



2023 Indigenous Graduate Pathway Agency Profile Booklet



Australian Government



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ABORIGINAL HOSTELS LIMITED

About us: AHL's purpose is to provide safe, comfortable, culturally appropriate and affordable short-term accommodation for Indigenous Australians.

AHL is a not-for-profit company wholly owned by the Australian Government and has been operating since 1973. AHL currently has 45 hostels across the country in metropolitan, regional and remote locations. Each year, AHL provides a place to stay for more than 20,000 Aboriginal and Torres Strait Islander men, women and children to enable access to health, education and other services.

How will you support your Indigenous Graduates/Culture: AHL aims to provide Indigenous Graduates an opportunity to contribute to the lives of Aboriginal and Torres Strait Islander peoples, using their tertiary qualifications as an entry in to Australian Public Service (APS).

The Graduate Program provides the opportunity for people to combine their field of study with real life work experience in an Indigenous focussed APS agency. Graduates will commence at **the APS3 level** and will be appointed as an **ongoing APS4** on successful completion of the program.

Indigenous Graduate Profile/Day in the life of Graduate:

A career with AHL will provide candidates with the opportunity to contribute to improving the quality of life and economic opportunity for Indigenous Australians.

Candidates will be supported to experience all aspects of AHL, depending on preference placements may include:

- Governance, Finance or HR
- Operations roles as a Residential Youth Worker or Hostel Manager.
- The schedule of work will assist in enhancing professional development and career opportunities.

Salary on commencement:

At the APS3 level \$58,071

Duration of Program: 12 months

Number of Rotations:

Graduates will complete a comprehensive schedule with up to 4 rotations.

Learning and Development Opportunities:

Comprehensive Induction process

Internal & external training depending on skills and capabilities.

Agency Website:

<https://ahl.gov.au/>

ADMINISTRATIVE APPEALS TRIBUNAL

About Us

The Administrative Appeals Tribunal (AAT) conducts independent merits review of administrative decisions made under Commonwealth laws. We review decisions made by Australian Government ministers, departments and agencies and, in limited circumstances, decisions made by state government and non-government bodies. We also review decisions made under Norfolk Island laws.

How will you support your Indigenous Graduates/Culture

While you are learning on the job, you will be offered personalised professional development opportunities, external indigenous mentors, and opportunities to work on meaningful work projects.

You will also be involved in groups working on the AAT Reconciliation Action Plan and celebrating Indigenous culture and heritage via NAIDOC week.

APS3 positions across a wide range of disciplines including Legal, Policy, Human Resources, Finance, Communications and IT.

Indigenous Graduate Profile/Day in the life of Graduate

Over the 12-month graduate program, you will be fully immersed in a diverse workload across key work areas of the AAT that will compliment your qualifications and give you broad exposure to our operations. This may include:

- Assisting our Legal and Policy Team and undertaking legal research (Legal Graduates only.)
- Working in Human Resources, IT, Procurement or Finance.
- Registering review applications, coordinating hearings and responding to enquiries within our Registry Team.
- Undertaking project work.

During these rotations your supervisor will provide support and feedback

Salary on commencement:

APS3 / \$63,238

Duration of Program:

12 Months

Number of Rotations:

Learning and Development Opportunities:

Over the 12-month graduate program, you will be fully immersed in a diverse workload across key work areas of the AAT that will compliment your qualifications and give you broad exposure to our operations

Agency Website:

<https://www.aat.gov.au/>

Social Media:

[LinkedIn](#)

ATTORNEY-GENERAL'S DEPARTMENT

The [Attorney-General's Department](#) (AGD) delivers programs and policies to maintain and improve Australia's law and justice framework, and to facilitate jobs growth through policies that promote fair, productive, flexible and safe workplaces. Through the Australian Government Solicitor, we provide legal services to the Commonwealth, including legal advice and representation. We are the central policy and coordinating element of the Attorney-General's Portfolio, structured into five groups:

- Australian Government Solicitor
- Enabling Services
- Integrity and International
- Industrial Relations
- Legal Services and Families

Our flexible work environment allows you to balance your work and personal responsibilities. We promote a healthy work-life balance, have generous employment conditions and offer a competitive salary. Our workplace embraces technology to support flexible working arrangements. Our Program provides a great opportunity for graduates to form strong relationships through access to a diverse range of employee-led networks. We support employees to participate in our Indigenous Employee Network, Women's Network, Pride Network, and Celebrating Ability Network. We support our graduates to make strong professional connections across the department by matching them with a buddy from the previous cohort, in addition to an executive level mentor from the department

The work placements and development offered through our Program will provide you with the opportunity to work on real and significant issues that impact the Australian community and to build your skills and confidence to explore potential career paths.

Be part of Australian Government policy making and program delivery or work with Australia's foremost legal minds on significant matters!

Gareth Ogilvie

My graduate rotations in AGD were in the Family Law Branch (Children and Parentage), the Human Rights Unit and in the Significant Legal Issues Team of the Office of Legal Coordination. I am an active member of AGD's Indigenous Employee Network, have assisted in developing AGD's new two year Reconciliation Action Plan and the department has supportive of my ongoing involvement within the ACT Law Society.

Salary on commencement:
62,394

Duration of Program:

12 months

Number of Rotations:

Three

Agency graduate website:

ag.gov.au/About/careers/graduateprogram/pages/default.aspx

Agency Website:

[Ag.gov.au](https://ag.gov.au)

Social Media:

Twitter:

<https://twitter.com/agdgvau>

Linked In:

<https://linkedin.com/company/attorney-generals>

Quote(s):

Be part of Australian Government policy making and program delivery or work with Australian's foremost legal minds on significant matters!

AGD: Join us where law and policy meet.

AUSTRALIAN BUREAU OF STATISTICS

About Us

The ABS is Australia's national statistical agency and an official source of independent, reliable information. We tell the real story of Australia, its economy, and its people by bringing life and meaning to numbers.

Our workplace culture fosters inclusiveness, builds respect, and capitalises on diversity. We are especially seeking to increase representation of Aboriginal and Torres Strait Islander peoples and people with disability.

Our Reconciliation Action Plan outlines our commitment to ensuring recognition and respect for Aboriginal and Torres Strait Islander culture, increasing the recruitment and retention of Aboriginal and Torres Strait Islander peoples in the ABS and continuing to build positive relationships between Aboriginal and Torres Strait Islander peoples and other Australians.

How will you support your Indigenous Graduates/Culture

- Roles offered in all capital cities and Geelong (matched to graduate preference)
- Indigenous buddy/mentor
- Culturally aware / safe workplace
- Youmpla network

Indigenous Graduate Profile/Day in the life of Graduate

- do meaningful work from day one and be valued for your unique perspective and diverse views
- be placed in a permanent full-time role
- undertake a 12-month development program, that includes rotations, senior executive shadowing, virtual, self-paced and group learning activities.
- participate in on-the-job training specific to your role.

Read more re what to expect [What to expect as an ABS graduate | Australian Bureau of Statistics](#)

Quote(s): *The ABS is such a great place to work for. Everyone is friendly and supportive of my learning.*

At the ABS I have been able to balance my family and work commitments.

Salary on commencement:
\$66,852

Duration of Program:

**12 Months [commencing February 2023]*

Number of Rotations:

**Varies but at least 1*

Learning and Development Opportunities:

**12 mth Dev't program*

**Mentoring, SES shadowing*

**Rotation/s*

**Graduate project*

Agency Graduate Website:

[Start your career as an ABS graduate | Australian Bureau of Statistics](#)

Agency Website:

[Australian Bureau of Statistics \(abs.gov.au\)](#)

Social Media:

[Australian Bureau of Statistics | Facebook](#)

[Australian Bureau of Statistics \(@ABSStats\) / Twitter](#)

https://instagram.com/absstats?utm_medium=copy_link

AUSTRALIAN COMMISSION ON SAFETY AND QUALITY IN HEALTH CARE

About Us:

The Commission works in partnership with patients, carers, clinicians, the Australian, state and territory health systems, the private sector, managers and healthcare organisations to achieve a safe, high quality and sustainable health system. Key functions of the Commission include: developing national safety and quality standards, developing clinical care standards to improve the implementation of evidence-based health care, coordinating work in specific areas to improve outcomes for patients, and providing information, publications and resources about safety and quality.

How will you support your Indigenous Graduates/Culture:

The Commission's Graduates are supported with structured, balanced rotations and learning and development opportunities incorporating a blend of experience and exposure across the Commission's areas of work. The Commission's Graduate program is underpinned by individual professional development plans and is designed to develop skills and experience and constantly challenge. The Commission actively supports the recruitment, development and career progression of Aboriginal and Torres Strait Islander peoples by implementing the Commonwealth Aboriginal and Torres Strait Islander Employment Strategy and the Commission's Reconciliation Action Plan.

Indigenous Graduate Profile/Day in the life of Graduate

The Program runs for ten months, from February to December, during which time Graduates will complete three rotations across the Commission working on projects that are focused on improving the safety and quality of health care to all Australians. Areas of work may include:

- National Standards
- Clinical Care Standards
- Partnering with Consumers
- Safety and Quality Improvement Systems
- eHealth and Medication Safety
- Health Care Variation
- Antimicrobial Use and Resistance in Australia (AURA), Infection Prevention Control (IPC) and Healthcare Associated Infection (HAI).

Salary on commencement:

APS3 2021 salary \$65,050

Duration of Program: Ten Months

Number of Rotations: Three rotations

Learning and Development Opportunities: Learning and development will be supported by a range of on the job opportunities and experiences as well as formalised training, allowing for the development of knowledge and skills across a range of areas within the Commission.

Agency Website:

<https://www.safetyandquality.gov.au>

Social Media:

Twitter: @ACSQHC

LinkedIn: #ACSQHC

AUSTRALIAN COMMUNICATIONS AND MEDIA AUTHORITY

About Us

We regulate communications and media in Australia – rapidly changing sectors that are critical to our economy and our society. We respond to these changes and help protect the interests of all Australians.

We also work closely with the [eSafety Commissioner](#), which could see you helping to safeguard Australians at risk from online harm.

How will you support your Indigenous Graduates/Culture

Our graduate program is designed to introduce recent university graduates to the ACMA.

You'll be immersed in meaningful work during your placements and receive training and support to develop your skills, knowledge and experience.

Office locations:

The ACMA has offices in Canberra, Sydney and Melbourne.

Executive level Mentor

All ACMA graduates are matched with an SES 1 or SES 2 Executive level mentor. Mentoring is a fantastic development opportunity for both the mentee and the mentor and provides both parties the opportunity to gain valuable skills and grow professionally.

Graduate buddy

Indigenous Graduate Profile/Day in the life of Graduate

Build a career and help shape Australia's changing communications and media environment.

As a graduate at the ACMA, what you do each day will impact the lives of almost every Australian.

Our work is diverse and dynamic. You may find yourself working in a team to investigate complaints about radio or TV programs, or investigating Telcos who don't do the right thing. You could work to limit harmful gambling activities online, protect Australian's from scams and spam, or help shape our future working in our spectrum areas.

