



Expression of Interest: Cyber Incident Review Board

POSITION DETAILS	
Title	Chair and Standing Members
Number of Positions	One Chair and up to six Standing Members
Board	Cyber Incident Review Board
Location	Remote, with domestic travel within Australia
Working Arrangements	Part time office holder
Employment Type	Statutory Appointment for a period of up to four years,
Salary	Remuneration is through a daily fee model, set by Part 4 of the <i>Remuneration Tribunal (Remuneration and Allowances for Holders of Part time Public Office) Determination 2025</i> .
Security clearance	All successful candidates must be able to obtain and maintain a Negative Vetting 1 security clearance. Equivalent security clearances recognised by the Commonwealth may also be considered.
Closing date	Monday, 6 October 2025 at 11:59PM AEST

About the Board

The Cyber Incident Review Board (the Board) is an independent statutory advisory body established under Part 5 of the *Cyber Security Act 2024* (the Act). The Board has a remit to conduct no-fault, post-incident reviews of significant cyber security incidents in Australia.

The Board will play a key role in uplifting the cyber security and national resilience of Australia, by supporting the Australian Government to review and assess significant cyber security incidents and make recommendations to Government and industry about actions that could be taken to prevent, detect, respond to, or minimise the impact of cyber security incidents of a similar nature in the future.

The Board may conduct a review in relation to a significant cyber security incident on written referral by either the Minister for Cyber Security, the National Cyber Security Coordinator, an impacted entity, or a member of the Board. The Board has independence in deciding which cyber incidents it will review and how the Board will operate. The Board may also appoint an Expert Panel to assist during the conduct of a review. The Board operates within the Home Affairs Portfolio and is responsible to the Minister for Home Affairs and Cyber Security. Staff from the Department of Home Affairs (the Department) will assist with the functions of the Board and administrative duties as the secretariat.

About the vacancies

The Department is seeking suitably qualified individuals for the roles of the Chair and Standing Members. As part of the application process, you will have the opportunity to indicate if you would like to be considered for the position of the Chair.

The Chair is responsible for ensuring the Board complies with its legislative obligations and will oversee the governance and strategic direction of the Board during a review. The Chair will lead the Board through the enquiry and reporting process.

Up to six Standing Members may be appointed to the Board. Standing Members are responsible for assisting in cyber incident reviews under the direction of the Chair. Standing Members will lead lines of enquiry into cyber incidents and contribute to the assimilation, evaluation and reporting of data in relation to the cyber incident review.

As the Board is being established for the first time, the Chair and Standing Members' duties will include establishing processes and procedures for the operation and governance of the Board.

The Board will be expected to undertake reasonable and necessary preparation for meetings of the Board, recruitment activities for appointments to the Expert Panel and meetings with incident stakeholders to request information in the course of a review. Additionally, members of the Board participating in a review panel may be required to engage in in person or virtual engagements with stakeholders affected by the incident or in the process of collecting information.

Eligibility Criteria

Candidates for appointment to the Board (whether in the position of Chair or as a Standing Member) will be assessed against the eligibility criteria in section 13 of the Cyber Security (Cyber Incident Review Board) Rules 2025 (CIRB Rules). A person will not be eligible for appointment to the Board if this criteria is not met.

- 1) A person is only eligible to be appointed as a Board member, under section 64 or 66 of the Act, if:
 - (a) the person either:
 - i. holds, or is eligible to hold, an Australian Government security clearance that allows the person access to information that has a security classification of at least secret; or
 - ii. holds an equivalent security clearance recognised by the Commonwealth for the purposes of allowing the person access to information that has a security classification of at least secret; and

(b) the person:

- i. has obtained a degree from a university, or an educational qualification of a similar standing, in the field of law and has significant experience working in that field; or
- ii. has obtained an educational qualification in the field of cyber security or information security; or
- iii. has significant experience working in the field of cyber security or information security; or
- iv. holds a relevant Commonwealth, State or Territory government position at an appropriately senior level; or
- v. has significant experience in audit, assurance or review processes, public administration or financial or prudential regulation; or
- vi. has significant experience in incident management or crisis response;
- vii. has significant experience in a critical infrastructure sector (within the meaning of the *Security of Critical Infrastructure Act 2018*); or
- viii. has significant academic qualifications or knowledge in a relevant field.

The ideal candidate

In addition to the eligibility criteria set out above, the ideal candidates should demonstrate some or all of following qualities and abilities:

- Experience holding a Board position or positions.
- Demonstrated experience specifically in a cyber security setting, providing strategic leadership at an executive, governance or senior advisory level.
- A commitment to good governance practices, including sound judgement, independent thinking and collective accountability for Board decisions.
- Understanding of the broader policy, regulatory, or organisational context in which the role operates, including relevant legislation, policy settings, stakeholder interests and community expectations.
- Experience navigating complex stakeholder landscapes, including government, community industry and regulatory bodies, navigating competing priorities.
- Demonstrated capacity to exercise independent judgement and contribute to Board deliberations with objectivity, integrity and critical thinking.
- Willingness to challenge views, ask difficult questions and offer alternative perspectives while working constructively within a governance framework.
- Experience contributing to robust decision-making processes, with an understanding of how to balance independence with collective accountability in a Board setting.

Terms and conditions of appointment

Board members must abide the duties and obligations set out in the Act and Rules. Failure to do so may result in termination of appointment by the Minister. Persons engaged in work that conflicts or could conflict with the proper performance of the Board must declare these interests as a later part of the application process and as they arise once appointed. Persons who have made a declaration may be required to adhere to risk mitigation plan or have their appointment terminated if the risk cannot be appropriately mitigated. Board members are officials of the Department of Home Affairs for the purpose of the *Public Governance, Performance and Accountability Act 2013* and may be subject to the National Anti-Corruption Commission.

The appointment will be for a period of up to four years, determined by the Minister when making appointments.

Remuneration, including allowances, for the Chair and Standing Members of the Board will be paid in accordance with Part 4 of the *Remuneration Tribunal (Remuneration and Allowances for Holders of Part time Public Office) Determination 2025*.

Government employees appointed by the Minister to the Board will not receive remuneration where their participation is connected to their permanent role within government for which they are already paid.

How to apply

Interested candidates are invited to submit an application that demonstrates their suitability for the Board appointment, based on the selection criteria and the requirements of the role. Assessments take into account the eligibility requirements set out within the CIRB Rules, candidate's skills, qualifications, experience and alignment with the Board's strategic needs.

Your application must include:

- current CV (maximum 2 pages) outlining relevant qualifications, Board or executive experience and areas of expertise.
- completed application form, including a written statement (maximum 500 words) outlining your suitability for the role.

Please complete the online form and upload supporting documentation at:

<https://www.homeaffairs.gov.au/about-us/our-portfolios/cyber-security/cyber-incident-review-board>

Next Steps

The Department will undertake an initial review of applications to assess their eligibility against the above criteria. Eligible applications will then be presented to the Minister for Home Affairs and Cyber Security for consideration. Selected applicants will be contacted and asked to declare conflicts of interest.

Contact

If you have any questions regards the process, require assistance or adjustments to complete the application process, please contact CIRB.Enquiries@homeaffairs.gov.au