



Australian Government  
Digital Transformation Agency

# The Digital Transformation Agency

Who we are and what we offer

The logo for the Digital Transformation Agency, consisting of the lowercase letters 'dta' in a bold, sans-serif font, with a small square symbol to the right of the 'a'.

dta



[dta.gov.au](https://dta.gov.au)



We acknowledge the Traditional Owners of Country throughout Australia and celebrate their continuing connection to land, water, culture and community. We pay our respects to Aboriginal and Torres Strait Islander cultures and to Elders past and present.

Wherever you are in Australia you are on the lands and waters of Australia's First Peoples.

### **Diverse Connectedness**

Sarah Richards (2022)

'Diverse Connectedness' is a piece that represents coming together, virtually or in person, of our diverse internal and external stakeholders and creating an environment that values diversity and where all feel welcome and connected.

It is inspired by a rising sun to illustrate the process of rising towards a digital future and connecting DTA's internal stakeholders with the external

stakeholders, who are connected regardless of remoteness, and who are sharing knowledge and working together to secure Australia's digital future.

The ripples that transcend across the artwork represent the positive impact this will have for all Australians and communities who are represented by the circles within the ripples.

# Driving a digital government

## Our purpose

- We're the Australian Government's trusted advisor on digital and ICT transformation.

## Mission

- Provide strategic and policy leadership, expert investment advice and oversight to drive digital transformation that delivers benefits to all Australians.

## Strategic objectives

- Lead government's digital transformation strategy through our co-delivery of the Data and Digital Government Strategy and Implementation Plan, as well as leadership in policy design, strategy, advice, and whole-of-government architecture.
- Oversee the short, medium and long-term whole-of-government digital and ICT investment portfolio.
- Manage whole-of-government digital and ICT strategic sourcing and contracts.
- Be a valued employer with the expertise to achieve our purpose.



