



 [Print whole section](#)

Job types

Explore endless career pathways at the ATO. View our job types here.

Last updated 16 December 2024

We offer more than you expect

Experience endless career pathways and opportunities in one organisation. You can shape and maintain fair tax, super and registry systems, or bring data to life and protect it from cyber attacks. You can deliver an exceptional client service or support our workforce to meet future demands. Some of our job types include:

Tax, super, audit and assurance

ATO jobs in tax assurance/avoidance, audit, compliance, criminal investigations, economics, risk or intelligence.

Data and analytics

ATO jobs in data analytics, data engineering, data management, data science, revenue analysis or business analysis.

Digital and Information Technology

Work in digital, cyber and IT fields such as, analysis, design, forensics, programming, service management or testing.

Human resources



Work in areas like learning and development, recruitment, payroll, health, workplace relations and workforce planning.

Law



ATO jobs in litigation, policy design, interpretation, or prosecutions.

Frontline and Client Service



Work in frontline and client service areas, supporting Australians with their tax and super.

Executive support



Provide executive and administrative support to senior leaders in the ATO.

QC 103579

Tax, super, audit and assurance

ATO jobs in tax assurance/avoidance, audit, compliance, criminal investigations, economics, risk or intelligence.

Last updated 16 December 2024

On this page

[Tax, super, audit and assurance work](#)

[Hear from our people](#)

[Apply today](#)

Tax, super, audit and assurance work

Help shape one of the best tax and super administration systems in the world. You'll work on nationally important projects that help fund critical infrastructure and influence decisions to drive social change.

Our tax professional roles include:

- [Tax avoidance](#)
- [Audit](#)
- [Compliance](#)
- [Criminal investigations](#)
- [Economics](#)
- [Risk](#)
- [Intelligence](#)

Tax avoidance

Detect and investigate tax avoidance or evasion and address harmful behaviour. Use your expertise across trusts, international tax, GST, commercial deals and more.

Audit

Use electronic investigation methodologies and tools to extract and analyse large volumes of financial data. Based on your collection, and analysis, you'll provide advice to clients, senior executives, and evidence for use in court or disciplinary processes.

Compliance

Take firm action on areas of suspected tax fraud, including intentional overclaiming of deductions and incorrect reporting of income.

Criminal investigations

Investigate major fraud to identify and prosecute alleged offenders of tax avoidance. Progress cases from start to finish, profiling,

interpreting intelligence, collecting evidence, and preparing court documents.

Economics

Work at the forefront of monitoring Australia's economy. Assess the performance of the Australia's tax and super systems, including forecasting shortfalls in the tax system. Estimate how our compliance interventions change the behaviour of taxpayers and employers.

Risk

Analyse and interrogate data to identify patterns of behaviour and indicators of risk. Use your knowledge of risk management strategies to deliver behavioural change to protect our tax and super systems.

Intelligence

Identify potential risks and threats to the tax and super systems. Provide informed solutions based on the evaluation of data from internal and external sources. Your work will result in the production of high-profile intelligence strategies and products.

Hear from our people

Hear from our people on what makes their job fulfilling.

Meet Amanda, Client Engagement Officer

Media:Tax avoidance

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiud5wft8p>

Meet Jerome, Tax Leader


Media:Audit

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiud5wft55>

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QC 102934

Data and analytics

ATO jobs in data analytics, data engineering, data management, data science, revenue analysis or business analysis.

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On this page

[Data and analytics work](#)

[Hear from our people](#)

[Apply today](#)

Data and analytics work

Work with one of the largest data collection agencies in the Australian Government. Working with our most critical and fastest growing asset, our data professionals work on interesting and impactful projects. See the potential in data and convert it into breakthrough insights and

actions to deliver value for taxpayers, staff, clients, and partner agencies.

Our data and analytics roles include:

- [Data analysis](#)
- [Data engineering](#)
- [Data management](#)
- [Data science](#)
- [Business analysis](#)

Data analysis

Design and build solutions to solve current and future problems. You'll use data analysis, modelling techniques to address problems and support data-driven decision making.

Data engineering

Design, build and maintain systems to collect, process, and manage large volumes of data efficiently. Collaborating with data scientists and analysts, you'll ensure data pipelines are optimised for reliability, scalability, and performance, enabling robust analytics and insights.

Data management

Manage and govern the data and analytics lifecycle responsible for driving informed and impactful outcomes. Establish and oversee effective data, analytics, and artificial intelligence (AI) governance. You'll drive ethical acquisition, ingestion, use, and sharing of data.

