DIGITAL CONTENT CREATOR – APS 6 – Reference No: 2026/04

We appreciate your interest in working at the Australian Transport Safety Bureau. The details pertaining to this employment opportunity are presented below, including how to submit your application.

SECTION 1 – POSITION DETAILS

Classification:	APS Level 6
Employment Type	Ongoing, 1 x full-time and 1 x part-time
Salary:	$99,734 - $112,791* plus 15.4% superannuation
Division:	Corporate
Section:	Engagement and Influence
Location:	Canberra
Security Level:	Baseline
Contact:	Paul Sadler, Head of Engagement and Influence, (02) 6122 1692
Closing Date:	11:59pm, Sunday 29 November 2026

**The starting salary rate may be negotiated within the salary range advertised with the successful applicant(s) based on their skills, experience and capability to meet the relevant work level standards and requirements of the role.*

The Australian Transport Safety Bureau (ATSB) is seeking talented Digital Content Creators to join our Engagement and Influence team.

This is an opportunity to use your creative and technical skills to help communicate the ATSB's investigation work and strengthen the way we share important safety messages with the wider community.

SECTION 2 – OUR ORGANISATION

The ATSB is an independent Commonwealth Government statutory agency. The ATSB is governed by a Commission and is entirely separate from transport regulators, policy makers and service providers.

The ATSB's vision is transport without accidents, its purpose is to improve safety of, and public confidence in, aviation, marine and rail transport through:

- independent investigation of transport accidents and other safety occurrences
- safety data recording, analysis and research
- 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.

The ATSB recognises that our people are our greatest strength – as part of our commitment to create a flexible, diverse and inclusive workplace, we invite and encourage applications from Aboriginal and Torres Strait Islander people, people with disability, people of all ages, people who identify as LGBTI+, and people with diverse linguistic and cultural backgrounds.

We offer a positive workplace culture and excellent employment benefits and conditions. This includes flexible work arrangements (where appropriate) including working from home, attractive salaries and 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

As the Digital Content Creator, you will be responsible for developing and producing high-quality digital and multimedia content that supports the ATSB's investigation reporting, public communications and transport safety messaging.

Working within the Engagement and Influence team, you will use your specialist creative and technical skills to translate complex transport safety investigations, accident sequences and technical information into engaging, accurate and accessible digital content.

A key focus of the role is the development of high-quality animations and visual reconstructions that help audiences understand the circumstances of transport accidents and incidents, including contributing factors and safety issues. This includes using geospatial information and other technical data to visually represent the movement and trajectories of aviation, rail and marine vehicles.

You will work closely with investigation teams, subject matter experts and other stakeholders to develop digital products that support the communication of investigation findings and safety messages across the ATSB's website, online investigation reports, social media, YouTube and other media channels.

This role provides an opportunity to apply your creativity, technical expertise and problem-solving capabilities to work that contributes directly to improving transport safety in Australia.

Working with a high degree of autonomy, you will be expected to manage content production activities, exercise sound judgement, maintain high production standards and deliver quality outputs within agree timeframes.

Responsibilities include

Animation and visual production

- Conceptualise, develop and produce high-quality 2D and 3D animation to visually reconstruct transport accidents and incidents.
- Use geospatial information, including Keyhole Markup Language (KML) data and other relevant technical datasets, to develop accurate visual representations of aviation, rail and marine vehicle movements and trajectories.
- Work collaboratively with transport safety investigators to interpret investigation information and develop animations that accurately represent complex events and technical findings.

Multimedia and video production

- Develop, capture, edit high-quality video and audio content to communicate investigation outcomes and transport safety messages.
- Collaborate with internal team members and stakeholders to develop creative concepts, storyboards, scripts and production plans.
- Undertake video and audio recording, including interviews with investigators, using the ATSB's multimedia production facilities and equipment.
- Support the production of podcasts, vodcasts, YouTube content and other multimedia products.

Creative production

- Design and produce static and animated infographics, illustrations, graphics and other visual communication products.
- Ensure creative products are consistent with ATSB branding, accessibility requirements and established communication standards.
- Coordinate and liaise with external creative service providers where required to support the delivery of specialist content.

Cross functional support

- Contribute positively to the broader Engagement and Influence team, providing assistance across stakeholder engagement activities when required.
- Manage competing production priorities and coordinate multiple projects while maintaining quality and meeting agree deadlines.