Please see our [Working with us](#) webpage for a broad range of employee profiles or our [Graduate webpage](#) to hear what our previous graduates have to say about their experiences.

Salary on commencement:
\$70,707

Duration of Program:
11-months

Number of Rotations:
Two

Learning and Development Opportunities:

- Participation in the Australian Public Service Graduate Development Program
- Executive level mentor
- Two work placements

Agency Graduate Website:
www.acma.gov.au/graduate-program

Agency Website:
www.acma.gov.au

Social Media:

[Facebook](#)
[Twitter](#)
[LinkedIn](#)

"The ACMA graduate program was a welcome and fulfilling experience. I built strong relationships with the amazing people I was fortunate enough to work with".

"I had 2 fantastic rotations in the research and investigations teams. It has been a pleasure to be involved in a broad range of work, including an investigation into a radio broadcaster, fielding many complaints, and researching cultural diversity on television".

AUSTRALIAN COMPETITION AND CONSUMER COMMISSION

About us

The ACCC is an independent statutory authority that administers the *Competition and Consumer Act 2010* and other Acts.

The ACCC works to promote effective competition and fair trading in the market place to benefit consumers, business and the community, and efficiency in the delivery of certain infrastructure services.

The ACCC shares staff, resources and facilities with the Australian Energy Regulator (AER).

How will you support your Indigenous Graduates/Culture

At the ACCC/AER we are committed to ensuring our people feel valued, supported and respected.

We encourage applications from Aboriginal and/or Torres Strait Islander peoples, people with disability and carers, people with cultural and linguistic diversity and LGBTQIA+ people.

If you choose to work with us you will contribute to our workplace culture, as well as outcomes that have far-reaching economic, industrial and legal implications. You will also have access to a range of activities and initiatives that support wellbeing and flexible work practices and will receive an attractive remuneration package including excellent leave benefits.

Indigenous Graduate Profile/Day in the life of Graduate

I had a great experience in the ACCC's graduate program. I enjoyed the opportunity to put the knowledge and experiences I had acquired at university towards work that has an impact on everyday Australians. My rotations across multiple teams allowed me to quickly develop a number of new skills and be exposed to the wide variety of work with which the ACCC is involved. A particular highlight of my time as a graduate was working in the ACCC's Competition Exemptions Branch, in which I helped assess applications for exemptions from competition law prompted by the COVID-19 pandemic. I have been proud to work alongside passionate and dedicated individuals throughout my time at the ACCC. Working in a number of supportive teams in an agency that really makes an effort to care for its people has been very rewarding from both a professional and personal perspective. I have taken on lots of new and interesting challenges, developed important workplace skills and made a host of new connections through participating in the Graduate Program.

- Sam, 2021 graduate

Salary on commencement:

\$64,616

Duration of Program:

70 weeks

Number of Rotations:

4

Learning and Development Opportunities:

Ongoing development, including formal and on-the job training programs and opportunities after the Graduate Program for advancement and mobility within and outside the organisation.

Agency Graduate Website:

<https://www.accc.gov.au/about-us/employment-careers/graduate-opportunities>

Agency Website:

<https://www.accc.gov.au/>

<https://www.aer.gov.au/>

Social Media:

<https://www.accc.gov.au/about-us/tools-resources/social-media>

AUSTRALIAN CRIMINAL INTELLIGENCE COMMISSION

About Us

The ACIC is Australia's national criminal intelligence agency. Our vision is an Australia hostile to criminal exploitation.

We work with our state and territory, national and international partners on investigations and to collect intelligence to improve the national ability to respond to crime impacting Australia. Our coercive powers give us a unique intelligence collection capability and allow us to inform and provide critical contributions to national strategies to combat serious and organised crime, cybercrime and national security threats.

How will you support your Indigenous Graduates/Culture

Our [Reconciliation Action Plan 2018–20](#) (RAP) outlines specific actions ACIC is taking to address imbalance and foster respectful and productive relationships with Aboriginal and Torres Strait Islander peoples in all aspects of our business.

You can read about the progress achieved throughout our RAP journey in our [Reconciliation Action Plan—Final Report 2018–20](#). This report highlights the achievements of our Reconciliation Action Plan and includes reflections on what we have learnt in our continued commitment to supporting reconciliation.

Indigenous Graduate Profile/Day in the life of Graduate

The ACIC Graduate Program will give you experience and exposure to different areas within the ACIC and the broader Department of Home Affairs portfolio. Your year will include a mix of on-the-job training and formal learning.

As a graduate at the ACIC, you will be part of a strong, diverse agency, with just under 1,000 employees, working across eight locations in Australia. Your drive, commitment and passion for your work will be critical to our future success.

Salary on commencement:

\$69,476

Duration of Program: 12 months

Number of Rotations:

2- 3 rotations

Learning and Development Opportunities:

CIDP, Wisdom

Agency Graduate Website:

www.acic.gov.au

Agency Website:

<https://www.acic.gov.au/careers/graduates>

Social Media:

Twitter @ACICgovau

Facebook:

www.facebook.com/ACIC

Quote(s):

“Protecting Australia from criminal threats through strategic response coordination and the collection, assessment and dissemination of intelligence and policing information”

AUSTRALIAN DIGITAL HEALTH AGENCY

About Us

When it comes to improving the health of all Australians, the role of digital technology is a vital part of a modern healthcare system. The Australian Digital Health Agency is helping to develop a connected healthcare system that's accessible, progressive, and secure, one that is inclusive and reduces disadvantage, especially for Aboriginal and Torres Strait Islander people.

Our role is to innovate and improve digital health in Australia through specifications, standards, services, and systems such as My Health Record and electronic prescriptions. Under the backdrop of COVID-19, digital health has seen exponential growth in relevance and importance, making it more significant than ever for all Australians and healthcare providers.

How will you support your Indigenous Graduates/Culture

We are committed to being an employer of choice. The Agency has a vibrant and inclusive workforce that fosters mutual respect and values the diversity of our people and the community we serve, with commitments to justice and equity for all Australians as outlined in our [Reconciliation Action Plan](#).

The Agency supports Aboriginal and Torres Strait Islander employees by:

- aiming to be a leader in diversity and inclusion and recognising the unique skills, knowledge, and insights each individual brings to the workplace
- investing in building capability and driving a culture to support and foster diversity and inclusion
- continuously acknowledging and developing our personnel to their full potential to build an innovative and dynamic workforce
- being committed to the importance of diversity and inclusion in our role as a leader in digital health
- modelling diversity, cultural safety, and inclusion.

Indigenous Graduate Profile/Day in the life of Graduate

We are committed to developing our graduates to succeed in their careers and become the leaders of our digital future. Our graduates will be:

- **Effective Communicator:** Communicate with confidence, be clear and concise
- **Leaders:** Model professional integrity, be committed to personal development
- **Values-driven:** Demonstrate Agency values, be respectful of others
- **Digital mindset:** Be digitally fluent, with digital ways of thinking and working
- **A team player:** Work with others and take individual responsibility
- **Independent:** Exercise judgement, think creatively, resolve issues

Salary on commencement:

APS3 (\$73,459, including 15.4% super)

Duration of program:

12 months

Number of rotations:

Up to 4

Learning and development opportunities:

- Personalised development plan specific to your profession
- Leadership development
- Digital capability
- APS core skills

Agency careers website:

digitalhealth.gov.au/careers

Agency website:

digitalhealth.gov.au

Social media:

[LinkedIn](#) [Facebook](#) [Twitter](#)

"I love that we all work very well together, are able to have a laugh and are a very supportive bunch." – Odile, Brisbane.

"I enjoy the dynamic and challenging nature of my work and the impact my contributions can make, but most of all, I like working at the Agency because of the people I work with across all three locations." – Daman, Canberra.

"I love the people that I work with at the Agency and the fact that every day presents a new opportunity to assist in providing better health delivery for all Australians." – Terri, Sydney

AUSTRALIAN ELECTORAL COMMISSION

About Us

The role of the Australian Electoral Commission is to maintain an impartial and independent electoral system for eligible voters.

The Australian community expects – and demands – that the AEC be a professional, responsive electoral management body with an outstanding reputation for sound processes and integrity in delivering electoral events and services.

The AEC also established the Indigenous Electoral Participation Program to close the gap in Indigenous disadvantage in electoral participation, with the objective to increase enrolment, voter turnout, formality, and employment of Aboriginal and Torres Strait Islander peoples in Australian elections.

How will you support your Indigenous Graduates/Culture

By building and maintaining strong relationships with Aboriginal and Torres Strait Islander Peoples, the AEC plays its part in promoting reconciliation in Australia. The AEC acknowledges that activities supporting reconciliation can improve Aboriginal and Torres Strait Islander employment outcomes.

Diversity at the AEC is about an inclusive culture, fostering an environment that values, respects and utilises the contributions of all individuals, recognising we all come from a range of different backgrounds, experiences, and perspectives. If you are interested in working in a dynamic, innovative, and collaborative environment, where diversity of thought is valued, then the AEC is the place for you.

Indigenous Graduate Profile/Day in the life of Graduate

You can play a crucial role in running a federal election, which is the nation's largest peacetime logistical event. At the AEC, we are proud of the part we play in democracy. So, come join us and help shape your country's future.

During your time as a graduate with the AEC, you will have access to professional development and on-the-job training. You will work alongside dedicated and innovative people to design, develop and deliver policies, programs and services that benefit all Australians.

In your graduate year, you will gain valuable skills and experience through a comprehensive induction program and a series of placements across our business. This will help you get to know what we do at the AEC.

Salary on commencement:
\$68,915

Duration of Program:
12 months

Number of Rotations:
2 rotations

Learning and Development Opportunities:

- On-the job training
- APS Graduate Development Program

Agency Graduate Website:
<https://www.aec.gov.au/employment/graduates.html>

Agency Website:
<https://www.aec.gov.au/>

Social Media:
The AEC has Facebook, Twitter, Instagram, Youtube, Flickr, and LinkedIn. Please use the line of logos provided.

AUSTRALIAN FISHERIES MANAGEMENT AUTHORITY

About Us

AFMA is the Australian Government agency responsible for the efficient management and sustainable use of Commonwealth fish resources on behalf of the Australian community.

We manage and monitor commercial Commonwealth fishing to ensure Australian fish stocks and our fishing industry are viable now and in the future. This is achieved through understanding and monitoring Australia's marine living resources and regulating and monitoring commercial fishing, including domestic licensing and deterrence of illegal foreign fishing.

How will you support your Indigenous Graduates/Culture

As a world leading fisheries management organisation we recognise that the performance and commitment of our staff is essential to our success. We provide an inclusive work environment where staff are encouraged and supported to reach their full potential.

Through AFMA's core business in managing the Commonwealth's fisheries, AFMA has built strong connections with Aboriginal and Torres Strait Islander peoples in the indigenous fishing sector and with offices based on Thursday Island - Torres Strait, Darwin - Northern Territory, Lakes Entrance - Victoria and Canberra - Australian Capital Territory.

