Graduate Program Information Guide for Aboriginal and Torres Strait Islander Graduates

The Department of Finance currently employs around 1000 staff from multi-disciplinary backgrounds to deliver our broad portfolio of responsibilities. We’re sought out for our trusted advice and quality services to Government and have been integral in leading the State’s recovery efforts from the COVID-19 pandemic. We:

**Advise** – We’re a strategic advisor to the WA Government and associated government departments and agencies. We provide advice on reform projects, project and asset management, procurement and policy.

**Build** – We deliver major non-residential building projects including schools, health facilities, fire stations, and prisons. We also manage government office accommodation, delivering fit for purpose solutions that drive efficiencies and savings.

**Buy** – We lead government procurement. We utilize strong buying power to secure products and services for government, delivering value for money outcomes to WA taxpayers.

**Collect** – We collect revenue on behalf of Government and administer the payments of grants and subsidies to the WA community.

We achieve outcomes across these areas by:

* taking a strong collaborative and inclusive leadership in all we do
* always having a whole of sector perspective
* implementing practical solutions based on deep insights and understanding of issues
* placing customers at the center of service design and delivery
* delivering innovative, affordable, value-for-money outcomes
* promoting a culture of inspired, inquisitive and capable people.

To learn more about our organisational structure, values, mission, and key achievements, read the Overview and Agency Performance sections of our [2020-21 Department of Finance Annual Report](https://www.wa.gov.au/government/publications/2020-21-department-of-finance-annual-report) and follow us on [LinkedIn](https://www.linkedin.com/company/department-of-finance).

We welcome graduates from all degrees who embrace our values.

Between 2010 and 2021 we employed more than 140 graduates with a diverse range of majors:

* Accounting
* Actuarial Science
* Anthropology
* Architecture
* Arts
* Behavioural Science
* Biomedical Science
* Communications
* Computer Science
* Construction Management
* Cyber Security
* Data Analytics
* Economics
* Engineering
* Human Resources
* International Relations
* Law
* Marketing
* Mathematics
* Political Science
* Project Management
* Psychology
* Sociology
* Statistics

Graduates can chart their own career path by showing initiative, demonstrating innovating thinking, and being open to the countless opportunities across the Department and Western Australian Public Sector.

2023 Graduates will have an opportunity to work across the Department and be involved in areas including:

* Administration of revenue laws
* Auditing, accounting and business services
* Change management
* Cloud engineering
* Communications
* Contract development and management
* Enterprise information management
* Human resources
* Insights and data analytics
* Enterprise information management
* Policy development
* Project management
* Solutions Architecture
* Strategic Planning

About the program

The rotation system

The program operates on a rotational system that encourages graduates to be proactive and open to the varied career opportunities at Finance. Rotations last four months and are offered based on business needs, qualification relevance, and career interests. In 2021, our graduates worked alongside senior staff on key projects including:

* providing strategic advice on public sector programs, projects and policies
* overseeing the construction of major non-residential buildings including schools and hospitals
* procuring goods and services for public sector agencies to ensure eﬀective service delivery
* overseeing the construction of major non-residential buildings including schools and hospitals
* administering revenue laws through the collection of revenue payments of grants and subsidies
* enabling eﬀective Departmental operation through ICT support, organisational development and data analytics.

In each rotation graduates have a documented workplan that outlines their placement objectives.

Support

Relationships are key to the success of our Graduate Program. Graduates are supported by senior management, supervisors, co-workers, buddies, and a graduate consultant to ease the transition from study to a professional work environment.

Skill development and training

One of our programs key goals is to develop tomorrow’s leaders who possess an adaptable and transferrable skill set. The program supports participants to develop skills including:

* business writing and professional communication
* teamwork and basic leadership skills
* contract management
* critical thinking
* solutions design
* business analysis
* stakeholder engagement
* research, conceptual and analytical skills
* time and project management.

Tailored to graduate needs, and to assist with career develop, we offer a core training program that includes:

* welcome and on boarding program
* graduate training calendar
* networking opportunities with other graduates across the Department
* relevant technical training from subject matter experts
* Public Sector Commission Launch Program
* job application training to assist with job placement after the program.

Program benefits

We offer competitive employment conditions for graduates seeking career opportunities, development and work-life balance. Our program offers:

* starting salary of $72,896 p.a. plus superannuation
* possibility for extension or permanency
* training and development
* flexible working conditions
* inclusive culture
* extensive support networks.

Requirements

During the selection process, applicants will be assessed on their:

* alignment with the Department’s values
* course weighted average
* research skills
* written communication skills
* initiative
* conceptual and analytical skills
* oral communication and interpersonal skills
* teamwork skills.

Diversity and the selection process

The Department strives to be responsive to community needs by employing a workforce that is representative of the diverse community we serve.

Aboriginal and Torres Strait Islander people have been identified as a key diversity group underrepresented within our workforce and applicants from this diversity group are strongly encouraged to apply.

How to apply

Your written application is the first assessment in the selection process for the Graduate Program. It is essential that you follow the instructions outlined in the Application Guide and ensure all required information and documentation are submitted by the closing date.

Additional resources

To be fully informed about the Graduate Program and the application process, you will need to visit [WA.gov.au/financegrads](https://www.wa.gov.au/organisation/department-of-finance/graduate-program-department-of-finance) and read:

* [2023 Graduate Program Application Guide for Aboriginal and Torres Strait Islander Graduates](https://financewa-my.sharepoint.com/personal/diana_morellini_finance_wa_gov_au/Documents/Desktop/2023%20Graduate%20Program%20Application%20Guide%20for%20Aboriginal%20and%20Torres%20Strait%20Islander%20Graduates.docx)
* [2023 Graduate Program Application Checklist for Aboriginal and Torres Strait Islander Graduates](https://financewa-my.sharepoint.com/personal/diana_morellini_finance_wa_gov_au/Documents/Desktop/2023%20Graduate%20Program%20Application%20Checklist%20for%20Aboriginal%20and%20Torres%20Strait%20Islander%20Graduates.docx)

# More information

Find the Department of Finance on:



 [WA.gov.au](https://www.wa.gov.au/organisation/department-of-finance)

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