



Economic Regulation Authority

Graduate Applicant Information Pack

May 2026

About us

The ERA promotes strong economic outcomes through effective regulation of electricity, gas, water and rail decision making to benefit all West Australians. Our work is challenging, complex and sensitive; we strive to make sure current and future consumers pay no more than necessary for safe and reliable utilities.

The ERA has a strong workplace culture of innovation, working with integrity, striving for excellence, and capability building. Our people are from diverse academic and cultural backgrounds, intelligent, passionate and committed, and provide a supportive, flexible, collaborative, and collegiate team operating environment.

To find out more about the Economic Regulation Authority please visit our website www.erawa.com.au.

The Opportunity

Our Graduate Program offers structured development, hands on experience and meaningful exposure across our regulatory work areas, highlights include:

- competitive starting salary of **\$89,463 p.a. (effective 13 June 2026)**;
- an initial 18-month fixed term contract with the **possibility of permanency** after 12 months of satisfactory performance
- Complete **six-month rotations** within the Energy Markets and Regulation Divisions;
- **Work on real projects** alongside experienced economists, analysts and regulatory experts
- **Build your skills** in analysis, economic and energy policy, stakeholder engagement and problem solving
- Receive mentoring, feedback on the job and **professional development opportunities** by experienced, senior staff, fellow young cohort staff and a dedicated Graduate Coordinator
- Participation in the WA Public Sector Commission **Launch Program** and
- **Expand your network** within the industry and the WA public sector.

Where you might be working

The ERA is made up of a range of specialised teams, each with distinct roles that support the functions of their division. As a Graduate Analyst, you will work within at least one team in each division, while also having the opportunity to learn about other teams and collaborate across the organisation.

Energy Markets

- | Strategy and Innovation
- | Market Investigations
- | Market Regulation
- | Compliance and Enforcement
- | Market Analytics

Regulation

- | Rail
- | Research and Modelling
- | Alternative Electricity Systems
- | Licensing and Customer Protection
- | Monitoring and Licensing Compliance
- | Gas
- | Electricity

Why choose us?

- **12% employer contributed superannuation** into a fund of your choice.
- **Flexible working arrangements** to encourage **work life balance**, including working from home and flexible start and finish times.
- **Generous leave entitlements** which include 4 weeks annual leave, 3 public service holidays, accrued long service leave every 7 years and an option to purchase additional leave each year. Access to cultural leave for Aboriginal and Torres Strait Islander people.
- **Paid Parental Leave**, up to 18 weeks paid and additional 34 weeks unpaid.
- **Reproductive Health Leave** up to 5 additional days of paid leave per year.
- **Professional development** opportunities and **Study leave/assistance**.
- Convenient **Perth CBD location** in a newly renovated office across the road from **Perth train station**.
- Access to Employee Assistance Program **counselling sessions** with qualified psychologists.
- **Spectacle reimbursement** after 12 months continuous service of up to 50% of out-of-pocket expenses of up to \$220.
- **Wellness Initiatives**.

Graduate Testimonials

Jemma 2025 Graduate

Working at the ERA was a rewarding experience, thanks to a knowledgeable and supportive team. I gained practical insights into the energy and water sectors through hands on work across licensing requirements, consumer protections, and monitoring market activity to support fair pricing outcomes in Western Australia.”

The Graduate program gave me an opportunity to contribute to meaningful projects, including improvements in annual performance reporting, supporting the development of monitoring dashboards focused on retailer and distributor performance data, as well as initiatives to better monitor outcomes for vulnerable customers, investigating-competitive pricing and reviewing price limits. All within an environment that encourages professional growth and innovation

Lachlan 2023 Graduate

The ERA Graduate Program offers a fantastic opportunity to launch a meaningful career in the public sector. I particularly valued being part of teams delivering impactful work, with opportunities to contribute to diverse projects across the energy and water sectors. This included supporting the development of market guidelines, undertaking research and analysis to inform decisions on capacity pricing and emerging technologies such as battery storage, and contributing to performance reporting for water services in response to national reforms. Working on these initiatives in a rapidly evolving energy landscape was both rewarding and challenging, and provided valuable exposure to industry practices and policy considerations.

Rory 2024 Graduate

I moved to Perth knowing I wanted to work in the public sector and contribute to the community. What I did not expect was the breadth of opportunities it would open or the connections I would build across the public sector.

I worked on meaningful projects like improving consumer protection resources for WA electricity and gas customers, contributing to enhancements in the Gas Marketing Code of Conduct, and analysing wholesale electricity market data to support informed decision making.

Before joining, I did not have a strong interest in the energy sector, but the experience completely changed that. I now find the industry incredibly engaging and can see myself working in this space long term.

The highlight for me was the culture at the ERA. It is a genuinely supportive environment where you are encouraged to ask questions, learn from mistakes, and grow. Having that level of support made a huge difference.

Matt 2025 External Rotation Graduate

At the ERA, you're surrounded by accomplished economists and professionals who genuinely want to see you grow. The team's support and expertise have been key to my development. I was trusted to work on meaningful projects, which has been rewarding.



Are you ready to make an impact?

If you're a curious and motivated individual who enjoys research, analysis, problem solving and working in a team, the ERA are looking for people like you.

