



Cyber Security and Identity Manager – EL 1

\$129,551 to \$141,239 plus 15.4% super



Share our passion for purpose

Join our team

The role

We are seeking an experienced information security manager to lead cyber security, and identity and access management functions across the Australian Charities and Not-for-profits Commission's (ACNC) digital services environment.

The **Cyber Security and Identity Manager** is responsible for establishing and maintaining trust in ACNC systems, data and digital services by ensuring appropriate security, identity and assurance controls are designed, implemented and operating effectively. It plays a critical role in ensuring the right people have the right access at the right time, supporting ACNC systems that are secure, auditable, and trusted by staff, charities and the broader community.

You will provide strategic leadership of identity and access management, digital trust controls, cyber security assurance and related governance activities. You'll oversee workforce identity, public identity supporting the Charity Register and Portal, and partner/API trust arrangements, ensuring risks are effectively managed and controls remain aligned with ACNC requirements.

Leading a small team, you will coordinate business hours security monitoring and incident triaging. You'll oversee trust-impacting changes delivered by internal and external parties, provide expert advice on complex security matters, and act as the primary escalation and coordination point for digital trust and security issues.

Our ideal candidate

- > has demonstrated experience across technologies such as Entra ID, Defender, Sentinel and related networking environments to support secure and trusted digital services
- > provides leadership of identity and access management outcomes for workforce and public identities, implementing policy-based controls and governance
- > shapes and governs identity and security controls that support secure workforce and public-facing digital services
- > has strong vendor and service management capability, governing outsourced technical services across, and maintaining accountability for delivery, change, quality, and compliance
- > leads cyber security assurance risk management activities, translating complex technical issues and security risks into clear business impacts, advice and evidence-based recommendations that drive practical uplift across people, processes and technology
- > leads and develops a high-performing team, fostering capability, collaboration, accountability and continuous improvement.

This role 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. This role requires 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

Digital Services enables the ACNC to operate as a digital-first regulator by delivering secure, reliable platforms and services for staff and external users. The team manages core digital capabilities (workplace, platforms, data and service operations). The Cyber Security and Identity Manager is responsible for the foundational security, identity and assurance controls that protect ACNC information and maintain public trust. The role works closely with stakeholders, including external providers and cross-agency partners where required, to ensure access is appropriate, traceable and resilient, and that security controls are appropriately governed.

Share our passion for purpose

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 Monday 24 August 2026**. You can preview the application form first to find out more.
- > Your application must include a **2-page** resume tailored to the advertised role. As your resume is a critical and assessed component of your application, it should clearly outline your job titles, specific dates of employment for each role, and detailed examples of outcomes you achieved that are relevant to the advertised role. Be sure to highlight your strongest and most relevant accomplishments.
- > 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 peopleandculture@acnc.gov.au mailbox.