Indigenous Graduate Profile/Day in the life of Graduate

As an AFMA graduate:

- you will build on your degree
- become part of a workplace where we make and implement decisions for the efficient and sustainable management of Commonwealth fish resources
- make a real difference in the management of Australian fisheries
- participate in a five day industry tour where you will meet with key industry stakeholders
- be mentored by senior staff
- receive competitive remuneration, flexible working arrangements and conditions of employment
- kick start your career in the Australian Public Service

Salary on commencement:
\$63,804

Duration of Program:
12 months program

Number of Rotations:
Three diverse work rotations

Learning and Development Opportunities:

Tailored learning and development including rotation specific training, APS core capability training, industry tour and on-the-job opportunities

Agency Graduate Website:

<https://www.afma.gov.au/about/careers/graduate-employment-and-development-program>

Agency Website:

<https://www.afma.gov.au>

Social Media:

<https://www.facebook.com/AustralianFisheriesManagementAuthority>

<https://www.linkedin.com/company/australianfisheriesmanagementauthority/>

Quote(s):

AFMA – securing Australia's fishing future

AUSTRALIAN GEOSPATIAL-INTELLIGENCE ORGANISATION

About us

Understanding what happens where and when, underpins all strategic and operational decisions. At AGO, you will inform decision-making at the highest levels of government and contribute towards the protection of Australia's national security. You will provide unique insights into international developments and critical support to ADF operations and activities.

AGO provides Geospatial-Intelligence (GEOINT) in support of the Australian Defence Force, broader Government and National Intelligence Community priorities. GEOINT is derived from the exploitation and analysis of imagery and geospatial data that informs our understanding of features and events, with reference to space and time.

How will you support your Indigenous Graduates/Culture

AGO is committed to increasing Aboriginal and Torres Strait Islander representation by offering attractive entry level programs into the Australian Defence Force (ADF) and the Australian Public Service (APS). As part of the Department of Defence, AGO is strongly committed to the National Agreement on Closing the Gap and reconciliation through its Defence Reconciliation Action Plan (D-RAP) 2019-2022.

Day in the life of a Graduate

AGO is an exciting place to work. As an intelligence graduate within the Intelligence Stream of the Defence Graduate Program, you will work with a diverse group of people who are dedicated to protecting Australia's interests. You will carry out work that has a true purpose and enjoy unique experiences. You will receive dedicated, ongoing training and have opportunities to use and develop your skills in a dynamic and rewarding environment that makes a vital contribution to protecting the lives of Australians at home and overseas.

During the Graduate Program, you will acquire an enhanced understanding of global events that are relevant to Australia's national security, and have unique access and insights that contribute to high-level decision-making. You will collect, analyse and disseminate geospatial information and intelligence on locations, activities and capabilities through imagery from satellites, aircraft and other sources.

Salary on commencement:

\$71,207 + 15.4% Super

Duration of Program:

12 Months

Number of Rotations: 3

Learning and Development

Opportunities: AGO Graduate Development Training Program

Agency Graduate Website:

<https://www.defence.gov.au/Graduates/program-intelligence.asp>

Agency Website:

www.ago.gov.au

Social Media:

Twitter: @deptdefence

Instagram: defenceaustralia

Quote:

AGO is an organisation which sources graduates from diverse academic backgrounds in order to provide different perspectives on a range of global issues. Due to the nature of the graduate program, I moved to Canberra at the same time as other graduates. As we were all new, we have had the opportunity to network, establish long-lasting friendships and enjoy Canberra's offerings.

- James, AGO Graduate

AUSTRALIAN INSTITUTE OF HEALTH AND WELFARE (AIHW)

About Us

The Australian Institute of Health and Welfare AIHW is an independent statutory agency. We produce authoritative and accessible information and statistics to inform and support better policy and service delivery decisions, leading to better health and wellbeing for all Australians. We are focused on turning data into useful information and telling the broader story.

How will you support your Indigenous Graduates/Culture

Our vision for reconciliation is a workplace culture at the AIHW that embraces both Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians, and embodies equity, acceptance and celebration of our shared history.

The AIHW has a dedicated Indigenous Group and a RAP Working Group along with an SES Indigenous Champion who are available to provide internal Indigenous support.

Indigenous Graduate Profile/Day in the life of Graduate

As an AIHW Graduate you will contribute to the development of high-quality reports and other information products that are used to help shape the policies and programs that lead Australia's health, aged care, wellbeing, support for families and minority groups, and diseases.

You may have the opportunity to:

- Research and contribute to key projects and reports
- Assist in the collation, analysis or reporting of health, housing or community services statistics and information
- Contribute to the development, documentation and maintenance of data collections and standards
- Liaise with internal and external AIHW stakeholders through your involvement in writing reports and papers, data collation and analysis

Salary on commencement:
\$70,271

Duration of Program:
12 months

Number of Rotations:
Nil

Learning and Development Opportunities:
Internal

Agency Graduate Website:
<https://www.aihw.gov.au/about-us/careers/graduate-intake>

Agency Website:
<https://www.aihw.gov.au/>

Social Media:
Twitter: @aihw

LinkedIn:
<https://au.linkedin.com/company/australian-institute-of-health-and-welfare>

Instagram: aihw.gov.au

AUSTRALIAN PUBLIC SERVICE COMMISSION (APSC)

About Us:

The APSC makes a practical and positive difference to the effectiveness of the Australian Public Service (APS). Our role is to position the APS workforce for the challenges facing Australia now and into the future.

Our work is evidence based, well researched and collaborative. We set the standards of integrity and accountability, and drive workforce strategies that build productivity, performance and inclusion across the APS. Our role spans across all departments and agencies.

How will you support your Indigenous Graduates/Culture:

Here at the APSC, we support our Indigenous employees by providing:

- an inclusive and culturally safe workplace
- access to flexible work arrangements
- internal support, including specialist HR advisors, Indigenous employee network and other diversity networks
- access to leave arrangements for cultural and ceremonial purposes
- investment and support in professional development and opportunities for further study
- opportunities to engage in leadership development programs aimed at advancing your career
- supporting mobility through secondments
- participation in APS wide Indigenous networking

Indigenous Graduate Profile/Day in the life of Graduate

Our graduates experience 2x 6 month rotations in different groups across the commission. These placements are based on organisational priorities, with consideration to your skills and expertise.

Our graduates take part in a major project together and also have the opportunity to present the findings of their project to the APSC executives.

2021 Indigenous Graduate at APSC:

During my rotations within the APSC I was expected to manage both my Graduate Development Program as well as my corporate commitments to the Reconciliation Action Plan Working Group. I thought that this would be hard to break to my supervisor as I wanted to make myself available for tasks within my area. What I found however, in all my rotations for that matter, was that my supervisors were all accommodating and really encouraged me to just communicate my capacity and helped me plan my schedules to ensure I could manage all commitments.

Salary on commencement:

N/A (will be able to provide this closer to 2023)

Duration of Program:

12 months

Number of Rotations:

2x 6 month rotations

Learning and Development Opportunities:

- Access to a range of APSC specific learning resources and APS Academy courses to support your work and career in the APS.
- Study Assistance available

Agency Graduate Website:

[Indigenous Careers | Australian Public Service Commission \(apsc.gov.au\)](https://www.apsc.gov.au/indigenous-careers)

Agency Website:

[Australian Public Service Commission \(APSC\)](https://www.apsc.gov.au)

Social Media:

[Social media | Australian Public Service Commission \(apsc.gov.au\)](https://www.apsc.gov.au/social-media)

AUSTRALIAN SECURITIES AND INVESTMENTS COMMISSION

About Us

The Australian Securities Investments Commission (ASIC) is Australia's corporate, markets, financial services and consumer credit regulator. At ASIC, there's good reason for everything we do: every law we regulate, every action we take, every interaction we have with industry and consumers. You'll work alongside those at the forefront of regulatory practice and support ASIC's vision for a fair, strong and efficient financial system for all Australians.

How will you support your Indigenous Graduates/Culture

ASIC aims to provide a workplace where all people are treated with fairness and respect, with ASIC's commitments to Indigenous advancement are outlined in our Reconciliation Action Plan. Aboriginal and Torres Strait Islander team members are supported by the Indigenous and Inclusion Partner, with access to cultural leave, a supportive network for Indigenous staff, membership of ASIC's Reconciliation Action Plan Working Group, and a focus on cultural safety education within our workforce.

Indigenous Graduate Profile/Day in the life of Graduate

Ebony Jackson, Quandamooka, ASIC 2019 Law Graduate

'I am a lawyer in ASIC's Corporations team, so my day-to-day work usually involves corporate finance activity by public companies, such as initial public offers and secondary capital market fundraising, and mergers and acquisitions. Our work also extends to market disclosure by listed companies, financial reporting and general corporate governance practices.

A typical workday might involve reviewing disclosure documents, engaging with law firms on transactions and assessing applications for relief from the Corporations Act. I might also spend time on some of our team's projects. My role is fast paced and challenging.'

Salary on commencement:

\$70,797 base + 15.4% superannuation

Duration of Program:

24 months

Number of Rotations:

4

Learning and Development Opportunities:

- Induction
- 3 x three-day courses
- External development sessions

Agency Graduate Website:

[ASIC careers | Graduate program](#)

Agency Website:

[ASIC Careers](#)

Social Media:

[ASIC | LinkedIn](#)

[ASIC Connect | Facebook](#)

[ASIC Connect \(@ASIC_Connect\) | Twitter](#)

AUSTRALIAN SIGNALS DIRECTORATE

About us

The Australian Signals Directorate (ASD) defends Australia from global threats and advances the national interest by providing foreign signals intelligence, cyber security and offensive cyber operations, as directed by the Australian Government.

For 75 years ASD's successes have been underpinned by a diverse workforce. We are made stronger through the variety of different people and perspectives that, when combined, enable us to develop innovative solutions to seemingly impossible problems.

How will you support your Indigenous Graduates/Culture

Our work is challenging and requires the strength of a close-knit and diverse team to succeed where others cannot. Recognition of Indigenous Australians and their continuing connection to Country, Culture and Community is an important part of our team culture.

At ASD you will have the choice to explore unique job opportunities while developing your skills in a supportive and respectful culture. As an Indigenous Graduate, you will join a strong cohort of Indigenous Australians within the National Intelligence Community, who have made, and continue to make a valuable contribution to our national security.

Indigenous Graduate Profile/Day in the life of Graduate

- Ability to join the ASD Aboriginal and Torres Strait Islander Network
- Opportunity to connect with SES Champion
- Be supported to participate in cultural and ceremonial days of significance
- Participate in tailored professional development opportunities

Salary on commencement:

\$69,811 plus 15.4% superannuation

Duration of Program:

12 months

Number of Rotations:

3 four-month placements

Learning and Development Opportunities:

Rotate between different roles

Work in multi-disciplinary teams

Learn to use specialised systems

Receive mentoring and on-the-job training

Attend industry courses and conferences

Agency Graduate Website:

<https://www.asd.gov.au/career/s/graduates>

Agency Website:

<https://www.asd.gov.au>

Social Media:

<https://twitter.com/ASDGovAu>

Quote(s):

Reveal their secrets, Protect our own

AUSTRALIAN TAXATION OFFICE

About Us

Tax and super is not the only thing we do at the ATO - we think you'll be surprised by the different types of work we offer, the career possibilities and how much you'll love working here with us.

