



Applicant Information Pack

2027 Graduate Program

About us

The Department of Treasury and Finance (DTF) is the State Government's central economic and financial advisor. We support decision-making across government by:

- Providing strategic economic, financial and budgetary advice;
- Leading whole-of-government procurement; and
- Collecting state revenue and administering grants and subsidies.

Our work shapes Western Australia's long-term financial, social, and environmental outcomes. To learn more about the meaningful work we do at DTF, [visit our website](#).

About the opportunity

DTF's 18-month Graduate Program offers a structured learning pathway designed to launch your public sector career. Graduate Officers have the opportunity to work across all DTF business units, each of which contributes to meaningful work that influences WA's future.

Our Graduate Program offers:

- six-month rotations, tailored to your individual goals and operational business requirements, that allow time to truly become part of the team and make a meaningful contribution;
- complex and high-profile government projects and exposure to stakeholders across government;
- a potential external rotation to the Western Australian Treasury Corporation if consistent with your development goals;
- a structured learning and development program designed to develop key capabilities and professional skills that support you to build your career;
- an extensive support network including experienced supervisors, friendly work colleagues, supportive graduate cohort, a dedicated buddy, and a dedicated graduate coordinator;
- active social and young professional networks with regular events; and
- the possibility of permanency after 12 months of satisfactory performance.

DTF offers a range of employment conditions and benefits, these include:

- generous leave entitlements, including:
 - Four weeks annual leave;
 - 13 weeks long service leave on completion of seven years continuous service;

- 15 days personal leave per anniversary year;
 - Paid parental leave (after 12 months of service);
 - Three public service holidays to be used each calendar year; and
 - The option to purchase up to an additional 10 weeks leave per calendar year.
 - five days Reproductive Health Leave (non-cumulative) per calendar year;
- flexible working arrangements;
 - great pay starting at \$89,464 p.a. (effective 13 June 2026) plus 12% superannuation;
 - discounted health insurance premiums with selected providers;
 - ongoing support to employees through the Employee Assistance Program;
 - wellness program which includes flu vaccinations and other health initiatives;
 - salary packaging options, including novated vehicle leases and superannuation; and
 - three convenient office locations (two in Perth CBD and one in Osborne Park).

What we are looking for

We are looking for motivated graduates who can analyse and evaluate information, apply sound judgement, and contribute fresh, innovative ideas. You will bring the ability to work both independently and as part of a team, demonstrating resilience, initiative and a strong commitment to achieving results. Building productive relationships is essential in this role, so we are seeking applicants who can establish trust and work effectively with a wide range of stakeholders. We also value individuals who display personal drive and integrity through professional behaviour, responsible decision-making and a willingness to take ownership of their work. Strong communication skills are crucial, including the ability to tailor messages to different audiences and convey information clearly and confidently.

To succeed in your application, you should ensure that you consider and demonstrate the Essential Role-Specific Requirements in the Role Statement. The selection panel will use these requirements to assess the suitability of applicants.

Eligibility

Qualifications and academic experience

Applications are invited from university graduates who have successfully completed a tertiary qualification (minimum of a bachelor's degree / AQF level 7) between December 2024 and December 2026. These recent graduates will have demonstrated high academic achievement (Weighted Average Mark of 70% or above).

If your university transcript only provides a GPA (or another measure of academic performance), you are responsible for calculating your average mark percentage based on the grades on your academic transcript.

If your qualification was obtained outside Australia, you are responsible for ensuring it is assessed by the Overseas Qualifications Unit within the Department of Training and Workforce Development.

As we value diverse thinking and offer a wide range of career pathways, **we welcome graduates from all disciplines**. While past graduates have come from fields such as Accounting, Actuarial Studies, Commerce, Data Science, Economics, Finance, International Relations, Law, Politics, and Public Policy, this is not an exhaustive list. We actively encourage applications from graduates with diverse academic backgrounds and experiences, as a broad mix of perspectives strengthens our work and the impact we deliver for the Western Australian community.

