

DIVISION 5

OFFSEC GRAD PROGRAM

WHAT IS IT?

Fast track your offensive security career with an intensive 6-month graduate program designed to prepare you to join Division 5's offensive security track. Receive direct mentoring from our team of offensive security specialists, access to industry recognised training, and a fantastic opportunity to train into an operational pentesting role.

Week 1	Orientation
Weeks 2–8	Intensive training period, including industry certification enrollment (OSCP)
Weeks 9–12	Operational upskilling and exposure – work directly with a senior member of the Division 5 assurance team, assisting on their engagements and learning the ropes of our delivery process.
Weeks 13–26	Supervised pentesting – assist and conduct penetration testing engagements under the guidance of senior staff, who are there to support and mentor you throughout the process.
Week 27	Graduate as an Associate Offensive Security Specialist.

WHO SHOULD APPLY?

Are you an emerging cyber security professional, passionate about breaking things to make them stronger? Do you want the chance to work on real-world security challenges, learn from experienced professionals, and make a tangible impact on Australia's cyber resilience?

Division 5 is looking for:

- **Technical Excellence** – A career in offensive security requires deep technical ability and flair.
- **Passion** – Offensive security is a challenging career path that requires dedication and resilience to be successful. Division 5's team lives and breathes offensive security to stay cutting edge.
- **Strong communication skills** – Key to delivering outstanding penetration testing is the ability to effectively communicate findings to various audiences.

Requirements:

- Australian Citizenship – The ability to obtain Australian Government Security Vetting Agency (AGSVA) Baseline security clearance is essential.
- Located in Brisbane (or willing to relocate) – The successful candidates will be working full time from the Division 5 office in Brisbane.

Note: Recent graduation from a formal education program is not a strict requirement to apply. Details on AGSVA Baseline clearance can be found [here](#)

BENEFITS

At Division 5 we're proud to have a supportive and inclusive team that values diversity, collaboration, and innovation. Being a part of the Offensive Security Graduate Program has the following benefits:

- **Accelerated Offensive Security Career** – Work alongside a team of highly skilled operators who will train and mentor you as you launch your offensive security career.
- **Industry Certification** – Graduates will be provided access to the well regarded **OSCP** industry certification, with up to 6 weeks of paid working time to complete training.
- **Salary** - Starting salary of **\$70,000** + Super, with opportunities for rapid advancement as you gain experience.
- **Further Career Development** – All Division 5 employees are provided with a dedicated training budget and time within the calendar year.
- **Extras** – Paid volunteer days, team-building activities, and regular participation in security conferences and CTF events.

APPLICATION PROCESS

1

INITIAL APPLICATION AND SCREENING – Submit your application through our website; you will need to solve a small CTF-style challenge to complete the submission.

2

BUILD CHALLENGE – Show us your technical skills and creative flair. Build a small CTF challenge to a set of criteria, along with a write-up on the intended solution path. The Division 5 hiring panel will play test it and it will be used as a talking point for stage 3.

3

INTERVIEW – THE PEOPLE-Y CHAT – This is a general interview that will touch on topics such as your experience, training, who you are. It's not a technical interview as such, but being the kind of role it is, you may discuss technical concepts, including the CTF Challenge you built in stage 2.

4

MOCK PENTEST CHALLENGE – This is the technical part that assesses the technical skills and knowledge required for penetration testing. Essentially, it's a mini pen test that we anticipate should take you around 8 hours to do, including a short report. However, for flexibility you will have a 72-hour period in which to complete the challenge.

5

PRESENTATION – This is the client part. You will treat the panel as the client and present your findings from the Mock Pentest Challenge. The report and communication of testing results are the key link between the technical work you do and the action the client takes.

TIMELINES

10 OCTOBER	Applications Open
2 NOVEMBER	Applications Close
3 NOVEMBER	Successful applicants issued the Build Challenge
9 NOVEMBER	Build Challenge submissions due
12-19 NOVEMBER	Interviews Scheduled
21-30 NOVEMBER	Mock Pentest Challenge Issued (candidates nominate a 72-hour completion window)
3 - 10 DECEMBER	Presentation Rounds
12 DECEMBER	Successful candidates chosen and employment contracts issued
5 JANUARY	Successful candidates' first day at Division 5

APPLY NOW

<https://division5.io/careers/>