



Australian Government

Department of Defence

Intelligence, Security and International Policy

Organisational Suitability Assessment

Psychological assessments are mandatory for all potential and existing Defence intelligence agency employees/contractors/military personnel as part of the requirement to hold a Top Secret Positive Vetted (TSPV) clearance. The psychological assessment process in the Defence intelligence agencies is called the Organisational Suitability Assessment— the OSA— and involves several stages of assessment.

The first stage consists of two consent forms and a collection of questionnaires. The second stage, is a face-to-face psychological interview with a registered psychologist. You may be asked to participate in another test if further psychological testing is required i.e., written tests or psychological interview.

Before submitting an application you will need to consider your own preparedness for questions that may include the following information: personal relationships, living circumstances, personal values, financial situation, physical and mental health history including substance use and civil/military record. It is in your best interest to be honest and accurate in disclosing details about yourself. The process is necessarily more intrusive than you will encounter in most other employment applications. If you feel uncomfortable about having to disclose such detail, and about our expectations regarding disclosure, then please think carefully before applying.

Your application and the detail that you subsequently provide will be handled in the strictest confidence. Psychological testing and assessment is conducted by registered psychologists in accordance with relevant legislation board requirements.

A psychological assessment is a mandatory requirement in order to obtain a TSPV security clearance. You must obtain and maintain a TSPV security clearance to work within a Defence intelligence agency.

Feedback

To protect the integrity of the process no feedback is available on the assessment process. The psychologist will provide you with feedback on your questionnaire responses. It is important for security reasons that you do not discuss details of the questionnaires, your responses, or the interview with others.