We're a big organisation with approximately 20,000 staff and a presence in many locations across Australia. We pride ourselves on being an award-winning employer that nurtures new talent and allows our employees to excel. We offer the opportunity to have a meaningful career that improves

How will you support your Indigenous Graduates/Culture

As an ATO Graduate, you'll be given all the challenges you desire, with meaningful work and an extended training program to help you navigate through your career journey, all while being a part of an organisation that strives to make a positive impact.

We believe that reconciliation is everyone's business, and for the ATO it's about valuing the contribution Aboriginal and Torres Strait Islander peoples bring to this organisation – as employees, suppliers and clients. We are focused on the recruitment and career development of Aboriginal and Torres Strait Islander peoples.

We have reflected this commitment in our [Reconciliation Action Plan](#) and [Diversity and Inclusion Strategy](#) to improve the representation, implement tailored career and employment opportunities for Aboriginal and Torres Strait Islander peoples in the ATO.

We have an Aboriginal and Torres Strait Islander ally network 'Kawutilin', an Indigenous Employee Network 'Moondani' and Indigenous Liaison Officers whose role it is to provide support to our Aboriginal and Torres Strait Islander employees and provide cultural guidance and advice to non-Indigenous staff.

Indigenous Graduate Profile

I'm a 2020 ATO graduate with a marketing and communications background. I completed two rotations - one in external marketing and communications and one in our media team where I was fortunate enough to be placed permanently. My favourite part of my current role is that I feel that I've achieved something every single day and I'm also consistently given new growth opportunities.

My highlight from the ATO Graduate program, apart from all the friends and networks I've made, is how supportive everyone in the program was and learning about the breadth of work the ATO does, internally and externally. You'd be surprised at how much diversity there is in the work available – there are so many opportunities in this organisation.

Jess Butler

Salary on commencement:

Starting salary of more than \$65,000

Duration of Program:

12 months

Number of Rotations:

2 work rotations

Learning and Development Opportunities:

Our comprehensive program is structured into 4 units, incorporating training courses and other development activities. This includes corporate, tax and stream specific topics aimed to build skills that will have immediate application with your work in the ATO.

Agency Graduate Website:

www.ato.gov.au/grads

Agency Website:

www.ato.gov.au

Social Media:

Twitter:

https://twitter.com/ato_gov_au

LinkedIn:

<https://www.linkedin.com/company/australian-taxation-office/>

Facebook:

https://www.facebook.com/ato_govau

BUREAU OF METEOROLOGY

About Us

The Bureau of Meteorology (the Bureau) is Australia's national weather, climate and water agency, providing a wide range of products and services to support informed decision-making by governments, emergency services, industry and the community. The Bureau's products and services include a range of observations, forecasts, warnings, analyses and advice covering Australia's atmosphere, water, ocean and space environments. Its expertise and services assist Australians to manage and live within their natural environment. The Bureau is one of the few organisations in Australia that touches the lives of all Australians every day. Since 1908, the Bureau has proudly provided an extraordinary array of products and services that have contributed to economic prosperity, public safety and community well-being. The knowledge of, and insights into, Australia we have gained over this period are unique and irreplaceable.

How will you support your Indigenous Graduates/Culture

At the Bureau of Meteorology, you will enjoy the support of a great team of people with a genuine passion for their work, an excellent range of professional development opportunities, and access to unique and rewarding long and short-term assignments across our extensive network.

We pride ourselves in finding the best fit for our Graduate based on their studies. We train them in the role required, with rotations determined by the role they are doing.

We will introduce them to the Indigenous Employment Network, Indigenous Weather Knowledge, support them culturally, explain our Reconciliation Action Plan goals and encourage them to join the IEN & RAP group

Indigenous Graduate Profile/Day in the life of Graduate

This is determined by the group they are in and what role they are being trained in: whether that is HR, STEM, IT, Data & Digital, Economist or Generalist

Salary on commencement:
\$60,026

Duration of Program:
12 months

Learning and Development Opportunities:

The complexity and nature of our work and vast network of workplaces across Australia allows us to offer a diverse range of rewarding careers.

Agency Graduate Website:

<http://www.bom.gov.au/careers/options.shtml>

Agency Website:

<http://www.bom.gov.au/>

Social Media: Facebook/
YouTube/ Instagram/ Twitter

Every day, the Bureau of Meteorology delivers products and services that contribute to the health, safety, wellbeing, social and economic lives of all Australians.

We aspire to bold goals: helping to contribute to zero lives lost due to natural hazards; and contributing \$2 billion in added social and economic value for the Australian community by 2022.

CIVIL AVIATION SAFETY AUTHORITY

About Us

CASA regulates Australian aviation safety. Our mission is to promote a collaborative culture through a fair, efficient aviation safety regulatory system, supporting our aviation community.

We employ about 800 people across Australia. Our people work across these areas:

- Regulatory Oversight
- National Operations
- Stakeholder Engagement
- Legal International and Regulatory Affairs
- Corporate Services
- Transformation and Safety Systems
- Finance

We were established as an independent statutory authority in July 1995 and work together with the Department of Infrastructure, Transport, Regional Development and Communications and Airservices Australia to achieve our vision of safe skies for all.

Indigenous Graduate Profile/Day in the life of Graduate

We have a number of exciting and unique opportunities for graduates in both operational and support roles. Our industry expertise makes us unique. Joining our team, you will learn from some of the most experienced people in the industry and deliver important outcomes that make a difference to people and aviation safety in Australia.

We provide learning and development for our employees, arranging structured learning and development opportunities through online and face to face programs.

We are committed to developing our people. Employees are encouraged to participate in activities that support their ongoing professional development.

As a graduate with CASA you will be provided with challenging, meaningful and diverse work. If you are excited and energised by change and innovation and you are looking to make a contribution to both aviation safety and to the Australian public, join us and be part of CASA's ongoing transformation. You will have a chance to work in different work areas relevant to your selected graduate stream.

Salary on commencement:
\$70,746

Duration of Program:
12 months

Number of Rotations:
1

Learning and Development Opportunities:
On the job learning,
Individualised learning plans

Agency Graduate Website:

[APS Jobs](#)

Agency Website:
casa.gov.au

Social Media:
[Our use of social media | Civil Aviation Safety Authority](#)
(casa.gov.au)

DEPARTMENT OF AGRICULTURE, WATER AND THE ENVIRONMENT

About Us

We protect Australia's natural resources and help develop strong agricultural industries. We work with others to ensure our land, water and heritage are well-managed, protected and productive. For today and into the future. As an organisation, we are committed to building a culture where difference is valued and respected, and where we work together and leverage the benefit of our diversity.

We recognise the important perspective Aboriginal and Torres Strait Islander people bring to our work, through their connection with the land, water and heritage of Australia.

How will you support your Indigenous Graduates/Culture

We support our graduates through our networks that connect previous graduates, mentors, employees, and Indigenous Champions. There are several networks in the Department that advocate for and support diversity, inclusion, and organisational change.

Participation in NAIDOC week and Acknowledgements of Country are intrinsic to the department's undertakings. Our Reconciliation Action Plan (RAP) is in place to pursue a significant representation across the department from Aboriginal and Torres Strait Islander peoples. The RAP is a practical and determined plan for building and maintaining strong relationships in the workplace and community.

Indigenous Graduate Profile

I was a 2020 graduate with the Department of Agriculture, Water and the Environment. My time with the Department as a Graduate provided me with incredible opportunities in a diverse range of roles whilst aligning perfectly with my degrees and interest. During the Graduate program I took part in four rotations. My first rotation was in the Reef 2050 team working on the 5 yearly update of the Reef 2050 Sustainability Plan, I then worked in Aquatic Animal Biosecurity looking at the review into import regulations for crustaceans. I then worked in a Communications and Engagement role with the Commonwealth Environmental Water Office and finally, I completed a rotation with Marine and Island Parks where I was successful in securing an ongoing position in the team after the Graduate program finished. This role has seen me relocate to Hobart, Tasmania to the Kinston office where I am currently working with a team to roll out round three of the Our Marine Parks Grant Program worth up to \$8.6 Million. My highlight of the program was being able to travel interstate and represent the Department to engage with stakeholders as part of the Graduate Industry project to research how us as workers in the Department can make real change to communities.

Brian Tracey, 2020 Graduate

Salary on commencement:
APS3 - \$69,363.00

Duration of Program:
12 months

Number of Rotations:
3

Learning and Development Opportunities:
Advancement to APS4/5

Agency Graduate Website:
<https://www.awe.gov.au/about/jobs/graduates>

Agency Website:
<https://www.awe.gov.au>

Social Media:
Facebook, LinkedIn and Instagram

DEPARTMENT OF DEFENCE

About us

Defence is seeking graduates from across all academic disciplines to take up the challenge of working for one of Australia's largest organisations, with a mission of defending Australia and its national interests.

As a Defence Indigenous Graduate, you will be placed on one of 4 graduate pathways:

- **Intelligence:** placements in Australian Signals Directorate and Defence Intelligence Organisation;
- **Policy and Corporate:** placements in Human Resources, Finance and Information and Communication Technology;
- **Technical:** placements in logistics, engineering and Maritime engineering and naval construction; and
- **Innovation:** placements in research, science and technology.

These four pathways are tailored to provide excellent learning, development and career progression opportunities to propel you into your future Defence career with confidence. You will work with a diverse group of men and women who are dedicated to protecting Australian interests.

How will you support your Indigenous Graduates/Culture

- Tailored mentoring
- Buddy system; matching with another Indigenous member of the department who can assist with welcoming you into the department
- Access to Indigenous Champions and senior executives for career advice
- monthly virtual networking opportunity
- Participation in NAIDOC week events

Indigenous Graduate Profile/Day in the life of Graduate

Bridie's Story: As a proud Jinibara woman from Queensland, my keen interest in joining the Defence Graduate Program in 2018, was motivated primarily by the Department's ongoing commitment to Diversity, Inclusion and the 'Closing the Gap' strategy.

Since joining Defence, I have been exposed to unique career opportunities I didn't realise were possible. From creating social media content on behalf of the department as the Defence Social Media Coordinator to designing a future prototype combat ration pack as a Military Nutrition Researcher – my working days are never dull!

Salary on commencement:

APS 4 – \$69,811 annually

Duration of Program:

12 months or 18 months
(Technical Pathway)

Number of Rotations:

3 x 4 months or 3 x 6 months
(Technical Pathway)

Learning and Development Opportunities:

Targeted rotation specific training.

- 23/7 access to Defence's Online Academy.
- Further sponsored study.
- Mentoring.

Agency Graduate Website:

www.defence.gov.au/Graduates/

Agency Website:

www.defence.gov.au

Social Media:

Twitter:

https://twitter.com/indigenous_gov

LinkedIn:

<https://www.linkedin.com/company/national-indigenous-australians-agency>

Facebook:

<https://www.facebook.com/indigenous.gov.au>

DEPARTMENT OF EDUCATION, SKILLS AND EMPLOYMENT

About Us

The Department of Education, Skills and Employment (DESE) contributes to Australia's economic prosperity and social wellbeing by creating opportunities and driving better outcomes for people, through education, skills and employment pathways. We draw on the best available research, evidence and data and work collaboratively with industry, stakeholders and state and territory governments.