Eligibility to work in Australia

To be eligible for the Graduate Program, applicants must be an Australian Citizen, an Australian permanent resident, or a New Zealand Citizen with a Special Category Visa at the time of application.

A New Zealand citizen who enters Australia on a current New Zealand passport is granted a Special Category Visa which enables them to remain indefinitely in Australia with unrestricted work rights.

Evidence of citizenship is required even if you were born in Australia (e.g. Australian birth certificate, Australian passport, Australian citizenship certificate).

Important information about how to apply

You will be asked to submit evidence of your Australian citizenship, Australian permanent residency, or New Zealand citizenship, a current CV, a copy of your most recent academic transcript, and your completed Graduate Program Application Checklist.

It is important that you upload a copy of your **most recent or completed official academic record in the form of an official transcript or official letter issued by your university**. **Screenshots from online portals will not be accepted.**

It is important that you read the job advertisement and the Graduate Officer Role Statement carefully to ensure you meet all the application and eligibility requirements.

Please see pages 4 and 5 below for more information about the application and selection process and relevant timelines.

Contact us

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Key information and dates

Applications open: Monday 23 March 2026

Applications close: Wednesday 29 April 2026

DTF is committed to continuing to grow our diverse and inclusive workforce. As an equal opportunity employer, we encourage applications from Aboriginal and Torres Strait Islander people, and people with disability. Our recruitment practices are inclusive to enable all applicants to fully participate.



Step 1. Submitting your application

You need to submit the following to be considered eligible for DTF's 2027 Graduate Program:

- Evidence of Australian citizenship, Australian permanent residency, or New Zealand citizenship with Special Category Visa;
- A copy of your most recent official academic transcript which demonstrates a Weighted Average Mark of 70% or higher;
- A current CV (maximum 2 pages) outlining your work and academic experience, achievements, extra-curricular involvements, and/or leadership roles you have undertaken, including details of two (2) professional referees which may include your university lecturers; and
- Your completed Graduate Program Application Checklist.

At the online application form stage, you will be asked to respond to the following questions (in 300 words or less for each question):

- Why do you want to be part of the DTF Graduate Program?
- Describe the key skills and attributes you possess that will enable you to succeed as a Graduate Officer. In your response, provide specific examples that demonstrate how you have applied these capabilities in either academic or workplace or community settings.

Apply via www.jobs.wa.gov.au by clicking the '**Apply for Job**' button on the advertisement.

Carefully read the advertisement and all attachments, including the **Role Statement**, for the best success with your application.

Before you upload your documents, you will be asked to answer a number of questions which will determine your eligibility and suitability for the role. It is strongly recommended you allow plenty of time to prepare and submit your application online.

Important: If you don't provide the above required documentation with your application, you will not meet the eligibility requirements and will not proceed to the next stage of the process.

Applications must be lodged by 4:00pm on Wednesday 29 April 2026.

Late and incomplete applications will not be accepted.



Step 2. One-way video interview

If you are selected for the next stage, you will be asked to complete a one-way video interview. You will be asked to answer 2-3 questions based on your knowledge, skills, abilities, and motivations for applying for the DTF Graduate Program.

The video interview:

- can be completed on your computer, mobile, or tablet device;
- should take no longer than 30 minutes to complete (including testing your setup, practicing responses, and completing your video interview); and
- should be done in a quiet location where you are unlikely to be disturbed.

Video interviewing is scheduled for **mid-May 2026**.

Applicants will have **1 week to complete and submit their video interview**.



Step 3. In-person panel interview and referee checks

If you are selected for the next stage, you will be invited for a short in-person panel interview. Alongside the interviews, references will be sought for all candidates who made it to the panel interview stage.

Panel interviews are scheduled for **late-May 2026**.

Virtual interviews can be arranged for candidates who cannot attend in person.



Step 4. Notifications to applicants

Employment offers will be finalised by August 2026. Successful applicants will commence the DTF Graduate Program in mid-January 2027.

If you are unsuccessful in the process, you will be notified via email and provided the opportunity to seek feedback once the selection process is finalised.