools.	- Know when and how to use AI appropriately. - Critically evaluate AI outputs and check for bias or error. - Use AI ethically, protecting data privacy.	- Provide context to help your team understand the bigger picture. - Make sound, practical decisions under pressure. - Keep solutions simple and outcomes focused.	- Explain decisions clearly and align work with shared goals. - Anticipate risks and consider long-term impacts. - Connect actions to future outcomes. - Ensure projects are completed successfully with intended results delivered.	- Build strong connections by understanding others' needs. - Embrace diversity and create inclusive environments. - Share knowledge, mentor colleagues, and help others succeed.	- Uphold ethical standards with honesty and accountability. - Take decisive action while managing risk. - Reflect on performance and seek feedback for continuous improvement.	- Communicate clearly to build mutual understanding. - Respect and adapt to different perspectives. - Communicate ideas so they are heard and acted upon.	- Lead in hybrid and flexible environments. - Set clear goals and expectations. - Ensure accountability and deliver results. - Make transparent, ethical decisions that align with agency values.