Data science

Use advanced techniques to collect, analyse and interpret vast amounts of data using analytical, statistical, and programming skills. You'll be responsible for mining valuable information from various sources and use insights to drive growth and support the government and community.

Business analysis

Use your interpersonal, analytical, and technical expertise to help implement new technologies and ensure they are designed and

created to enhance our business. Your work will improve the integrity of our tax system, improve staff and client experiences, and deliver the right information to support the right decisions at the right time.

Hear from our people

Hear from our people on why their job is fulfilling.

Meet Craig, Data Scientist

Media:Data management

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiud99po7a>

Meet Fardeen, Data Analyst

Media:Data science

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiud99pwj7>

Meet Dan, Data Engineer

Media:Business analysis

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiuryq5a7q>

Meet Amy, Data Management Professional

Media:Meet Craig, Data Scientist

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiuryq5krs>

Meet Catherine, Business Analyst


Media:Meet Fardeen, Data Analyst

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiuryq5utr>

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QC 103581

Digital and Information Technology

Work in digital, cyber and IT fields such as, analysis, design, forensics, programming, service management or testing.

Published 16 December 2024

On this page

[Digital and Information Technology work](#)

[Hear from our people](#)

[Apply today](#)

Digital and Information Technology work

Work with one of the largest information technology (IT) infrastructure application landscapes in the country. Join IT, digital and cyber security professionals working at the forefront of Australian Government technology to develop technical and innovative solutions. You can contribute to high profile contemporary IT projects that benefit all Australians.

Our IT and digital roles include:

- [Information and Knowledge Management](#)
- [IT Database and Data](#)
- [IT Development and Programming](#)
- [IT Procurement/Vendor Relations](#)
- [IT Program and Project Management](#)
- [IT Security](#)
- [IT Service Management](#)

- [IT Strategic Leadership](#)
- [IT Systems Administration](#)
- [IT Systems Analysis and Design](#)
- [IT Systems Integration and Deployment](#)
- [IT Testing](#)

Information and knowledge management

Work with a contemporary information and knowledge management system to accumulate, store, and share knowledge. Your work will play a role in every aspect of our organisation and will:

- promote an environment of collaboration, learning and development
- support employee interactions with clients
- improve organisational capabilities, innovation, and performance.

IT database and data

Play a critical role in managing one of our biggest assets – our data. You'll design, develop, and implement databases and technology strategies across various platforms. Your strategic thinking will ensure we meet business needs now and in the future.

IT development and programming

Design, create, and maintain software solutions. You'll collaborate with stakeholders to identify system needs, write code, and provide technical expertise to address application and infrastructure issues.

IT procurement and vendor relations

Maximise the return on our IT spend and ensure we meet IT business objectives through the procurement of IT goods and services. You'll use your expertise to manage the end-to-end process from security and risk mitigation to contract negotiation and vendor relationships. Enjoy diverse work, covering hardware, software, cloud services and telecommunications.

IT program and project management

Manage IT programs and projects to ensure they are delivered on time and to a high standard. You'll work with stakeholders to address operational and administrative issues and translate information into project plans. You'll use your expertise to align project activities with our broader priorities.

IT security

Protect the data holdings of millions of Australians by strengthening one of the largest and most comprehensive Australian Government data stores.

You could work in the intelligence gathering team, identifying new and emerging cyber threats and working to mitigate them. In cyber security project team, you'll implement new technical solutions, policies, and processes to help meet cyber security requirements set and audited by the Australian Government.

IT service management

Manage the end-to-end delivery of IT services from planning and designing through to the deployment and improvement of IT services. You'll support clients, stakeholders, and service providers. Your work will ensure the right technology, processes and people are in place.

IT strategic leadership

Lead us into the digital future. Provide teams with a clear understanding of how IT influences and shapes business strategy. Drive organisational change, encourage a culture of continual improvement, and support change management.

IT systems administration

Ensure our systems run smoothly. You'll troubleshoot with clients and stakeholders to resolve operational and technical issues. You'll oversee the installation and ongoing management of desktop computers, networks, and servers.

IT systems analysis and design

Play a vital role in enhancing system performance. You'll evaluate business needs and design optimal solutions to fulfill them. You'll ensure our systems are efficient, adaptable, and innovative.

IT systems integration and deployment

Provide expert technical, operational, and procedural advice to stakeholders on application software. You'll be involved in a variety of activities, from preparing build deliverables for production support to the deployment processes. Identify, diagnose, and resolve issues and deliver change releases.

