

Responses 1 to 4 in below extract:

Tracking Summary

	Count
Advertise	208
Shortlist Applications	208
Application Unsuccessful	195
Interview Assessment	10
Selection Report Received	4
Application Unsuccessful	5
Application Withdrawn	4
Offer Accepted	1
Offer Declined	0
Merit Pooled	3
Engaged from Merit Pool	1
Offer Issued	1

6) Dates when successful applicants were notified or received offers.

Checklist/Event	Actual Date
Selection Report Received	20-OCT-2025
Application Unsuccessful	
Application Withdrawn	
Offer Accepted	
Offer Declined	
Merit Pooled	
Engaged from Merit Pool	
Offer Issued	22-OCT-2025

10) The positions of staff involved in the assessment of applications –

Senior Advisor, AGA, Senior Actuary AGA, and Analyst Macroeconomic Group

#1 Email correspondence from 05 June 2025 Application Update:

Date/Time	05-JUN-2025 13:52:07
Transcript Type	Correspondence
Synopsis	Email: Application for APS4 Graduate Actuarial Analyst

To: s 22

From: recruitment@treasury.gov.au

Subject: Application for APS4 Graduate Actuarial Analyst

Message:

Dear s 22

s 22

Due to unforeseen circumstances, there has been a delay in this process. We anticipate to progress the shortlisting in August, we will be in contact again after the shortlisting takes place.

s 22

Kind Regards,

Treasury Recruitment

Email: recruitment@treasury.gov.au

Email #2 correspondence from 08 September 2025 Application Update:

Date/Time	08-SEP-2025 15:28:16
Transcript Type	Correspondence
Synopsis	Email: Application Update for APS4 Graduate Actuarial Analyst

To: s 22

From: recruitment@treasury.gov.au

Subject: Application Update for APS4 Graduate Actuarial Analyst

Message:

Dear s 22

Thank you once again for your interest in the APS4 Graduate Actuarial Analyst roles at the Treasury, and for your continued patience throughout the recruitment process.

We expect to commence shortlisting in mid to late September, with interviews to follow in October.

s 22



Kind Regards,

Treasury Recruitment

Email: recruitment@treasury.gov.au



Recruitment Selection Report

Graduate Actuarial Analyst

Attachments

Attachment A	Position Description
Attachment B	Shortlisting Spreadsheet
s 22	
Attachment D	Referee Reports

Pages comprised of material outside the scope of your request have been deleted

Vacancy details

Job Reference:	5-2025
Job Title:	Graduate Actuarial Analyst, Australian Government Actuary
Group / Division / Unit:	Markets Group, AGA
Classification:	APS Level 4
Date advertised:	28/04/2025

Selection Panel Recommendations

The selection panel has confirmed that the successful candidates meet all eligibility criteria for employment at the Treasury.

s 22

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Name

s 22

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s 22



Ensure all ratings are aligned with the Rating Scale.

- candidates recommended for appointment
- candidates recommended for merit pool
- candidates not recommended for appointment

Candidate Comparative Summary

s 22



Attach the Position Description used for advertising

Attachment A

Attach the list of candidates from the Shortlisting Matrix

Attachment B

s 22



Attach Referee Report sought for each suitable candidate

Attachment D

Instructions

Rating Scale

Description	Indicators of performance
Suitable: The applicant possesses relevant job-related skills, ability and personal qualities and would be highly effective against the criterion.	Is able to perform at an acceptable level for the following reasons: <ul style="list-style-type: none">• reasonable to excellent job knowledge• is reliable and responsible• Demonstrates high potential and capacity to develop and learn new skills required for the role• would use initiative in more complex situations and suggest and initiate improvements• would deal with all routine matters of the job and some more complex on the job matters if required• demonstrate potential against all criteria to a satisfactory level even if further work experience may be required.
Requires Development: The applicant possesses some skills, abilities and personal qualities relevant to the criterion, but is limited on others. They would be able to temporarily perform the duties of the position with close supervision but would require further development to fully meet the standard required against this criterion.	Would require routine supervision to perform at an acceptable level for the following reasons: <ul style="list-style-type: none">• general job knowledge• would follow directions• would deal with all routine matters of the job or has the potential to reach this standard within a reasonable time frame.
Not Suitable: The applicant is unable to demonstrate that they possess the adequate skills, abilities and personal qualities in relation to the criterion. They would not be able to perform the duties of the job relevant to the criterion, even on a temporary basis.	Would be unable to perform the duties for one or more of the following reasons: <ul style="list-style-type: none">• limited job knowledge which would result in frequent errors• poor work output or difficulty linking core concepts• would have difficulty carrying responsibility or solving problems• would have difficulty dealing with routine matters involving the job.
Not assessed: Used when the Selection Panel is unable to determine whether the applicant met the selection criterion from the information provided or referee comments are insufficient to make an assessment.	

Overall assessment of applicant

S:	Suitable	All selection criteria assessed at a Suitable rating
RD:	Requires Development	Any of the selection criteria assessed at a Requires Development rating
NS:	Not Suitable	Any of the selection criteria assessed at a Not Suitable rating

Note: Where a candidate has displayed potential against role requirements however may require some practical exposure to for some of the role requirements, they should be assessed as suitable. Candidates that are assessed as not suitable against any criteria, cannot be given a suitable rating overall and should be given a not suitable rating.

