

INTERAGENCY GRADUATE PROGRAM



The [Department of Mines, Industry Regulation and Safety](#) (DMIRS) and the [Department of Jobs, Tourism, Science and Innovation](#) (JTSI) have come together to create an award-winning interagency graduate program.

Our 18-month graduate program aims to build the skills, experience and networks required for a successful career in the public sector. A customised rotation plan provides our graduates with a range of opportunities across the West Australian public sector.

You will have the opportunity to work on state-wide projects and initiatives, using your skills and knowledge to help improve the lives of the West Australian community.

ABOUT DMIRS

[DMIRS](#) plays a unique role in supporting a safe, fair and responsible future for the Western Australian community, industry and resources sector.

DMIRS demonstrates a shared commitment to our values – being responsive, forward thinking, fair, ethical, transparent and respectful to enhance the way we work as a regulator, service provider and policy maker.

You can find more information about DMIRS in the [Annual Report 2019-20](#).

GRADUATE PROGRAM FAST FACTS

- Structured 18-month program.
- Starting salary of \$72,896 per annum + 10.5% superannuation (as at August 2022).
- Flexible working hours.
- Metropolitan Perth based locations.

- Permanent position at conclusion of program, subject to satisfactory performance.
- Rotations tailored to build your professional expertise in your home agency and other government agencies.
- Extensive learning and development opportunities.
- Opportunity to expand your networks with skilled and diverse professionals.

WHAT ARE WE LOOKING FOR IN A GRADUATE OFFICER?

Each year we recruit for a range of degrees and qualifications, completed in the current or preceding year, including (but not limited to) Commerce, Spatial Science, Marketing, Human Resources, Law, Science and Engineering.

Beyond your qualifications, we are looking for graduates who are team players, great problem-solvers and communicators and would like to deliver the best possible outcomes for the Western Australian community.

GRADUATE ELIGIBILITY REQUIREMENTS

To be eligible for the graduate program, you must be:

- an Australian citizen or have permanent residency status in Australia; and
- have completed your degree qualification in 2021 or 2022.

The graduate program is an equity and diversity employment initiative and therefore we are actively looking for recent university graduates from any of the following diversity groups to be a part of our January 2023 intake:

- people 24 years and under
- people with disability
- Aboriginal and/or Torres Strait Islander peoples

THE GRADUATE PROGRAM

Graduates commence the program in mid-January each year. The initial rotation is with your home agency and team where you will have a graduate sponsor and graduate manager who will support you throughout the program.

During the first few weeks, you will participate in various orientation and induction activities with the rest of your graduate cohort.

Upon completion of your home rotation, you will then proceed on other rotations over the next 12 months. These rotations can be undertaken within other areas of your home agency or other state government agencies.

Throughout the program, you will be supported by the Graduate Coordinator, who will work with you and your graduate manager and sponsor to develop a rotation plan.

Throughout the program you will undertake an extensive learning and development program to develop key skills and capabilities to ensure your success in the WA Public Sector and your home department.

THE APPLICATION PROCESS

Step 1 – Submit your written application

All applications should be submitted online via the [WA Government Jobs Board](#) using the link in the Graduate Officer advertisement.

Please refer to the individual JobsWA advertisements for what documents you are required to provide as part of your written application.

Applications must be received by the closing date and time specified in the advertisement.

We are not able to accept late applications.

Step 2 – Panel Interview

If your written application is successful, you will be invited to attend a panel interview.

We may use a variety of methods to assess your suitability against the advertised job through a face-to-face or virtual interview.

Step 3 – Referee Checks and Applicant Notifications

Referee reports will be sought for the most competitive applicants. If you have concerns about us contacting your current employer please notify us.

All applicants are notified in writing of the outcome and are encouraged to seek feedback on their application.

A breach claim period of four (4) business days occurs after the applicants have been notified of the outcome of their application, during which time applicants can lodge a claim against the process in accordance with the Public Sector Management (Breaches of Public Sector Standards) Regulations 2005 and Commissioner's Instruction - Employment Standard.

QUESTIONS?

If you have any questions about the graduate program or application process, do not hesitate to contact the Graduate Coordinator on (08) 9222 3374 or graduates@dmirs.wa.gov.au.

We look forward to receiving your application!