The focus of our work and the enabling services we need to deliver are broad, that's why we need people with diverse skills to work with us.

How will you support your Indigenous Graduates/Culture

DESE acknowledges the valuable and unique contribution Aboriginal and Torres Strait Islander peoples bring to our organisation. DESE supports Indigenous Graduates and Culture through:

- Dedicated Indigenous Liaison Officer
- Employee Assistance Program Indigenous Counsellors
- Aboriginal & Torres Strait Islander Employee Network
- SES Indigenous Co-Champions
- Reconciliation Action Plan
- NAIDOC Week and National Reconciliation Week events

Indigenous Graduate Profile

I am a Wiradjuri woman from Dubbo. I commenced in DESE as a graduate in 2020. My first placement was in the STEM and Digital Technologies Team where I managed programs run through the Australian Academy of Science. I administered progress reports and payments and provided monthly feedback on the Academy's programs. I also researched the impact of out-of-field teaching in STEM subjects in schools and identified resources that could be put in place to support teachers working out of field. In my second placement I worked in the Workforce Policy Team for Early Childhood and Child Care (ECCC). I worked closely with key stakeholders to establish a Strategy for the ECCC working group and worked on complex procurement processes as well as negotiating and drafting contracts. Since the graduate program I have been working in the Regional Schools Policy Team as a Policy Officer, working to improve the outcomes for students living in regional, rural and remote Australia.

Salary on commencement:

\$67,828

Duration of Program:

10 months

Number of Rotations:

2

Learning and Development Opportunities:

Graduate Certificate in Public Administration
On-the-job learning

Agency Graduate Website:

<https://www.facebook.com/DESEGradPrograms>

Agency Website:

<https://www.dese.gov.au>

Social Media:

<https://www.facebook.com/DESEGradPrograms>

[\(6\) Australian Government Department of Education, Skills and Employment \(DESE\): Overview | LinkedIn](#)

Quote(s):

"During my graduate year I got exposure to different areas of the department and worked closely with my peers"

DEPARTMENT OF FINANCE

About Us

Finance drives delivery of the Australia Government's Budget, advising on new policies, programs and supporting agencies through the Budget process. Also, Finance provides advice to the government on many of its strategic priorities, including advancing public sector reform through the Smaller Government Agenda and on optimal arrangements for the management and ownership of public assets. We do this through our professional and considered approach to providing advice, developing policy, delivering services and engaging with our clients and stakeholders. You don't need a finance degree to come and work with us.

How will you support your Indigenous Graduates/Culture

Our vision for reconciliation is of a collaborative and respectful Department, which creates opportunities for and builds relationships with Aboriginal and Torres Strait Islander staff, communities and businesses.

Our Aboriginal and Torres Strait Islander employees have access to:

- Aboriginal and Torres Strait Islander Staff Network to provide support and networking opportunities with other staff
- Indigenous Liaison Officer who can assist staff to map and progress career development, as well as provide general support.

Indigenous Graduate Profile - Luke Mahoney – Kamilaroi (Warrumbungles Region, Coonabarabran)

Degree – Bachelor of Science in Psychology

I chose the Department of Finance Graduate Program for multiple reasons:

- 1) The friendly and welcoming culture Finance offered, including answering all my questions
- 2) It was open to people from all degrees, not just economists
- 3) I wanted to be part of the critical role Finance plays as a Central Agency (specifically in Social Policy)

I stayed with Finance following the graduate program for the interesting and challenging nature of the work, the professionalism and kindness of the people, and the pragmatic decision making on working arrangements during the pandemic.

Salary on commencement:
\$65840 (will increase due to 2021 EA determination)

Duration of Program: 12 months

Number of Rotations: Two rotations prior to final placement

Learning and Development Opportunities: Various opportunities to participate in learning activities to build your skills, knowledge and experience.

Agency Graduate Website:
<https://www.finance.gov.au/publications/information-sheet/graduate-program>

Agency Website:
www.finance.gov.au

Quote(s): 'I stay at Finance not only for the interesting work but for the championing of diversity it encourages' – Luke Mahoney (2020 Graduate)

DEPARTMENT OF HEALTH

About us

Our vision is better health and wellbeing for all Australians, now and for future generations.

We aim to achieve our vision through evidence-based policy, well targeted programs and best practice regulation.

Our strategic priorities include:

- better health and ageing outcomes for all Australians
- an affordable, quality health and aged care system
- better sport outcomes.

How will you support your Indigenous Graduates/Culture

Health is an inclusive workplace where we acknowledge and respect the importance of workplace diversity and inclusion. It enriches our workplace and helps us to deliver better health outcomes for all Australians.

Our vision is for Health to become an employer of choice for people with diverse backgrounds. We offer a number of initiatives, action plans and policies to support an inclusive and diverse workforce.

Our Diversity Champions play an important role in providing leadership and representation that creates a positive and inclusive workplace.

Joe – 2021 Graduate (Indigenous Graduate Stream)

The Department of Health is a fantastic place to work with an organisational culture that values respect, openness, collaboration and flexibility. As an employee, I have felt valued and supported from day one and this has made my time at the Department so enjoyable. The Graduate Program has been an incredible experience. From the moment I was accepted, the Entry Level Programs team have been a fantastic support who have always been very helpful.

The program consists of three rotations over a 10-month period. I am currently completing my second rotation. Across both rotations, I have completed a wide range of tasks that have enabled me to bring my own perspectives, knowledge and experiences to the role. As a graduate, you will be supported in everything you do. A major highlight of the program so far was having the opportunity to attend a meeting at Parliament House with the Minister.

One of the major benefits of the Indigenous Graduate Pathway stream is one application provides a pathway for Indigenous graduates to enter the Australian Government. This enabled me to focus on preparing that one application, rather than numerous applications to different departments. You will be supported through the application process, so if you have any questions, have a yarn with the Indigenous Graduate Pathway team.

The best piece of advice I can give to applicants is be yourself. It is important that at each stage of the application process, you are prepared and know what to expect, but each individual in unique and bringing your own perspectives to the application process will ensure that you are able to put your best foot forward.

Salary on commencement:
\$65,056

Duration of Program: 10 months

Number of Rotations: 3

Learning and Development Opportunities: Yes

Agency Graduate Website:
<https://www.health.gov.au/about-us/work-with-us/graduate-program>

Agency Website:
<https://www.health.gov.au/>

Social Media: Facebook, Twitter

DEPARTMENT OF HOME AFFAIRS

About us

Are you curious and willing to stretch yourself to achieve your full potential?

Australia prospers significantly from being open, engaged and connected to the rest of the world. Whether it is through our contribution to world-class trade and migration programs, protecting the Australian border, community, financial sector or critical infrastructure, or other national security activities – our ultimate mission is to contribute through our unique capabilities, to ensure an Australia that is prosperous, secure and united.

How will you support your Indigenous Graduates/Culture

We acknowledge Indigenous Australians as the traditional owners of this land and recognise the importance of learning about our shared histories, cultures and achievements. We are committed to creating a workplace that is culturally aware and to providing support to our Indigenous staff to maximise their full potential.

Working for the Department, you will have access to great working conditions, exposure to a unique and diverse range of work, various types of personal and cultural leave, flexible work practices, a work/life balance and access to a variety of career progression tools.

Indigenous employees are fully supported and have access to the Department's Indigenous Employment Team, and Indigenous Staff Support Network, as well as access to the Indigenous Mentoring Program.

Indigenous Graduate Profile/Day in the life of Graduate

Alana – 2021 General Stream, Indigenous Graduate Pathways

The Department of Home Affairs is a vastly diverse workplace that has allowed for me to work and engage with four different business areas over the course of my graduate year. In these teams, I have contributed first hand to issues that face and affect all of Australia. I would highly recommend for Aboriginal and/or Torres Strait Islander graduates to undertake this opportunity and see where the Department of Home Affairs could take you.

Salary on commencement:

\$70,590 per annum plus 15.4% superannuation

Duration of Program:

12 Months

Number of Rotations:

Four

Learning and Development Opportunities:

Tailored APS fundamentals program during your first rotation and access to 'opt in' further training opportunities designed to meet your development needs

Agency Graduate Website:

<https://www.homeaffairs.gov.au/about-us/careers/graduate-program>

Agency Website:

www.homeaffairs.gov.au

Social Media:

Linked in:

<https://www.linkedin.com/company/department-of-home-affairs/about/>

Facebook:

<https://www.facebook.com/AusHomeAffairs/>

Department Contact:

entry.programs@homeaffairs.gov.au

Quote(s): Your Career,
Australia's Future

DEPARTMENT OF INDUSTRY, SCIENCE, ENERGY AND RESOURCES

Tell us about your department

The Department of Industry, Science, Energy and Resource's (DISER) vision is to enable growth and productivity for globally competitive industries by supporting innovation, science and commercialisation; growing business investment and improving business capability; streamlining regulations; and building a high performance organisation.

How will you support your Indigenous Graduates/Culture

The program offers:

- ongoing employment with multiple work placements,
- a structured 12-month training and development program,
- matched with a mentor to provide guidance on your career,
- a starting salary of \$68,436 plus 15.4% superannuation, and advancement to the APS 5 (current salary of \$77,913 plus 15.4% superannuation) upon successful completion of the program.

DISER also offers a range of support networks including the Indigenous Employee Network (IEN).

Indigenous Graduate Profile/Day in the life of Graduate

The following outlines the day in the life for Kirsty, one of DISER's 2021 indigenous graduates.

7:58AM

I arrive to work and as I head to the staff fridge to put away my lunch, I run into my previous team members.

8:16AM

I get to my desk and log on for the day. I quickly go through my emails to check that I have no new priorities as today I will be focusing on our teams weekly Intel reporting.

9:05AM

My supervisor invites me for a coffee run, just what I need!! We quickly duck out to a local café and I order an almond cappuccino to get me through the rest of the day as I complete this reporting.

10:10AM

My grad project team has just sent through a meeting request to discuss submitting our project.

12:00PM

Lunch, yes!! I meet with a fellow grad on the roof top as it's great to be out in sun!

Salary on commencement:

\$68,436

Duration of Program:

12 months

Number of Rotations:

2 or 3 work placements

Learning and Development Opportunities:

targeted training, exposure to SES, graduate networking opportunities, SES mentoring and graduate major projects..

Agency Graduate Website:

<https://www.industry.gov.au/about-us/work-with-us>

Agency Website:

<https://www.industry.gov.au/>

Social Media:

[Facebook](#)

Quote: Xavier, 2021 indigenous graduate, describes the IEN here:

"I have found during my time here at DISER that involving myself within the IEN has helped myself form relationships with employees which I otherwise would not have had the opportunity to do so; and it has also led to myself gaining strong career advice and a further support channel from people who you know have a vested interest in your well-being."