Candidate Comparative Summary

Candidates recommended for appointment						
Candidate	Supports Strategic Direction	Achieves Results	Cultivates Productive Working Relationships	Displays Personal Drive and Integrity	Communicates with Influence	Overall Assessment
s 22						

Candidates recommended for the merit pool						
Candidate	Supports Strategic Direction	Achieves Results	Cultivates Productive Working Relationships	Displays Personal Drive and Integrity	Communicates with Influence	Overall Assessment
s 22						

Not recommended						
Candidate	Supports Strategic Direction	Achieves Results	Cultivates Productive Working Relationships	Displays Personal Drive and Integrity	Communicates with Influence	Overall Assessment
s 22						

Attachment A – Position Description

An exciting opportunity has arisen for actuarial analysts with strong modelling skills to join the AGA at APS Level 4.

This role is an important part of a collaborative and supportive team that provides critical actuarial leadership to ensure the sound development and application of actuarial models across a wide range of government programs.

You will apply your actuarial and statistical skills to provide insights to government programs and inform policy advice that can improve outcomes for the Australian population.

You will be a key member of a team that supports the design, development and application of actuarial analysis and advice to government across a diverse range of programs. The AGA develops and maintain a wide range of actuarial models, from traditional actuarial models to microsimulation models informed by machine learning and analysis. Opportunities exist within the AGA to work with our senior actuaries and analysts, supporting the development of innovative solutions requiring highly complex data analytics.

This position will be based in Canberra; however, applications will be considered for Melbourne and Sydney.

Desirable Qualifications / Experience

It is highly desirable for candidates to have either an actuarial or statistical major with demonstrated progress through the actuarial exams or a capacity to do so. Experience working with GLMs, machine learning, microsimulation modelling or a closely related field is desirable. It is also desirable for candidates to possess:

- SAS and/or R skills;
- Strong conceptual, analytical and data visualisation skills;
- Client service skills;
- A capacity to contribute to broader strategies and initiatives within the AGA; and
- Strong communication and interpersonal skills.

Support is provided where the successful applicant demonstrates a commitment to undertake further actuarial studies towards the attainment of a Fellow of the Institute of Actuaries of Australia qualification.

Attachment B – Shortlisting Matrix

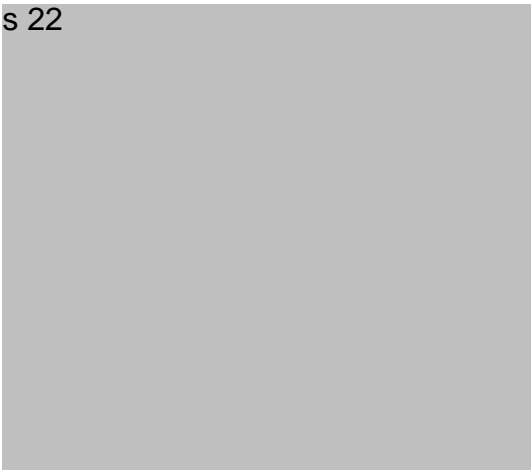
Preferred Name	Surname	Final shortlisting decision
s 22		No
		No
		No
		No
		No
		No
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		No
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		No
		No
		Yes
		No
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[illegible]

[illegible]

s 22



No
No
No
No
No
No
No
No
No
No



Referee Report

This template can be used to request written referee checks for candidates, or to record the results of verbal referee checks. If a panel member is also a referee for a candidate, they must submit the completed referee report to the other panel members before commencing shortlisting. Please note that this referee report may be provided to the candidate on request. Where adverse comments are provided within a referee report please contact the recruitment team for advice on how to proceed.

Candidate name:

Position applied for:

Referee name:

Relationship to candidate:

Date report finalised:

Please answer the following questions about the candidate:

Question 1: How long have you known the applicant and in what capacity?

Question 2: What are the applicant's strengths and key skillsets? Can you please provide examples?

Question 3: What would you say are the applicant's weaknesses and/or areas requiring development? Can you please provide examples?

Question 4: How does the candidate typically handle challenges, pressure, or stressful situations? Can you please provide examples?

Question 5: How does the candidate handle constructive feedback and new ideas or assignments? Can you please provide examples?

Question 6: How would you describe the candidate's ability to work as part of a team and interact with others? Can you please provide examples?

Question 7: Would you hire this candidate again? Why or why not?

Question 8: Are you aware of the candidate having any performance or attendance issues?

Additional comments:

Previous Treasury Employment	Current Treasury Employment	Final shortlisting decision	Final shortlisting reason (combined)
No	No	Yes	
No	No	Yes	
No	No	Yes	
No	No	Yes	
No	No	Yes	
No	No	Yes	
No	No	Yes	
No	No	Yes	
Yes	Yes	Yes	
Yes	Yes	Yes	
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
Yes	Yes	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	1. Applicant did not provide a strong case
Yes	Yes	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims

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No	No	No	4. Verbally withdrawn when called to book an interview
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	1. Applicant did not provide a strong case
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims
No	No	No	3. Other applicants possess stronger claims

Shortlisting Options:

Yes

No Please provide reason below:

"1. Applicant did not provide a strong case

The applicants responses to the Selection Criteria and CV did not convince the Selection Panel that they have the skills and abilities to confirm their suitability for the position. "

"2. Applicant has no/limited relevant work experience

The applicants responses to the Selection Criteria and CV did not demonstrate an adequate level of work experience relevant to the position. "

"3. Other applicants possess stronger claims

While the applicant did present some desirable qualifications, abilities and/or experience and claims against the selection criteria, the Selection Panel agreed that other applicants presented stronger claims. "

"4. Other (specify reason)

[Comments need to be completed in this section]"