IT Testing

Oversee or undertake testing of the interfaces and systems at the core of our business processing systems. Work to identify opportunities for automation within software processes using scripts that test functionality.

Hear from our people

Jimmy, Deputy Commissioner, Strategy and Architecture

'I am fortunate to work in an organisation where my work truly makes a difference, it's the reason I get out of bed every day. We manage one of the most significant data holdings in the Commonwealth Government and we're building one of the largest and most comprehensive cyber security programs in Australia.'


Chris, IT solution Designer

'I've worked on many exciting projects, that's because IT architects and solution designers at ATO deliver excellent IT solutions time and time again. Working on the largest data migration ever undertaken in the southern hemisphere at the time was one of those projects that stand out. The magnitude of the project and the benefits to customers was huge.'

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QC 103582

Human resources

Work in areas like learning and development, recruitment, payroll, health, workplace relations and workforce planning.

Last updated 16 December 2024

On this page

[Human Resources work](#)

[Hear from our people](#)

[Apply today](#)

Human Resources work

Working in human resources (HR) you'll support a high performing, agile and professional workforce focussing on integrity, the right culture, capability, and tools. Be part of something big – working for a large organisation innovating and leading best practice in your field. Work with talented professionals, committed to seeing our organisation working at its best.

Roles in HR include:

- [HR generalist](#)
- [Health and case management](#)
- [Learning and development](#)
- [Payroll](#)
- [Recruitment](#)
- [Workforce planning](#)
- [Workplace relations](#)

HR generalist

Support our people from entry level employees to leaders across the employment lifecycle. Help people access their employment entitlements, support managers and leaders follow and apply legislative and organisational HR policies. You can work in our People Helpline contact centre, support local sites or work as an HR business partner to executives across business areas.

Health and case management

Shape our health, safety, and performance. You'll support our people and leaders to make informed choices about health and safety by providing guidance, tailored advice, tools, and resources. You may work in health and safety, injury prevention, compensation, rehabilitation management, performance management, conduct or conflict management.

Learning and development

Support our people to grow and perform at their best by designing and delivering targeted learning solutions. You'll ensure our people have the skills and knowledge to meet strategic and operational goals now and in the future.

Payroll

Manage and administer our payroll services. You'll update and maintain payroll data and personnel records, process salaries and resolve issues. Your work will ensure staff have access to their employment entitlements.

Recruitment

Collaborate with business areas to guide them through the recruitment process. This includes planning, design, assessment, placement, and onboarding. Your expertise will help implement fair, transparent, inclusive, and modern recruitment practices.

Workforce planning

Design and deliver workforce strategies to meet organisational needs and build a future-ready workforce with the skills to deliver the best client and staff experience.

Workplace relations

Advising on industrial relations matters to deliver positive outcomes and resolve disputes, you'll work with union and employee representatives. You'll negotiate and provide guidance on employment conditions under the Enterprise Agreement, organisation policies, and employment legislation.

Hear from our people

Hear from our people on why their job with us is fulfilling.

Abak, HR Officer

'I've been exposed to many different aspects of HR. I'm constantly challenged to build my knowledge and capabilities. I worked on our current Enterprise Agreement which was rewarding because the outcomes of this work had a positive impact on more than 18,000 employees.'

Namrata, Recruitment Officer

'The most rewarding aspect of my role is building relationships with managers across different business lines to guide them through the

recruitment process. Helping to recruit talented individuals is both a privilege and a service. Knowing that the staff we bring on board contribute to the greater good of our tax system.'

Sally, Work Health, and Safety Advisor

'I've worked over 30 years at the ATO, mostly in HR. I haven't had to look elsewhere because I've always had the opportunity to do diverse, meaningful, and challenging work. I also worked in debt and compliance for 8 years to expand my skillset, but felt drawn back to HR. One of the best things about working in such a versatile organisation is the many available pathways to grow my knowledge and skills. If you're looking to work in a positive environment with countless career paths, I recommend you apply.'


Emma, Human Resources Specialist

'The ATO has taught me skills such as leadership, flexibility, and communication that I will use throughout my career. I am proud of the work I do, such as the ATO Culture Strategy (One Habit at a Time) that we launched across the Australian Public Service. Being able to collaborate, educate and share my expertise across all the different business areas is one of the best aspects of my job.'

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QC 103583

Law

ATO jobs in litigation, policy design, interpretation, or prosecutions.

Last updated 16 December 2024

On this page

[Legal work](#)

[Hear from our people](#)

[Apply today](#)

Legal work

Your legal expertise will result in real change, making a difference to individuals and the community we serve. You'll shape, clarify, and defend critical tax, super and registry systems

Enjoy challenging work and varied career pathways with opportunities to suit your interests and experience. We have roles from entry level to specialist and senior leadership roles.