DEPARTMENT OF INFRASTRUCTURE, TRANSPORT, REGIONAL DEVELOPMENT AND COMMUNICATIONS

About Us

Are you keen to kick start a rewarding career that makes a difference to all Australians? You will have the opportunity to work in a way that enriches our communities, empowers our regions and leaves a positive impact for generations to come.

The vast reach of our portfolio offers exciting opportunities to help advance Australia's infrastructure, transport, regional development, communications and creative industries. Our department offers you the unique opportunity to experience a range of exciting work areas, all with one thing in common – improving the lives of everyday Australians.

Get involved planning the transport and telecommunications systems of tomorrow, designing liveable future-facing cities, or preparing for the global digital economy. You can also help empower our regional communities, promote our thriving arts sector, or protect and celebrate the culture, heritage and languages of First Australians.

How will you support your Indigenous Graduates/Culture

We embrace the rich cultural heritage of Aboriginal and Torres Strait Islander communities through the acknowledgement of their connection to land, water and country which broadens our perspective and supports the delivery of better policy and program outcomes for all Australians.

The department has a dedicated Indigenous Staff Network (ISN) which we encourage you to join and build a close community away from country. The network is managed by Co-Chairs who coordinate activities and support network members.

The department also has a dedicated Indigenous Liaison Officer (ILO) available to support Indigenous employees. Our ILO is here to provide emotional, social, career and cultural support to Aboriginal and Torres Strait Islander staff. They assist with reviewing and monitoring our Indigenous programs and ensuring participants feel safe, welcome and supported.

The department offers Indigenous Leadership Coaching (ILC) sessions, which are designed to be a structured conversation between you, the coach and your supervisor. The aim of the ILC is to help identify areas of strengths and challenges in an outcome focused process, and guide you toward achieving your career goals.

Please find the full Day in the life of Graduate profile at:

<https://www.infrastructure.gov.au/department/careers/graduate/graduate-say-richters>

Salary on commencement:

\$62,740

Duration of Program:

11 months

Number of Rotations: 3

Learning and Development Opportunities:

Formal learning component includes the opportunity to preference a Graduate Certificate in Public Administration or a Graduate Certificate in Policy and Data.

Agency Graduate Website:

<https://www.infrastructure.gov.au/department/careers/graduate>

Agency Website:

<https://www.infrastructure.gov.au/>

Social Media:

Twitter:

https://twitter.com/AusGovInfra?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor

LinkedIn:

<https://au.linkedin.com/company/department-of-infrastructure-&-transport>

Facebook:

https://m.facebook.com/AusGovInfrastructure?_rdr

Quote(s):

We value and draw on the skills, capability and cultural insights Aboriginal and Torres Strait Islander employees bring and are committed to developing an inclusive workforce.

DEPARTMENT OF PRIME MINISTER AND CABINET

About Us

The role of PM&C is to provide fresh thinking and sound advice to government. Our focus is to find new ways to improve the lives of all Australians.

The conditions under which Government operate are constantly changing in response to a variety of national and global challenges. No day is the same. It's our responsibility to stay informed on these issues. This lets us provide considered advice to the Prime Minister, the Cabinet, Portfolio Ministers and Assistant Ministers.

PM&C plays three key roles to help ensure the Australian Government functions at its best.

- We coordinate government-wide policy and ensure its implementation.
- We work with the Australian Public Service Commission to create a productive public sector.
- We consult across government, private enterprise, the not-for-profit

How will you support your Indigenous Graduates/Culture

PM&C has a diverse and inclusive culture that supports people to reach their potential, feel valued and are able to be themselves at work. There are 6 active diversity networks that work to build a workplace that promotes gender equality and harnesses the skills and experiences of people from all backgrounds, and everyone has the right to feel valued, safe and included at work. Inclusion is a proven strength of high-performing teams and organisations. The strength gained from a diverse team impacts our policy advice and solutions and helps create productive relationships and that's clear at PM&C.

Demonstrated commitment

PM&C's commitment to inclusion and diversity reflects the importance we place on our people and creating a workplace culture where every individual is valued and respected.

Day in the life of a graduate

My name is Sam, I completed my Bachelor of Laws in 2019 and originally had no intention of relocating from Queensland with my partner and three young kids. A mentor at my university encouraged me to apply for the 2020 IGP. In May 2019, I was flown to Canberra to attend the IGP assessment centre. The whole experience was great and opened my eyes to the benefits of a career in the Australian Public Service.

Upon receiving and accepting an offer from the PM&C the support my family and I received to relocate and join the Department in 2020 was nothing short of amazing. I am very grateful to be on the journey I am on and would highly recommend the IGP and more broadly a graduate program with PM&C to anyone

Salary on commencement:
\$65,318

Duration of Program:
12 Months

Number of Rotations:
3-4 flexible rotations

Learning and Development Opportunities:
PM&C offers ongoing Professional, Technical and Cultural L&D through the 12 month program.

Agency Graduate Website:
[PM&C Graduate Program | Department of the Prime Minister and Cabinet \(pmc.gov.au\)](https://www.pmc.gov.au/graduate-program)

Agency Website:

[Department of the Prime Minister and Cabinet | \(pmc.gov.au\)](https://www.pmc.gov.au)

Social Media:
[PM&C \(@pmc_gov_au\) / Twitter](https://twitter.com/pmc_gov_au)

[Department of the Prime Minister and Cabinet | LinkedIn](https://www.pmc.gov.au)

Quote(s):

Upon receiving and accepting an offer from the PM&C the support my family and I received to relocate and join the Department in 2020 was nothing short of amazing. I am very grateful to be on the journey I am on and would highly recommend the IGP and more broadly a graduate program with PM&C to anyone

DEPARTMENT OF SOCIAL SERVICES (DSS)

About Us

The Department of Social Services (DSS) is committed to improving the social and economic wellbeing of individuals and families in Australian communities through the administration of a diverse range of policies, payments, programs and services. We fund services and payments that assist families, children and older people, provide a safety net for those who cannot fully support themselves, enhance the wellbeing of people with high needs, and support a diverse and harmonious society through partnership with government and non-government organisations across four core areas: Social Security, Families & Communities, Disability & Carers and Housing.

How will you support your Indigenous Graduates/Culture

The Department of Social Services celebrates its staff's diversity and promotes engagement with our First Nations peoples' culture language. To support the career of our graduates, the DSS runs the SES Mentor program to provide guidance throughout the program. Additionally, the Indigenous Liaison Officer will also be available to graduates for advocacy and support in the workplace. Graduates will also be able to join the Aboriginal and Torres Strait Islander Staff National Committee and Network. ATSISN is heavily involved in the department's cultural awareness and training, and offers an opportunity for Indigenous staff members to celebrate their cultures. Events ATSISN help in organising are Reconciliation Week, the Garma Festival and NAIDOC Week activities.

Indigenous Graduate Profile/Day in the life of Graduate

A graduate day varies, however, a common day for me includes:

- 8am-8:30am:** Carpool to work with other graduates.
- 8:30am-8:45am:** Say hi to my team and start day.
- 8:45am-9:30am:** Check emails and action simple requests from the night before.
- 9:30am-1pm:** Work towards main project/tasks (usually a ministerial brief, development of desktop research, or development of new training material).
- 1pm-2pm:** Lunch break. I will have lunch with other graduates, walk across the road to the mall to visit the food court and shops, or go sit up on the roof if it is a sunny day.
- 2pm-3pm:** Program management and work with other team members.
- 3pm-4:30pm:** Continue to work on main project/tasks.
- 4:30pm-5pm:** Check emails prior to signing off.
- 5pm-5:30pm:** Carpool home with other graduates.

Azrun Paulson, 2021 Graduate

Salary on commencement:

\$64,930.00 (TBC)

Duration of Program:

10 months

Number of Rotations:

2 (5 month rotations)

Learning and Development Opportunities:

- *Secondment opportunities
- *Internal and external training programs in areas such as PM&C, Evidence-Based Policy and Project Management
- *SES Mentor Programs
- *Graduate Buddy Program

Agency Graduate Website:

<https://www.dss.gov.au/graduate-development-program>

Agency Website:

<https://www.dss.gov.au>

DEPARTMENT OF VETERANS' AFFAIRS

About Us

Aboriginal and Torres Strait Islander peoples have proudly served in almost every conflict and peace operation in which Australia has been involved since the Boer War.

At the Department of Veterans' Affairs (DVA), we proudly support these veterans, and aim to keep their stories alive to tell future generations.

Our veterans have risked their lives and faced extraordinary circumstances to ensure we can live in the country we do today. We focus on the holistic wellbeing of our veterans and their families, by offering quality of life through healthcare, income support, compensation and mental health support amongst other services. If you want to do more to support those who are currently serving or have served and their families, DVA's full suite of government services gives you a broad and impactful opportunity to make a difference.

How will you support your Indigenous Graduates/Culture

You will have the option to either relocate to Canberra with assistance from DVA, or be supported to work out of your nearest DVA State Office around Australia.

We are dedicated and committed to attract, recruit, retain and develop our Aboriginal and Torres Strait Islander employees. It is a journey and we need your energy, support, ambition and commitment to make it happen. Take on a rewarding, varied, and broad career with an Australian Public Service Department that can bring balance and flexibility to your working life, while supporting you to stay connected to your community.

Indigenous Graduate Profile/Day in the life of Graduate

Throughout the 11-month program, you will make a real difference in the lives of Australia's veterans and their families, be noticed, and supported to develop. This includes:

- Interaction with senior leaders,
- allocation of a former-graduate "buddy" to support you in the transition to your graduate year,
- achieving genuine business improvements through a major team project,
- extensive training and development,
- receiving a generous starting salary with great working conditions, and
- contributing to the interesting and diverse work of the Department in three different work placements.

Salary on commencement:

\$74,462 plus super

Duration of Program:

11 months

Number of Rotations:

Three

Learning and Development Opportunities:

Formal APSC training program
Major Group Project
Shadowing SES opportunities
A week-long visit to different DVA State Offices

Agency Graduate Website:

<https://www.dva.gov.au/about-dva/jobs/graduate-program>

Agency Website:

www.dva.gov.au

Social Media:

Twitter: @DVAAus

LinkedIn: Australian Government
Department of Veterans' Affairs

Facebook: Australian Government
Department of Veterans' Affairs

Department Contact:

Employmentpathways@dva.gov.au

Quote(s):

In every rotation, I have had the opportunity to be able to engage and use my knowledge and cultural knowledge to compliment business areas. People are so interested in doing things differently in this agency, and I feel really well supported as a First Nation's Person.

- Gabrielle Lavis, 2021 Graduate

FAIR WORK OMBUDSMAN

About Us:

Our purpose is to promote harmonious, productive, cooperative, and compliant workplace relations across Australia through:

- Educating by providing assistance, advice and guidance to employers and employees
- Promotion and monitoring of compliance with workplace laws
- Inquiring and investigating breaches of the Fair Work Act
- Taking appropriate enforcement action
- Performing our statutory functions

We have offices in every state and territory, and we work with communities to help everyone understand their rights and responsibilities under Australian workplace laws.

How will you support your Indigenous Graduates/Culture?