### Collaboration

We work together to achieve our goals

### Respect

We make everyone feel safe, supported and included

### Transparency

We build trust through being authentic and honest

### Future Focused

We use our expertise to support the government's digital agenda

### Excellence

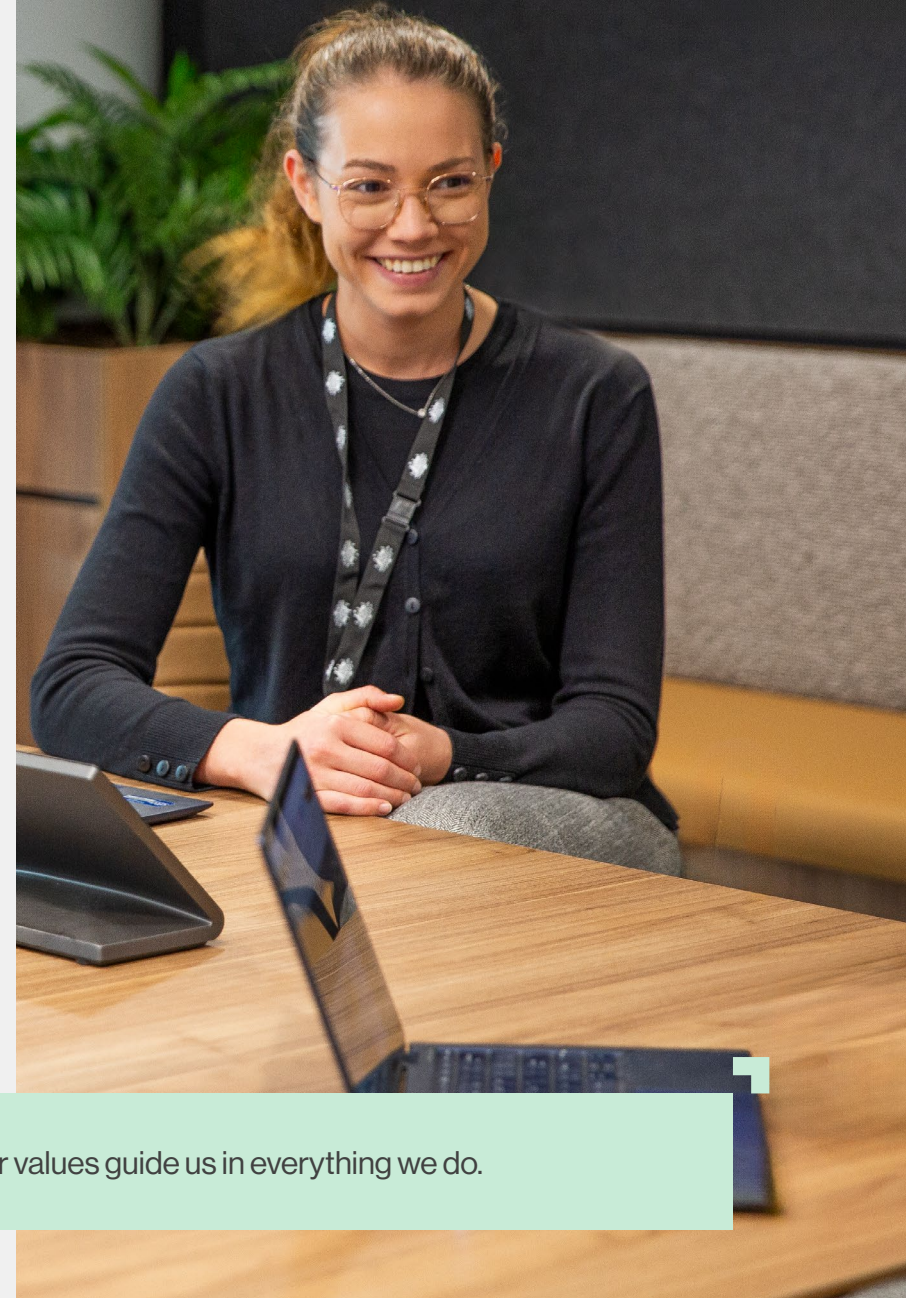
We strive for excellence in all we do

# Living our values

We **work together** in a **respectful** and **inclusive** way to achieve our goals and show our value.

We build trust by being **authentic** and **honest** and strive for **excellence** in all we do.

We support a **future focused** on simple, secure and connected public services, for all people and businesses.



Our values guide us in everything we do.

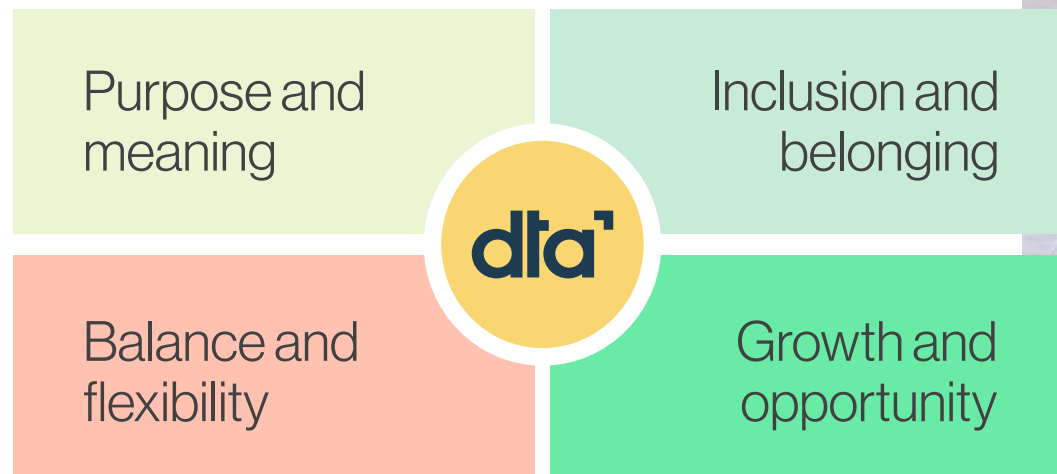
# Our value proposition

Our value proposition is our offering to you.

It's the promise we make when you join us, in return for your skills, experience and effort.

It's important to us because it's based on our strengths and our values.

The value proposition is based on the 4 key elements below.



# Purpose and meaning

We're big enough to have a whole-of-government impact, but small enough to bring our staff together regularly to collaborate and grow.

## Work that matters

Do important work to shape the government's digital transformation to make digital experiences better for business and the community.

