



MARINE TRANSPORT SAFETY INVESTIGATOR – Reference No: 2025/08

Do you have a keen interest in advancing safety within the marine industry. The ATSB has a unique job opportunity for anyone interested in investigating incidents and accidents.

When the ATSB investigates a marine accident or incident, investigators will seek to determine its circumstances, identify any safety issues, and encourage relevant safety action. [Click here](#) for more information.

As a new investigator you will be provided with on-the-job training, teaching you our unique investigation processes and detailed analysis methodology. The industry experience we are looking for is:

- at least 2 years of current or recent experience as a ship master, chief engineer, chief mate or first engineer on seagoing vessels or as a ship superintendent, surveyor, pilot or similar; and
- highly developed knowledge and understanding of the ISM Code, shipboard operations, and safety management systems.

We may accept applications from non-Australian citizens so long as you can demonstrate you have Australian residency status and are planning to become an Australian citizen within the next 2 years.

SECTION 1 – POSITION DETAILS

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|------------------------|--|
| <u>Role:</u> | Marine Transport Safety Investigator |
| <u>Classification:</u> | Transport Safety Investigator Broadband (APS6, EL1, EL2) |
| <u>Employment Type</u> | Ongoing / permanent |
| <u>Salary package:</u> | Up to \$159,940 (includes 15.4% superannuation) per annum* |
| <u>Allowances:</u> | \$13,566 per annum (for up to 18 weeks restriction)** |
| <u>Division:</u> | Operations |
| <u>Location:</u> | Canberra, Brisbane, Melbourne or Perth |
| <u>Security Level:</u> | Baseline |
| <u>Travel:</u> | This job is onshore, with up to 5-10% of your time spent travelling: to accident sites, to undertake onsite investigation activities, for training purposes, or to attend industry conferences |
| <u>Contact:</u> | Vik Chaudhri on 02 6122 1640 |
| <u>Closing Date:</u> | Friday 31 October 2025, 2359 AEST |

*The salary offered to the preferred candidate will depend on how well the candidate's skills, qualifications, and experience match the investigation requirements of the job. For example:

- A highly experienced candidate might be offered a salary near the top of this range.
- A less experienced candidate might start closer to the lower end.

**The allowance for 18 weeks restriction will be payable after induction training has been completed (approx. 6 months) and you are placed on the deployment/after-hours on-call roster.

SECTION 2 – OUR ORGANISATION

The Australian Transport Safety Bureau (ATSB) improves safety and public confidence in aviation, marine and rail transport through:

- Our independent ‘no blame’ investigation of transport accidents and safety occurrences;
- Our safety data recording, analysis and research; and
- Influencing safety action.

The ATSB is established by the *Transport Safety Investigation Act 2003* (TSI Act) and conducts its investigations in accordance with the provisions of the Act. Under the TSI Act, it is not a function of the ATSB to apportion blame or provide a means for determining liability. The ATSB does not investigate for the purpose of taking administrative, regulatory or criminal action.

We offer a positive workplace culture, work-life balance and excellent employment benefits and conditions. This includes flexible work arrangements (where appropriate) including working from home, generous employer superannuation, substantial leave provisions, salary packaging and a closedown period over the Christmas holiday period, as well as a range of other benefits.

For further information about the ATSB refer to our website www.atsb.gov.au

SECTION 3 – ABOUT THE ROLE

Trained Transport Safety Investigators (TSIs) will lead 1-2 investigations at any point in time. They will also work to support other investigators seeking your technical or industry knowledge. You will receive formal and on-the-job training to help you apply ATSB’s specific investigation methodology. Each investigation is different and will require differing levels of research, evidence collection, analysis, and documentation of your findings to meet the needs of different audiences. You will also be required to build and maintain effective internal and external stakeholder relationships. The ATSB takes safety seriously, which is why we have multiple levels of checking and enquiry to ensure the findings and outcomes for each report are solid and can stand up to external scrutiny.

Investigators work in accordance with the *Transport Safety Investigation Act 2003*, its subordinate legislation, and ATSB policies and procedures.

Our Ideal Person

Our ideal person will demonstrate:

- A good understanding of the maritime industry, ships and shipboard operations, the ability to interpret and apply legislation, regulations and standards, and demonstrable involvement and interest in marine safety and safe shipboard operations.
- Analytical reasoning and problem-solving skills, and the ability to collect relevant data and evidence, conduct research and interpret information, and apply technical and industry knowledge impartially and without bias.
- A good understanding of writing principles and practices and developed capability of compiling concise, logical, and technically-correct written outputs.
- Well-developed verbal communication and interpersonal skills, and ability to interact professionally with internal and external stakeholders, including those from different cultural backgrounds, and represent the ATSB’s interests with Government and private sector organisations and the public.

- A strong commitment to learning and self-development, keen interest in embracing new and challenging opportunities, and committed to an honest, ethical and professional approach to achieve objectives while adhering to legal and organisational requirements.
- Project management skills to scope and achieve defined outcomes, within agreed resources and timeframes.
- Collaborative leadership skills, working in small teams with other technical specialists to achieve outcomes.
- An ability to motivate self and work collaboratively, recognising and respecting the work preferences and different views of others.
- An ability to apply and promote effective health and wellbeing practices, and work in accordance with WHS legislation and the agency's policies and procedures.
- An ability to model and promote the Australian Public Service (APS) values and ATSB principles.