Our Indigenous Graduates will be provided with on the job and formal training and be supported by their direct line manager, buddy/mentor and the Diversity and Inclusion team.

Graduates will be added to our Aboriginal and Torres Strait Islander Peoples Employee Network and the Reconciliation Action Plan Working Group with the opportunity to join other employee networks at their discretion.

We are committed to strengthening our culturally inclusive and safe workplace for all our employees. We continue to develop and provide all staff with the tools, resources and capabilities for development and career progression, and put in place measures to ensure managers and peers are culturally competent.

Indigenous Graduate Profile/Day in the life of Graduate

Our Indigenous Graduates will be tasked with different duties and projects depending on their skill set and interests. Our leaders and peers will nurture professional and personal development and encourage innovation and creativity.

You will meet and work with internal and external stakeholders and build and maintain valuable networks.

We will encourage you to share your skills and knowledge, voice ideas and put into practice your talents.

You will work with a team of highly skilled professionals that will show you the ropes and introduce you to the various teams and functions of the Agency.

The opportunity for travel may arise.

Salary on commencement:

\$ 67,345

Duration of Program:

12 months

Number of Rotations: 2

Agency Website:

www.fwo.gov.au

Social Media:

<https://www.facebook.com/fairwork.gov.au/>

https://twitter.com/fairwork_gov_au

<https://au.linkedin.com/in/fair-work-85319387>

Quote:

Our Agency knows that our people are our greatest strength. It fuels our innovation and connects us to our customers and the communities we serve. We are committed in building an inclusive culture that encourages, supports, and celebrates diverse voices and experiences of our employees. We continuously push for better outcomes by promoting and building diversity and inclusion competency.

MURRAY DARLING BASIN AUTHORITY

About Us:

With the enactment of the *Water Act 2007*, the Murray–Darling Basin Authority (MDBA) was established as an independent expertise-based statutory agency.

For the first time in the Basin's history, one Basin-wide institution is responsible for planning the Basin's water resources, with all planning decisions made in the interest of the Basin as a whole.

Our current governance arrangements were preceded by almost a century of different forms and levels of collaborative management with Basin states — in the first instance New South Wales, Victoria and South Australia and more recently joined by Queensland and the Australian Capital Territory.

The sustainable management of the Murray–Darling Basin river system is a collective endeavour of the Australian and Basin state governments, with river dependent industries and communities.

How will you support your Indigenous Graduates/Culture:

Our graduates are supported through regular catch ups with a wide range of key stakeholders including:

- Rotation supervisors
- Buddies
- Mentors
- Project Sponsor
- Project Advisor
- Executive Sponsor, the Chief Operating Officer
- Senior Executives
- Department of Agriculture, Water and the Environment (DAWE)
- Regional Managers (if applicable)
- Corporate Support Officers (if applicable)
- People and Culture team

Indigenous Graduate Profile/Day in the life of Graduate:

The Program is designed to provide our graduates with the opportunity to develop their knowledge, skills, and understanding of the work of the MDBA and the wider Australian Public Service (APS). Our graduates will be exposed to a variety of learning and development activities as well as the opportunity to be involved in networking activities, including whole of Government events.

The Program aims to:

- develop our graduates to effectively contribute to the management and development of policies, programs and research
- maintain the level of technical and management potential within the MDBA.

Key aspects of the Program include:

- Learning and development activities, including the completion of a Diploma of Government in conjunction with DAWE's Graduate Program
- Completion of a major project, including up to a weeklong field trip addressing a topic that is focused on a current MDBA issue/priority
- Support through a buddy and mentor program
- Ongoing exposure to the Executive Sponsor, the Chief Operating Officer
- Exposure to Senior Executives.

Our graduates commence at the APS 3 classification. Upon successful completion of the Program, our graduates are assessed for advancement to the APS 5 classification.

Salary on commencement:

\$64,586 per annum plus 15.4% super

Duration of Program:

11 months (February - December)

Number of Rotations: Three

Learning and Development Opportunities:

- Diploma of Government
- DAWE graduate learning and development program
- Major project
- Field trip
- SES roundtable learning and development sessions
- LearnHub
- Portfolio meetings
- APS Learn

Agency Graduate Website:

<https://www.mdba.gov.au/careers/graduate-program>

Agency Website:

<https://www.mdba.gov.au/>

Social Media:

https://www.facebook.com/MDBA_uth

https://twitter.com/MD_Basin_Auth

<https://www.linkedin.com/company/murray-darling-basin-authority/mycompany/>

NATIONAL ARCHIVES OF AUSTRALIA

About Us

The National Archives of Australia (National Archives) collects, preserves and manages documents and other evidence that records important events in Australian history.

Our records connect the Australian public with the stories and people that define our past, shape our future and help safeguard our democracy.

We hold the memory of our nation and keep vital Australian Government records safe. We do this so everyone can access evidence of government decisions and actions, making them transparent and accountable.

While most of our records are paper files, we also have photographs, audio-visual records, sound recordings, maps and plans, posters, objects and digital records.

These records can be accessed online or by visiting one of our research centres, located in each capital city.

How will you support your Indigenous Graduates/Culture

Our graduates will be provided with support, coaching and mentoring to make the most of their placement at the National Archives. We support our employees to pursue learning opportunities to further develop their capability and expertise.

We want our people to feel included, valued, and respected, and to have equal access to opportunities, to support their full participation at work. We value an engaged, motivated and productive workforce.

Indigenous Graduate Profile/Day in the life of Graduate

Due to the varied work of the National Archives, graduates could be placed in areas responsible for:

- Exhibitions
- Visitor services
- Managing the collection
- Conservation & preservation
- Data and digital.

Salary on commencement

\$69,677

Duration of Program

12 months

Number of Rotations

3

Learning and Development Opportunities

An annual program of training focussed on core and foundational skills is offered to all staff.

Agency Website

<https://www.naa.gov.au/>

Social Media

Instagram:

<https://www.instagram.com/naagovau>

Twitter:

<https://twitter.com/naagovau>

Facebook:

<https://www.facebook.com/naagovau/>

NATIONAL DISABILITY INSURANCE AGENCY

About Us: Just Brilliant Graduate Program Overview

The National Disability Insurance Agency (NDIA) Just Brilliant Graduate Program is an 18-month, entry-level program designed to integrate graduates into the Australian Public Service (APS) and NDIA. It provides graduates with an accelerated pathway that builds future leadership capability by providing a structured learning and development program, in conjunction with meaningful on-the-job-experience across a range of NDIA business areas.

How will you support your Indigenous Graduates/Culture

The Aboriginal and Torres Strait Islander Employee Network provides support to Aboriginal and Torres Strait Islander staff, and advises on issues that impact Aboriginal and Torres Strait Islander peoples. The Aboriginal and Torres Strait Islander Employee Network will enable Aboriginal and Torres Strait Islander staff to connect with each other on a national basis and provide a forum to build our community within the Agency.

Indigenous Graduate Profile/Day in the life of Graduate

I am working as a Quality Assurance Officer for our National Contact Centre at the NDIA. My job is to audit emails and calls completed by our Call Centre. I get a sense of pride when I see the results of my work appear in the form of a weekly or monthly report.

What I love most is the people I work with. The relationship you have with the team can make or break your experience with the job.

I grew up in Adelaide. I graduated in 2019 with a Bachelor of Arts from the University of Adelaide. After graduation, I applied for the NDIA Graduate Program in 2020 and fortunately was able to make it in.

I've been lucky enough to have visited the United States twice in my life after working as a pizza delivery man and saving up a lot of money. Having a part-time job at the university really helped me realise my priorities. I have been a very introverted person and enjoyed playing video games a lot. I never felt like I'd fit into an office job or the public service. But, it was something that I simply fell into. I've made a lot of good friends along the way, both in and out of work. It's been a 10 out of 10 experience that I would recommend.

Salary on commencement:

APS 4.1 - \$67,661.00

Duration of Program:

18 months

Number of Rotations:

3

Learning and Development Opportunities:

Graduate leadership Program – 6 months

Agency Graduate Website:

[Graduate program | NDIS](#)

Agency Website:

[Www.ndis.gov.au](http://www.ndis.gov.au)

NATIONAL INDIGENOUS AUSTRALIANS AGENCY

About Us

The National Indigenous Australians Agency (NIAA) is committed to improving the lives of Indigenous Australians. We are responsible for leading the Commonwealth Government's approach to uplifting economic and social outcomes for Aboriginal and Torres Strait Islanders peoples. We work in genuine partnership with Aboriginal and Torres Strait Islander peoples on policies, programs and services that have a real impact on individuals and communities.

How will you support your Indigenous Graduates/Culture

NIAA promotes inclusiveness; a work environment where diversity is respected and celebrated. NIAA is both diverse in its talent base and fosters an inclusive culture where the unique perspectives, creativity and strengths of all employees can shine. NIAA's diversity networks share a common purpose to foster an inclusive workplace by:

- Providing a safe space for staff from diverse backgrounds to come together and make connections
- Supporting NIAA to acknowledge days of significance like NAIDOC Week
- Raising awareness and understanding of issues relevant to a particular network

My name is Indi Amaroo Lowe. I am a Peek Whurrong woman from the Maar Nation and I am graduate in the NIAA Graduate Program 2021.

NIAA Graduates have the opportunity to rotate through three placements within the organisation. We have the option to travel to a regional office to complete one of our rotations. NIAA has 39 regional offices across the country and I have been placed in the Broome Office of the Kimberley Region for my third and final rotation. Today I am travelling to the Derby Office to spend 2 weeks learning about the priorities of the region and gain exposure to the opportunities and challenges remote Aboriginal communities face here in West Kimberley. .

Timeline	
6:30am	Wake up for breakfast and shower before heading into 33-degree heat and 70% humidity. Sunscreen is a must in the Kimberley.
7:30am	Head into the Broome office to meet the Regional Manager who will be driving with me. We have a quick chat and go over the trip risk management plan I drafted last week and ensure we have the satellite phone in case of emergency.
8am	Grab a coffee from Chi Mayi Kitchen to support the local businesses over the quiet period and then hit the road in the NIAA 4WD to Derby.
9am	Dodge some very large cows who have strayed on to the Great Northern Highway. We spotted about 20 cows that came alongside the road to get to higher ground and out of the water from recent rain.
9:30am	Cross over the Fitzroy River on the single lane Willare Bridge. Unfortunately, no crocs were seen today.
10am	Visit the Boab Prison Tree, also known as Kunumudj, which is believed to be 1,500 years old and the Myalls Bore, a historic 120m trough and one of the longest cattle troughs in the southern hemisphere.
10:30am	Arrive at the West Kimberley town of Derby and visit the Derby Jetty, a horseshoe-shaped Jetty that has the highest tides in the southern hemisphere (up to 12m).
11am	Arrive at the NIAA Derby office and catch up with the Derby staff over a morning tea. The Regional Manager is briefed on the latest news and work in Derby and Fitzroy Crossing.
11:30am	Log on to check emails and catch up on daily tasks. I am currently working on drafting correspondence for Minister of Indigenous Australians. Multiple local Derby residents have written to the Minister concerned with youth crime in the area which has been escalating.
1pm	Break for lunch to visit Tasty's Café, a locally owned and operated Aboriginal café which we support.
2pm	Take a few phone calls to staff around the Kimberley Region to discuss the outcomes of the deep-dive with the Minister regarding youth crime in the Kimberley.
2:30pm	Attend a Families & Safety Branch Policy Workshop with staff all over the country to discuss the assessment of Indigenous Advancement Strategy programs that require an assessment before continuing grant funding.
3:30pm	Start work on investigating what youth education and diversionary programs are delivered in the region to prepare for another deep-dive briefing for the Minister.
5pm	Check into the Derby Lodge to freshen up for dinner.
6pm	Search for dinner at the local establishments which are closed due to wet season, before finally finding Derby's Sakura, a Japanese restaurant.
7pm	Head back to the hotel to rest up before heading back to work in the morning. Tomorrow I am meeting with a Traditional Owner to discuss how NIAA can support them in starting up their own business.