## Collaborate

Engage with industry and over 100 government agencies across Australia to solve problems and tackle complex challenges.

## International engagement

Get exposure to digital leaders and delegations overseas. We share insights and learnings with international neighbours to increase our respective digital capabilities.

## Recognition

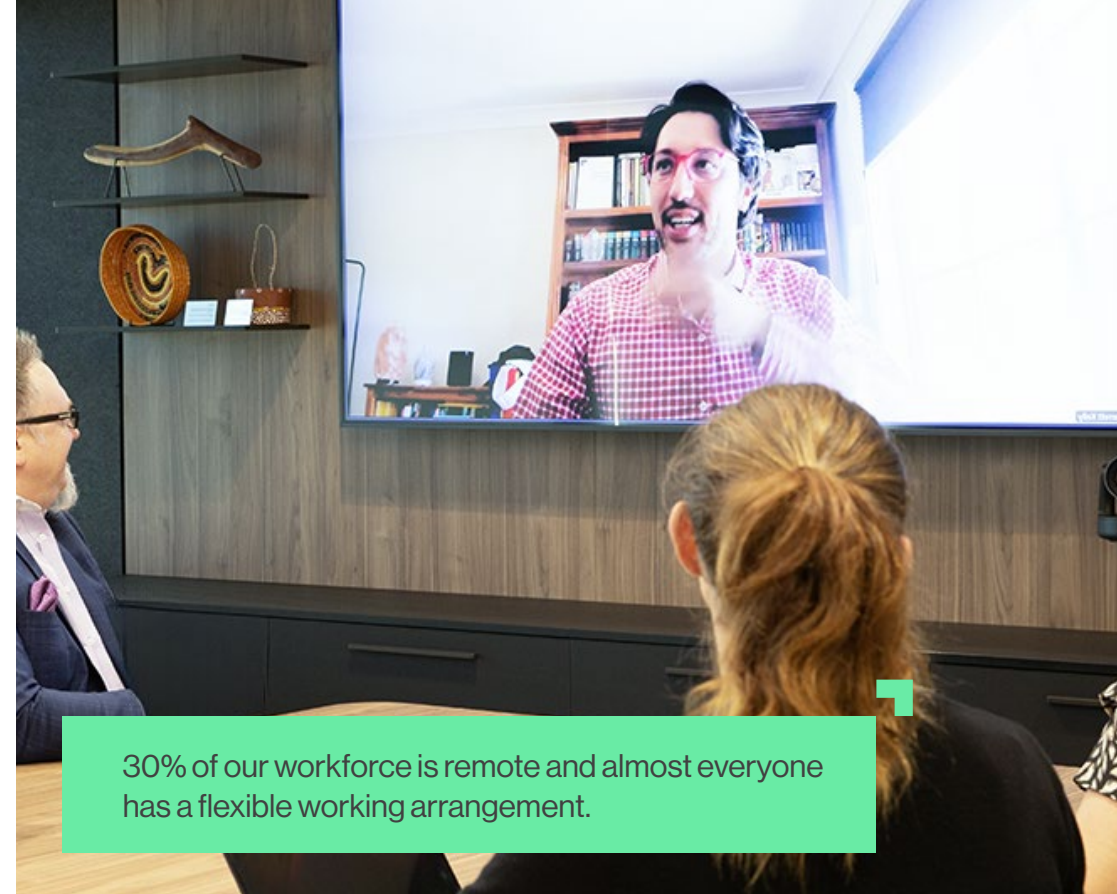
Join us in celebrating both big and small wins. We have annual awards, a dedicated #thanks channel and weekly All Staff meetings. Our teams also showcase work to other government entities and industry.



Every role contributes to our mission.

# Balance and flexibility

Access flexible working arrangements to balance how, when and where you work — including remote.



30% of our workforce is remote and almost everyone has a flexible working arrangement.

## Flexible work

We offer remote and flexible working arrangements. You can pick a schedule to balance your personal and work responsibilities. We have modern offices close to public transport in the heart of Canberra and Sydney.

## Supporting your health

Access a free and confidential Employee Assistance Program (EAP) anywhere and any time in Australia. We also provide free yearly flu vaccinations and hold regular health events to keep you healthy.

