



Senior Compliance Officer – APS 6

\$101,142 to \$116,131 plus 15.4% super



Share our passion for purpose

Join our team

The role

We are seeking experienced compliance professionals to join our Compliance team.

As a **Senior Compliance Officer**, you will lead all aspects of investigations that require close coordination with charities for acquiring and analysing relevant information. You'll identify non-compliance, provide advice that drives change, and support the use of our regulatory powers to mitigate risk. You'll manage your own workload and priorities to progress your cases to resolution.

You will work under broad direction and exercise a considerable degree of independence while performing the role. You'll share knowledge and skills with less experienced members of the team and contribute ideas and support to business processes and improvements.

Our ideal candidate

- > has extensive compliance or investigations experience and can oversee multiple cases with competing priorities
- > has highly developed research and analytical skills and manages complex information to support decisions that are consistent with legislative requirements
- > evaluates and uses data to produce accurate and effective analysis to support decisions
- > understands risk and demonstrates sound judgement in making recommendations
- > influences audiences through clear and well-articulated communication
- > builds and maintains productive working relationships with colleagues and clients
- > understands the issues facing the charity/not-for-profits sector.

Qualifications in Law, Accounting or other relevant degrees will be highly regarded but not essential.

These roles may be offered on an ongoing or non-ongoing basis in **Melbourne CBD**.

The Australian community requires the highest integrity of ACNC staff. Our ideal candidate also acts with integrity, makes ethical decisions and embodies our [cultural traits](#) and APS values.

You'll need to agree to [integrity checks](#) to work for the ACNC. These roles require a Baseline [security clearance](#). We may conduct further integrity checks throughout your employment.

You must be an Australian citizen to work for the ACNC.

We encourage Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse people and people with disability or neurodivergence to apply.

About the area

The Compliance team administers our organisation's regulatory approach, assessing concerns about registered charities. We initiate compliance action against charities that contravene the ACNC Act and Regulations, and ensure charities have good governance. We also identify emerging risks and work with regulators in other jurisdictions.

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Joining the Australian Charities and Not-for-profits Commission (ACNC) means joining a small and dynamic regulator that supports good governance by the organisations that help the community most. We are based in Melbourne and offer attractive benefits to our diverse, passionate, friendly staff. We contribute to public trust and confidence in the charity sector through our work as the only government agency that *works* exclusively with charities.

Our Purpose

The ACNC is the independent, national regulator of charities in Australia.

We maintain a free online searchable register of charity information which is available to the public. The charity register helps the organisations and people that help the community such as charities, donors, philanthropists, grant-makers, researchers, and volunteers understand the work of charities.

Our work contributes to maintaining public trust and confidence in charities and supporting a thriving sector. We assess new applications for registration, provide guidance and resources to charities to promote good governance practices and assist them in meeting their obligations to remain registered. We also investigate concerns, taking action where necessary. We continue to focus on the removal of unnecessary red tape to reduce the administrative burden on charities.

We are committed to providing exceptional customer service and delivering on our objectives. Our contribution makes a difference to the Australian community, whether that's a charity directly, someone in need or a donor.

Read more about us and our objects here: www.acnc.gov.au/about.

Our People

We are highly skilled specialists who are passionate about the charity sector, about making a difference and contributing to the sector through our work.

We are community focused, supportive, caring, diverse, and inclusive - reflecting the sector we serve.

We value our team as people, and the health and wellbeing of our people is a priority. Our managers are supportive and provide a safe and healthy working environment for our people.

Collectively we work hard to attract and retain talented people.

Hear more from our people: www.acnc.gov.au/about/careers-acnc

Our Culture

We are proud of the culture we have created at the ACNC.

We come together as 'One ACNC' where our people belong, we continually evolve, share a purpose, and are supported and connected. As a small agency, staff know each other by name, and we operate as one team. Staff can talk with colleagues from all levels including the leadership team on any given day. We have a range of activities on offer with an active Social Club, People Network, micro-learning sessions, and an Innovation Hour.

Learn more about our Culture Plan: www.acnc.gov.au/about/acnc-culture-plan

Our Benefits

As part of the APS, we offer secure employment and receive a competitive salary. ACNC staff are employed under the [Australian Taxation Office's Enterprise Agreement](#) which offers exceptional employment conditions including payments of 15.4% super on top of your annual salary, as well as salary sacrificing options.

In addition to standard leave provisions, we provide additional paid leave between Christmas and New Year. We can access a range of leave options including flex leave, the ability to work part time or compressed hours and generous paid parental leave. We can also purchase additional weeks of annual leave.

All staff have access to a free employee assistance program and a range of health and wellbeing support services.

We invest heavily in training for our people, including learning and development courses and access to higher education programs to grow skills and capabilities.

Our Environment

Our team of approximately 130 people is based in Melbourne's Docklands, in a modern open-plan office. You can see the person you work for and the people you work with. We have a range of spaces including collaborative meeting rooms, and quiet spaces for staff to utilise.

We operate in a hybrid working model, that provides increased flexibility and supports work-life balance with the opportunity to work from home, with innovative technology supporting this approach.

Our office is a short walk from Southern Cross Station, and there is a tram stop outside the door. We have a variety of food, coffee and conveniences all located within our precinct.

We work in a unique operating environment as a small independent regulator with access to the support, systems and infrastructure of a larger agency. We also have access to the ATO's facilities including end of trip, prayer rooms and nursing rooms. We consider this the best of both worlds!

How to apply



- > [Apply now](#) to submit your application via our online recruitment system by: **11:00pm AEST Thursday 25 June 2026**. You can preview the application form first to find out more.
- > Your application must include a written response and a 3 page resume tailored to the advertised role. Your written statement should respond to the role description and ‘who we’re looking for’ information in our job ad and candidate information kit, using examples to show how your skills and experience align with the role. Your resume should support your statement by outlining your qualifications, employment history, and relevant achievements.
- > Follow the ATO’s [guidelines for candidate use of AI](#) throughout the recruitment process.
- > If you need adjustments including alternate formats or assistance to participate in the recruitment process let us know when you complete the application form or get in touch with the contact officer. Further information regarding adjustments can be found on [applying to work with us](#).
- > Shortlisted candidates will be invited to an interview.
- > Referee checks form part of our selection process and will be completed after interview.
- > If you are found suitable, you’ll be placed in a merit pool for this role. The merit pool may be used to fill other similar vacancies in **Melbourne CBD**. The merit pool is valid for 18 months from the date the role was advertised.
- > [RecruitAbility](#) applies to this role.

Need more help

If you have questions about this role or recruitment process, including requests for adjustments, email the contact officer Amanda Watkins at Amanda.Watkins@acnc.gov.au or you can phone them on **(03) 8612 6967**.