Legal roles include:

- [Litigators](#)
- [Policy design](#)

- [Law interpretation](#)
- [Specialised law interpretation](#)
- [Prosecutions](#)
- [Lawyers](#)

Litigators

Manage complex litigation and resolve disputes. You'll prepare court documents, and may appear in tribunal proceedings related to tax, debt recovery and administrative law.

Policy design

Design and simplify tax and superannuation policy. Engage with agencies, forums, and stakeholders to identify areas for policy improvement. Use your research, analytical and problem-solving skills to deliver improved public policy outcomes.

Law interpretation

Perform research, risk, and technical assessments, to interpret tax law and provide complex legal advice. Your work may cover various areas of Australian and international law.

Specialised law interpretation

Provide specialised legal advice and guidance in some of the most contentious areas of tax and superannuation law. You'll assess and offer our view or final decision on complex and technical legal matters.

Prosecutions

Shape the direction of prosecutions by establishing strategic partnerships and applying a tactical focus to prosecutions compliance activities. You'll contribute to dispute resolution on complex and sensitive projects or work programs. These may have strategic, political, or operational significance.

Lawyers

Deliver legal advice and resolve disputes to manage our general law legal risks. Guide us through a complex legal landscape, including civil

and monetary claims, employment, and commercial law, administrative, privacy and secrecy law, access and information gathering powers and freedom of information. You'll use your skills to analyse, interpret and apply legislation, policies, practices, and precedents to resolve complex legal issues.

Hear from our people

Hear from our people on why working with us is so fulfilling.

Meet Bridgette, Lawyer

Media:Meet Chris, Law Interpretation Manager

<http://tv.ato.gov.au/ato-tv/media?v=bd1bdiudhgo7ft>

Media: Meet Bridgette, Lawyer

<https://tv.ato.gov.au/ato-tv/media?v=bd1bdiudhgo7ft>  (Duration: 1:13)

Meet Chris, Law Interpretation Manager


Media: Meet Chris, Law Interpretation Manager

<https://tv.ato.gov.au/ato-tv/media?v=bd1bdiudhgo7r1>  (Duration: 1:04)

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QC 103585

Frontline and Client Service

Work in frontline and client service areas, supporting Australians with their tax and super.

Last updated 16 December 2024

On this page

[Frontline and client service work](#)

[Hear from our people](#)

Frontline and client service work

Working in our frontline and client services roles, you'll be at the heart of what we do. Your work to deliver exceptional client service will benefit all Australians. As part of an energetic and diverse environment, you'll solve problems and make a difference in people's lives.

Frontline and client service area roles include:

- [Frontline services](#)
- [Compliance](#)

Frontline services

Support Australians with their tax, super and registry obligations. Using a range of platforms, including the phone, you'll:

- guide taxpayers through complex problems to find solutions
- answer tax and super queries with timely and accurate information
- help taxpayers use our digital tools

- provide repayment options
- ensure taxpayers meet their obligations.

Compliance

Help taxpayers get back on track with their registrations, lodgment, and payment obligations. Take firm action, including legal proceedings, against those who choose not to do the right thing.

You may represent us as a creditor in insolvency matters or provide advice and assurance on complex administrative law and policy issues.

Hear from our people

Hear from our people on why working with us is so fulfilling.

Media: Meet Mr Tony

<https://share.viostream.com/bi9or7ore6spty>  (Duration: 01:00)

Muhammad, Service Delivery Officer

'In my job, I get to see the direct results of my efforts, which is incredibly rewarding. The autonomy and trust I receive from my superiors allows me to take ownership of my projects and find innovative solutions to problems.

'I appreciate the work-life balance that my job offers. The ATO really invests in staff wellbeing and inclusion. We have a vibrant and diverse

culture that positions every staff member to thrive. Such an opportunity is very rare to find anywhere else.'

Floyd, Service Delivery Specialist

'When speaking to clients I put myself in their position to see the situation through their eyes – that's my secret. Taxes can be daunting for many. I'm the first person clients contact when they have an issue. It gives me the utmost satisfaction when I see them gain clarity and confidence in meeting their tax obligations. I take pride knowing that I have made a difference in someone's financial situation.

'My job involves continuous training and updates on tax laws, policies, and procedures. Besides taxation knowledge, I've learnt a lots of skills from problem solving and analytical thinking to using various IT systems. I tell everyone Service Delivery is the best place to be.'