What we can offer you

- Flexible working arrangements, includes flexible start and finish times Monday to Friday.
- Extensive leave provisions: 18 days sick/carers leave pa, 20 days annual leave pa, compassionate leave, bereavement leave, long service leave after 10 years.
- Access to on-the-job learning and paid professional development opportunities to support your career.
- We will pay for and support you to complete a Graduate Certificate in Transport Safety Investigation.
- Work supplied mobile phone.
- Travel allowances when traveling for work.
- A variety of salary packaging options.
- Access to our health and wellbeing program, including tools, resources and supports.

More information about the role

- Our Transport Safety Investigators (TSI) attend accidents that may involve fatalities and/or serious injuries to people. You will be trained to interview the injured people or members of their family (next of kin) where a fatality has occurred.
- Your safety is important to us. Our investigators are vaccinated against Hepatitis A and B, Tetanus and in some cases Typhoid before attending accident sites. Additional inoculations may be required when travelling and/or if attending overseas accident sites.
- We can't predict where (environmental conditions) or when you will be deployed; however, we do have excellent flexible working arrangements that support you to maintain a good level of physical and mental fitness to undertake field deployments.

- TSIs participate in:
 - an on-call after hours deployment roster arrangement, and are on-call to respond to an accident for up to 18 weeks per year
 - a general notifications roster, and are responsible for our after-hours hotline for 15-24 hours every 6 weeks.

SECTION 4 – THE SELECTION PROCESS

A Selection Committee (usually consisting of a Chair and at least two other panel members) is formed to conduct the assessment and selection process. The selection process can take between 10 to 20 weeks to complete.

All members of the Selection Committee assess all applications received by the closing date. The Committee will agree on a selection of candidates, a short-list, to progress to the next stage of assessment. Shortlisted candidates will be required to complete several assessments, including an online psychometric evaluation that measures reasoning through verbal, numerical and abstract reasoning sub-tests. A selection of candidates will then be contacted for various work sample tests and the most competitive applicants will progress to a behavioural interview.

Reference checks are performed on those candidates who are deemed to be in strong contention for the role as a result of the selection process. Included in the referee checks may be an appraisal of your personal integrity for the purposes of a baseline security check.

A verbal offer will be made to preferred candidate, followed by a written offer of employment.

Other candidates considered suitable for the role may be placed on a merit list and may be approached should another similar vacancy become available. Merit lists are available for a period of 12 months from the date the vacancy was advertised on the APSjobs website.

Candidates not shortlisted or progressing through the selection process will be notified via email. Unsuccessful candidates who were interviewed will be contacted by a member of the Committee and feedback can be provided on request.

SECTION 5 - SUBMITTING YOUR APPLICATION

Applicants are required to submit a statement (maximum 4 pages) addressing the criteria in Section 3 (Our Ideal Person) and why you want to be considered for this position. You should also take into consideration the information provided in Section 3 about the role when drafting your response. Where possible, include specific relevant examples of your work. When you include examples, you should:

- set the context by describing the circumstance where you used the skills or qualities and gained the experiences
- detail what your role was
- describe what you did and how you did it
- describe what you achieved - what was the end result and how does it relate to the job you are applying for?

To use as a guide when developing your statement, an explanation of the difference in capability required at the APS levels can be found at the following link: [Work level standards: APS Level and Executive Level classifications | Australian Public Service Commission \(apsc.gov.au\)](https://www.apsc.gov.au/work-level-standards-aps-level-and-executive-level-classifications).

The ATSB does not have an online recruitment system. You will need to email your application to recruitment@atsb.gov.au before the closing date/time. When emailing your application, you will need to include:

1. a **statement** outlining how your skills and experience will help you to undertake the role of Transport Safety Investigator and why you would like to work for the ATSB (maximum 4 pages)
2. a completed **ATSB Applicant Coversheet**, available from our website
3. your current **Curriculum Vitae or Resume**.

Should you require further assistance in terms of submitting your application, please email the Human Resources team jobs@atsb.gov.au.

SECTION 6 – GENERAL INFORMATION

Security requirements

If successful, a police/character check will be undertaken to ensure you are a fit person to be employed in the Australian Public Service prior to your commencement date. You are also expected to obtain and maintain a baseline security clearance.

Medical examinations

As a condition of your engagement/employment, you are required to attend and be considered medically fit to undertake the role of Transport Safety Investigator (includes being able to safely be deployed to accident sites). Successful candidates will be advised of appointment date(s) to complete an APS medical examination prior to or immediately upon commencement.

As a minimum, all Transport Safety Investigators are required to attend a standardised medical examination in accordance with the following periodic schedule:

- On engagement (pre-employment)
- 4 yearly intervals until reaching 39 years of age (inclusive)
- 2 yearly intervals from 40 years of age until reaching 59 years of age (inclusive)
- Annually from 60 years of age (inclusive) to retirement.

Diversity and inclusion

The ATSB aims to ensure that fair, equitable and non-discriminatory consideration is given to applicants. If you need assistance at an interview in regard to access, an interpreter or another service, please discuss this with the contact officer prior to the interview.

Hearing or speech-impaired applicants may wish to use the relay services of the Australian Communication Exchange at: www.aceinfo.net.au

Vaccinations

The ATSB does everything in its power to keep its workforce safe. The ATSB encourages **all** employees to be vaccinated for COVID-19. It is a general expectation that that you are willing to disclose your vaccination status for COVID-19, if employed. The ATSB requires COVID-19 vaccination status to assess workplace risks and manage or put in place safety actions or measures to support all employees. Information provided will be handled in accordance with the *Privacy Act 1988*.

General employment conditions

The ATSB's salaries and employment conditions for non-SES employees are set under an ATSB's Enterprise Agreement. These documents are accessible through the ATSB webpage.