The Economic Regulation Authority welcomes applications from graduates across a broad range of tertiary disciplines, recognising the value of diverse academic backgrounds and perspectives. Relevant disciplines include but are not limited to:



Economics



Finance



Accounting



Business



Law



Engineering



Mathematics



Data Science



Actuarial Science



English



Social Science

We recognise that applicants may not have direct experience in energy markets or regulation, and we encourage candidates to draw on their transferable skills, academic achievements, and broader experiences throughout the recruitment process.

What documentation to include in your application

To apply for the Economic Regulation Authority Graduate Program please submit:

1. Your **academic transcript**
2. A current **resume** outlining your work and academic experience, achievements, extracurricular experience and including **two referees**.



Referees can include a university lecturer or tutor who has overseen your work, or a current or past manager from employment, volunteering, or extracurricular activities; and

3. Cover letter addressing (two page maximum):
 - why you are interested in working at the Economic Regulation Authority and what do you hope to learn
 - your ability to research, analyse and solve problems
 - how do you organise your work and manage tasks or projects including meeting deadlines and balancing competing priorities
 - working in a team environment to achieve a successful outcome

How to make your application stand out

Understand and carefully read the job advertisement and job description form (JDF), identify the key requirements and draft notes on how you meet each position competency.

Provide clear and specific examples of how you demonstrate the points above. These examples should draw upon your experience focusing on results or outcomes.

Clearly structure your examples using a method similar to the STAR format:



Situation - what was the situation?

Task - what did you need to do?

Action - what did you do and how did you do it?

Result/Outcome - what was the result of your actions?

- Structuring your examples similar to the above formats will allow you to provide a clear and detailed response highlighting how you meet the requirements of the role.
- Demonstrate your skills, experience and qualifications that align with the requirements of the role.
- Be concise and adhere to the page limit, avoid jargon or technical language.
- Proofread to correct any mistakes or typos.

How to Apply

All applications must be submitted via [Jobs.wa](#). Select “Apply Now” link in the advertisement.

Please allow time to complete the pre application questions and to attach the required documents. Emailed or late applications will not be accepted.

If you do not provide the required documentations with your application, you will not meet the eligibility requirements and will not proceed to the next stage of the recruitment process.

Interview process

Shortlisted applicants will be invited to participate in one or more selection activities, which may include an online interview (MS Teams), face to face interview, group interview, case study assessment or a verbal presentation.

The position competencies outlined in the Job Description Form will be assessed throughout the recruitment process.

Shortlisted applicants will be contacted directly with further details regarding the interview process.

Referee checks and outcome notifications

Following the interview stage, references will be sought for candidates who were successful following the interview stage

All applicants will be notified of the outcome. Please note that our recruitment processes may take eight weeks to finalise.

Feedback will only be available once all applicants have been formally advised of the outcome

A four-day breach period applies following notification of the outcome. During this time, unsuccessful applicants may lodge a claim if they believe the selection process breached the Public Sector Commission standards. Claims cannot be submitted outside of this breach period.

Contracts will be sent out after the breach period directly from the Human Resources team.

Contact us

Please reach out to our friendly Gradate Coordinator team via human.resources@erawa.com.au or (08) 6557 7903 for queries about the application or recruitment process. For queries about the position, see the contacts listed in the job advertisement.



Data Collection

The Economic Regulation Authority (ERA) collects your personal information. Including your name, contact details, CV, qualifications, employment history and any other information you choose to provide—so we can assess your suitability for employment and contact you during the recruitment process.

By submitting this information, you consent to us collecting, using and disclosing any personal information you have supplied for the following functions, as necessary:

- recruitment processes including the use of external professional services firms who may be contracted to assist with recruitment activities
- pre-employment screening, including police clearances, where necessary
- to undertake human resource and payroll requirements, workplace health and safety obligations and activities relating to diversity and inclusion, workforce planning, conduct and performance management.

We may also collect information from third parties where necessary for recruitment, such as referees or background checks, in line with Western Australian Government requirements. We will only use or disclose your personal information for recruitment purposes, or where required or authorised by law, including under the *Privacy and Responsible Information Sharing Act 2024*.

The *Public Sector Management Act 1994* authorises the ERA to collect your personal information as part of our recruitment process.

If we do not collect your personal information, we are not able to process your application or employ you.

We use a third-party service provider, Thomson Reuters (BigRedSky), to provide eRecruitment technology services for us. Your personal information is stored securely on servers in Australia.

The types of personal information we may collect to manage your employment include:

- employee, referee and emergency contact details
- date of birth, gender and diversity related data
- recruitment and selection reports
- proof of Australian citizenship or, where relevant, VISA information.
- details of financial and other personal interests of staff and their immediate family members for managing perceived or potential conflicts of interest
- certified copies of academic qualifications
- records about salary, employment benefits and leave
- health related information
- taxation, financial, banking and superannuation information
- child support deductions
- information about performance, training and development
- information supplied by prior/transferring Federal or state government agency including leave and entitlements.

You may request access to, or correction of, personal information that the ERA holds about you by contacting the ERA at info@erawa.com.au.

Further information is available in our [Privacy Policy](#).