Robin, Service Delivery Specialist

'One of the most rewarding aspects of being a leader in a contact centre is empowering and supporting my peers and team members to deliver exceptional customer service. I'm able to directly impact the Australian community, promoting self-compliance and enhancing client services. If you're considering joining our service delivery or call centre, know that it's a unique opportunity for growth and meaningful contribution.'


Kaitlyn, Service Delivery Specialist

'It is a positive and supportive environment with really engaged leaders. I enjoy that the work is mentally stimulating, and I continuously learn and develop more skills. It is the most supportive environment I have worked in. They genuinely embrace individuality and encourage career growth. You will learn so much, be supported, and be embraced for who you are.'

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QC 103586

Executive support

Provide executive and administrative support to senior leaders in the ATO.

Published 16 December 2024

On this page

[Executive support](#)

[Hear from our people](#)

[Apply today](#)

Executive support

Make a difference by supporting your executive, branch, and team to deliver programs and services to the Australian community. Work independently, and as part of a small team, to solve problems and build strong networks across the ATO and the Australian Public Service (APS).

Executive support roles include:

- [Executive assistant](#)
- [Executive officer](#)

Executive assistant

Be the first point of contact in a senior executive's office. As a skilled communicator, you'll build rapport and deliver a great client experience. You could:

- manage diaries and competing commitments and deadlines
- arrange briefings and events
- assist with budget management
- coordinate travel
- support teams with administrative needs.

Your duties will vary, depending on your area and the needs of your senior executive manager.

To perform your best as an executive assistant, we offer training and support opportunities like:

- support from a dedicated Executive Assistant Relationship Manager when you start
- ongoing guidance and support from an experienced buddy or mentor
- networking opportunities to create professional connections
- access to learning and development through our Executive Assistant Capability Uplift Program.
- the ability to develop your skills further, through opportunities to apply for other administrative roles.

Executive officer

Provide strategic, professional advice and support to our senior executive staff. You'll get to:

- exercise a significant degree of independence
- lead and manage change
- take an active role in the implementation of our strategic direction
- develop and implement agency strategies
- solve complex policy and operation issues

You'll also have the opportunity to build and sustain networks and relationships with a wide range of people, including:

- senior executives
- government agencies
- industry representatives
- ministers' offices.

You can make an impact supporting your branch and team to deliver programs and services to the community.

Hear from our people

Hear from our people on why working with us is fulfilling.

Will, Executive Assistant

'The most fulfilling aspect of this role is the ability to build robust relationships across the agency. This enhanced my personal brand and has opened doors to future career opportunities.

'What sets the ATO apart is the diversity of business areas, offering unparalleled career development.

'For those considering an executive assistant role at the ATO, stop thinking and start the process. You'll enjoy a rewarding career that contributes significantly to our community and government.'

Fiona, Executive Assistant

'One of the best aspects of my job is the visibility I have into the breadth of work across the ATO. It's inspiring to see the amazing work our teams do to serve the community.'

'In my day-to-day work, I've built strong relationships with colleagues across the organisation.

'To those considering joining the ATO as an executive assistant, I'd say it's an interesting and rewarding role. Expect challenges you may not foresee but know that it opens doors to new possibilities. The networks you build will support you throughout your career.'

Georgia, Executive Officer

'I thrive on learning and making meaningful connections throughout the organisation. By observing executive interactions with the leadership team, I've developed an understanding of different working styles and how to communicate with influence. The ATO's broad community impact makes my work fulfilling and visibly significant. I'd tell any prospective executive assistant that the ATO is an outstanding workplace, offering variety and meaningful opportunities every day.'

Leisha, Executive Assistant

'I love collaborating daily with a diverse range of stakeholders. The sense of unity across all levels makes the ATO a unique place to work.'


'My communication skills have flourished here, thanks to the supportive learning environment.'

'I encourage anyone considering an executive assistant role to get ready for an exciting and rewarding opportunity. No two days are the same, you'll be exposed to lots of interesting and brilliant people who you'll learn a lot from.'

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QC 103580

Our commitment to you

We are committed to providing you with accurate, consistent and clear information to help you understand your rights and entitlements and meet your obligations.

If you follow our information and it turns out to be incorrect, or it is misleading and you make a mistake as a result, we will take that into account when determining what action, if any, we should take.

Some of the information on this website applies to a specific financial year. This is clearly marked. Make sure you have the information for the right year before making decisions based on that information.

If you feel that our information does not fully cover your circumstances, or you are unsure how it applies to you, contact us or seek professional advice.

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