## Family support

We offer 18 days of paid personal/carer's leave per annum, and up to 18 weeks paid parental leave for both primary and secondary carers. Paid leave and support is also available for those experiencing domestic and family violence.

## Flexible remuneration

Make the most of flexible remuneration. You can salary sacrifice car leases, electronic devices, superannuation, airline memberships and more.

# Inclusion and belonging

Join a team that values all experiences, skills and perspectives. Our biggest strength is our people. We don't just celebrate diversity, it is essential to our success.

## Meet your potential

Our commitment extends beyond strategies and plans. We offer remote and flexible work. This includes assistive software and sit-stand workstations. We also apply RecruitAbility to all roles.

## Balance your needs

Get paid cultural leave to attend religious or cultural obligations, paid time off for infant feeding, and access to infant feeding rooms.



Celebrate diversity and learn first-hand through Jawun.

## Celebrate diversity

Take part in Diversity and Inclusion Network events like National Reconciliation Week, Autism Awareness Day, International Day for People with Disability and Wear it Purple Day.

## Build understanding

Support Indigenous-led change, drive shared learning and build confidence by taking part in a Jawun secondment.



# Growth and opportunity

Take advantage of professional opportunities and training. Learn new skills and meet your career goals with a wide range of programs, courses and resources.

## Access study assistance

Grow your career. Access up to \$5,000 per year for formal study and \$1,500 per year for conferences, courses and other events.

## Progress your career

Fast track your career progression with broadbanning to move between APS1 to APS3 or APS4 to APS6 based on performance and work availability.



We champion a culture of continuous learning.

## Build your network

We offer opportunities for career growth and networking through regular planning activities and our whole of agency DTA Days that happen twice a year.

## Graduate opportunities

We collaborate with agencies to offer quality graduate experiences, placements and opportunities for advancements to APS5.

# The perks...



## Work with purpose

- Make an impact through purposeful work that leverages your unique talents.
- Get a whole-of-government view on ICT strategies and investments and emerging digital issues.
- Use your skills and influence to inspire and enable government to put people and businesses at the centre of digital transformation.
- Make real change and influence digital transformation in neighbouring countries.

## Great people

- Work with a team that embraces diversity of thought and fosters meaningful professional relationships.
- Join a small small agency with a big impact where your title isn't as important as your expertise - everyone at every level contributes.
- Embark on a journey of continuous learning and advancement with opportunities at all levels.

## Health, wellbeing, and life balance

- Join an accredited breastfeeding friendly workplace with paid nursing breaks for parents.
- Access free confidential counselling services anywhere in Australia 24/7.
- Get financial support for remote workers to set up ergonomic home workstations.
- Access dedicated wellbeing rooms for reflection, prayer and meditation.

## Professional development

- Get up to \$5,000 per year for study assistance and up to 6 hours per week in study leave.
- Access a comprehensive graduate development program.
- Get up to \$1,500 per year for short courses, conferences and events.
- Get higher duties allowance when you perform higher duties for 10 or more days.

# ...more perks



## Remuneration

- Access competitive salary arrangements.
- Get performance-based salary advancements.
- Access broadbanding to move between APS1 to APS3 or APS4 to APS6 based on performance and work availability.
- Access flexible remuneration packaging and salary packaging.
- Get 15.4% employer superannuation contributions, based on the fortnightly contribution salary method.

## Hours of work

- Work a standard week of 37 hours and 30 minutes with a 7am to 7pm daily bandwidth.
- Access to flextime for APS1 to APS6 level staff and overtime payable with penalty rates ranging from 125% to 200%.
- Access time off in lieu (TOIL) for executive level staff.
- Access flexible working arrangements including part time, job sharing and working from home.

## Leave

- Get 20 days annual leave, plus the option to purchase more or cash out excess annual leave.
- Enjoy additional paid closedown between Christmas and New Year's Day.
- Access 18 days personal/carer's leave each year.
- Access up to 18 weeks paid parental leave for both primary and secondary carers, this includes adoption and permanent foster care.
- Get leave for community and emergency work, blood donation and cultural purposes.
- Get broad miscellaneous leave for workplace flexibility.



**Australian Government**  

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**Digital Transformation Agency**

We can't wait for you to join our team.

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