Professional conduct and APS values

- Demonstrate and promote the APS values, APS Code of Conduct, and the ATSB's organisational principles.
- Exercise sound judgement, maintain professional integrity and handle sensitive investigations information appropriately.
- Contribute to a collaborative, respectful and inclusive workplace.

What we are looking for

We are seeking a creative and technically capable digital content professional who can combine advanced multimedia production skills with strong problem-solving, communication and stakeholder engagement capabilities.

The successful applicant will demonstrate the following:

Specialist digital content and animation production
Demonstrated experience and technical capability in developing and producing high-quality digital content, particularly 2D and 3D animation, visual effects and multimedia products.

The ability to translate complex information into technically accurate and engaging visual representations.

Multimedia production and creative expertise
Demonstrated experience in video and audio production, editing, and the development of digital communication products. The ability to develop creative concepts, storyboards and visual content that effectively communicate information to diverse audiences.

Technical interpretation and problem-solving
The ability to interpret complex technical information, datasets and subject matter and translate these into accurate and meaningful digital content. Demonstrated initiative, creativity and problem-solving skills, including the ability to identify solutions to technical ad production challenges.

Collaboration and stakeholder engagement
Well-developed communication and interpersonal skills, including the ability to work collaboratively with technical specialist, subject matter experts and other stakeholders to understand requirements, clarify complex information and deliver effective digital products.

Autonomy, Judgement and delivery of outcomes
Demonstrated ability to work independently with limited direction, exercise sound judgement, manage competing priorities and deliver hight-quality outputs within agree timeframes. An ability to adapt to changing priorities while maintaining attention to detail and professional production standards.

The ATSB uses a standardised approach to animation production, including common software platforms, production methods and tools. An ability and willingness to work within established production processes and develop proficiency in the ATSB's animation tools and techniques will be important.

Relevant qualifications in digital media, animation, multimedia production, or a related discipline is highly desirable. Demonstrated relevant aviation, rail or marine industry awareness or experience is also highly desirable.

SECTION 4 – THE SELECTION PROCESS

The selection process will be based on an assessment of applicants' relative suitability against the requirements of the role.

The process may include:

- Assessment of written applications and resumes
- Shortlisting against the advertised requirements
- A structured interview
- A practical assessment or presentation relevant to digital content creation (optional)
- Reference checks for shortlisted or preferred applicants.

All applicants will be advised of the outcome of the recruitment process.

SECTION 5 – SUBMITTING YOUR APPLICATION

To apply, please email your application to jobs@atsb.gov.au by the advertised closing date.

Your application should include:

1. a statement of claims (pitch) outlining your suitability for this role against the capabilities outlined under Section 3 'what we are looking for' above (two pages maximum)
2. a current resume outlining your employment history, relevant skills, experience and qualifications
3. links to a digital portfolio or examples of relevant work, where available, demonstrating your content creation capabilities.
4. the completed ATSB Applicant Coversheet.

When developing your statement of claims it is valuable to understand the difference in capability required at the APS levels. More information can be found at the following link: Work level standards: APS Level and Executive Level classifications | Australian Public Service Commission (apsc.gov.au).

SECTION 6 – GENERAL INFORMATION

Eligibility
Please note, under section 22(8) of the *Public Service Act 1999*, employees **must be Australian citizens** to be employed (on a temporary or permanent basis) in the APS, unless the Agency Head has agreed, in writing.

Medical examinations
As a condition of your employment, you will be required to attend a medical examination to assess your fitness for employment as an Australian Public Servant. You will be advised of your appointment date following your commencement.

Workplace diversity
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

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. It is also a condition of your employment that you obtain and maintain a baseline security clearance. Successful applicants will be sent a letter of offer containing security forms that are required to be completed and returned before you commence work.

Vaccinations
The ATSB does everything in its power to keep its workforce safe. It is a general expectation that you are willing to disclose your vaccination status for COVID-19, when requested. To be clear the ATSB encourages COVID-19 vaccinations. The main reason ATSB would ask for vaccination status is to help us manage or put in place safety actions or

measures to support the individual circumstances of our employees and to help us manage business outcomes.

General employment conditions
The ATSB's salaries and employment conditions for non-SES employees can be found under the Australian Transport Safety Bureau's Enterprise Agreement 2024-2027.