Salary on commencement:
APS3 \$66,922

Duration of Program:
12 Months

Number of Rotations:
3 Rotations Including 1 optional rotation to remote community

Learning and Development Opportunities:

The NIAA program offers ongoing professional, technical and cultural L&D throughout the program.

Agency Graduate Website:
[Graduate Careers Campaign | National Indigenous Australians Agency \(niaa.gov.au\)](#)

Agency Website:
[National Indigenous Australians Agency | \(niaa.gov.au\)](#)

Social Media:
[indigenous.gov.au | Facebook](#)
https://www.instagram.com/indigenous_gov/

https://twitter.com/indigenous_gov

[National Indigenous Australians Agency | LinkedIn](#)

NDIS QUALITY AND SAFEGUARDS COMMISSION

About Us

The NDIS Quality and Safeguards Commission is an independent agency established to improve the quality and safety of NDIS supports and services.

We work with NDIS participants, service providers, workers and the community to implement a new nationally consistent approach so that across Australia participants can access services and supports that promote choice, control and dignity.

How will you support your Indigenous Graduates/Culture?

The NDIS Commission is currently developing its graduate program and will look to provide rotation opportunities in its key functions, such as Reportable Incidents, Registration, Behaviour Support, Complaints, Policy and Strategy, Investigations, Compliance and Enforcement, and Corporate Services which could be either in HR or Finance Team.

Salary on commencement:
63,719

Duration of Program: Graduate program in development

Agency Website: [Home | NDIS Quality and Safeguards Commission](#)
(ndiscommission.gov.au)

OFFICE OF THE COMMONWEALTH OMBUDSMAN

About us

The Office of the Commonwealth Ombudsman safeguards the community in its dealings with the Australian Government in the fairness and reasonableness of its decisions. We also have similar oversight of some private sector organisations.

We make sure the actions of agencies are fair and responsible by:

- handling complaints
- conducting investigations
- performing audits and inspections and
- encouraging good administration.

How will you support your Indigenous Graduates/Culture

The Ombudsman has approximately 230 staff and offices in most capital cities across Australia. We value inclusion and have a range of initiatives to support a diverse workforce including our Reconciliation Action Plan (RAP), Multicultural Access and Equity Plan, Diversity and Inclusion Strategy and an active RAP Working Group.

We have specialist teams working on strategies to improve the accessibility of our services and respectful engagement with Indigenous communities.

During your graduate year, you will be provided with a mentor, a detailed Introduction to the Australian Public Service induction, a range of in-house general and specialist training, as well as access to external forums, conferences and networking events (which may be on-line/virtual).

Indigenous Graduate Profile/Day in the life of Graduate

There is no typical day in the life of a Graduate with the Commonwealth Ombudsman! Your daily activities will include:

- Building understanding of how the Australian Government and its agencies work
- Researching and analysing information provided by complainants in relation to agency published policy, procedures and processes
- Contributing to projects to improve the functioning of the Office
- Assisting with planning and undertaking desk-top and, where appropriate, in person audits
- Participating in team activities on corporate issues.

Salary on commencement:

APS3.1 \$62,831 pa

(1/9/2022 rate)

Duration of Program:

12 months

Number of Rotations:

3

Learning and Development Opportunities:

External forums, conferences, networking events and relevant APSC Forums

A range of in-house core and specialist training

Agency Graduate Website:

N/A

Agency Website:

www.ombudsman.gov.au

Social Media:

twitter - @CwealthOmb

Facebook -

@commonwealthombudsman

PRODUCTIVITY COMMISSION

About Us

The Productivity Commission is the Australian Government's independent research and advisory body on a range of economic, social and environmental issues. Our role is to help governments make better policies in the long-term interest of all Australians.

We do so by providing quality, independent advice and information to governments, and on the communication of ideas and analysis. Transparency and community engagement are central to our processes.

In doing so, we undertake substantial work on [matters of importance to Aboriginal and/or Torres Strait Islander people](#). From 2020-21, we have a significant role to provide independent oversight and accountability of progress under the [National Agreement on Closing the Gap](#).

How will you support your Indigenous Graduates/Culture

As a Graduate at the Commission, you will work in an open, friendly and collaborative team based environment. You will have the opportunity to apply your skills to support project teams working across a range of important public policy issues. We actively promote diversity and inclusion, and are committed to creating a culturally safe workplace where individuals feel respected and valued.

We offer a supportive and engaging work environment underpinned by:

- a strong commitment to diversity and inclusion, and supporting staff wellbeing
- a flexible work environment that supports staff to balance work commitments with family, caring and other personal commitments
- a culture of conversation and real-time feedback, to support team and individual performance
- a range of learning and development opportunities tailored to individuals' needs at different points in their careers

Our staff share the wider Australian Public Service values. We are impartial, committed to service, accountable, respectful and ethical.

Indigenous Graduate Profile/Day in the life of Graduate

We understand how important skill development is – particularly for Graduates seeking to build on their recent education with real-life work experience. Our Graduates are offered challenging, interesting work – and you can hear more about the graduate experience at the Commission from [previous Graduate Research Economists](#).

All new staff receive a tailored and supportive onboarding program, including an allocated buddy and role-specific training to help settle in and be set up for a successful career in the Commission and the APS.

Salary on commencement:

APS Level 3-4 (Salary range \$60,414 – \$83, 536 from September 2022)

Duration of Program:

12 months

Number of Rotations: Varies

depending on project needs

Learning and Development Opportunities:

Graduates can expect to receive excellent and varied on-the-job training, as well as more formal opportunities to enhance professional skills, including access to specialised training, seminars and workshops on a variety of topics.

Agency Website:

<https://www.pc.gov.au/>

Social Media:

Twitter:

<https://twitter.com/ozprodcom>

Facebook:

<https://www.facebook.com/productivitycommission/>

LinkedIn:

<https://www.linkedin.com/company/productivity-commission>

Quote(s): "By working with some of Australia's best and most experienced policy analysts, and through access to both on-the-job and formal training, you will be provided with excellent development opportunities"

Michael Brennan Chair,
Productivity Commission

SAFE WORK AUSTRALIA

About Us

Safe Work Australia (SWA) is a leading national policy body for work health and safety (WHS) and workers' compensation. We are a small Agency of around 100 people yet our work plays a significant role in the lives of 13.5 million working Australians and their families through the provision of guidance to create safer and more productive workplaces, and the prevention of work-related death, injury and illness.

How will you support your Indigenous Graduates/Culture

We pride ourselves on being an inclusive workplace. Diversity and inclusion is championed by our active and award winning Workplace Inclusion Network (WIN). We have a strong sense of community and participate in a range of social, corporate and charitable activities.

We believe that everyone has the right to feel valued, safe and included at work. In 2020, we had our first Reconciliation Action Plan endorsed by Reconciliation Australia and continue our journey as a culturally safe, capable and confident agency.

Indigenous Graduate Profile/Day in the life of Graduate

As a graduate you will get hands-on, practical experience working in a variety of teams. You'll contribute to meaningful work from day one and have the opportunity to develop and improve WHS and workers' compensation research, policy and strategy.

We provide generous terms and conditions and flexible working arrangements. We are committed to professional development, health and wellbeing, as well as maintaining an engaged and enthusiastic workforce.

Centrally located in the Nishi Building in Canberra, our office has easy access to a variety of cafés and restaurants. We are also close to Lake Burley Griffin which provides excellent views as well as walking and cycle paths.

Salary on commencement:

\$66,939

Duration of Program: 10 months

Number of Rotations: 3

Learning and Development

Opportunities: The agency will support you learning and development, including enrolment in the APSC Graduate Development Program.

Agency Graduate Website:

[Graduate program | Safe Work Australia](#)

Agency Website: [Welcome | Safe Work Australia](#)

Social Media:

- [Facebook](#)
- [Twitter](#)
- [LinkedIn](#)
- [You Tube](#)

Quote(s): *My graduate year at Safe Work Australia was a fantastic learning experience. I had the opportunity to participate in rotations that were tailored to my skills and interests, and always felt encouraged to pursue professional development opportunities. The Agency's workplace culture is friendly, supportive and uplifting, and I love coming into work every day! - Isabella, 2021 Program*

SERVICES AUSTRALIA

About Us

We make government services simple so people can get on with their lives. Our work spans social security and healthcare, in addition to disaster relief, assistance to farmers and specialised services for vulnerable communities. We're looking for the future leaders of the Australian Public Service to join us. Graduates who are bold, have big ideas and are forward thinkers. When you join our graduate program, you'll help us deliver a simple, helpful, transparent and respectful experience for our customers.

How will you support your Indigenous Graduates/Culture

The National Graduate Program links to the *Indigenous Servicing Strategy 2018-22* in providing improved outcomes for Aboriginal and Torres Strait Islander Australians by *'Growing talent by creating career opportunities and fostering a workplace that embraces Indigenous employment'*.

Indigenous Graduate Profile/Day in the life of Graduate

Depending on COVID-19 travel restrictions, you may have the opportunity to apply for a 3 month Indigenous and multicultural placement.

"Over 12 weeks we have had the amazing opportunity to spend our time in the Northern Territory as a part of the Indigenous and Multicultural placement. We helped our remote Indigenous customers with their Centrelink business, whether that's in the local council's boardroom, a tin shed with no air con or even out the back of the 4wd under a tree. Some of these locations are so remote, there was no reception so we stood on a rock in the middle of a field on the satellite phone asking for assistance from our team back in the Darwin office. we are very grateful for the support the Remote Servicing Team provided for us and the friendships and laughs we shared throughout our time there." – Louise, 2019 graduate

Salary on commencement:

\$63,141 - \$70,373

Duration of Program: 10 months + advancement to an APS5 ongoing role upon successful completion of the program

Number of Rotations: 2-4

Learning and Development Opportunities:

Formal and informal development opportunities including:

- An accredited training course
- Graduate buddy to assist with transition into the agency and the National Graduate Program
- Executive level mentor
- Dedicated graduate coordination team

Agency Graduate Website:

www.servicesaustralia.gov.au

Agency Website:

www.servicesaustralia.gov.au/g/graduates

Social Media:

www.facebook.com/ServicesAustralia

www.linkedin.com/company/services-australia