



Government of **Western Australia**
Department of **Finance**



GRADUATE PROGRAM 2024

Information Guide

General information about the
Finance Graduate Program

Graduate Program Information Guide

The Department of Finance currently employs around 1100 staff from multi-disciplinary backgrounds to deliver our broad portfolio of responsibilities.

We're sought out for our trusted advice and quality services to Government and have been integral in leading the State's recovery efforts from the COVID-19 pandemic. We:

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

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

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

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

Deliver We facilitate delivery of corporate services, using insights and leading technologies to continuously innovate and improve.

We achieve outcomes across these areas by:

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

To learn more about our organisational structure, values, mission, and key achievements, read the Overview and Agency Performance sections of our [2021-2022 Department of Finance Annual Report](#), [Department of Finance Strategic Directions 2021 - 2022](#) and follow us on [LinkedIn](#) and [Facebook](#).

We welcome graduates from all degrees who embrace our values.

Between 2010 and 2022 we employed more than 150 graduates with a diverse range of majors:

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

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

2024 opportunities

Graduates will have an opportunity to work across Finance and be involved in areas including:

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

About the program

The rotation system

The program operates on a rotational system that encourages graduates to be proactive and open to the varied career opportunities at Finance. Rotations last four months and are offered based on business needs, qualification relevance, and career interests. In 2022, our graduates worked alongside senior staff on key projects including:

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

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

Support

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

Skill development and training

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


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

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

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

Program benefits

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

- starting salary of \$76,026 p.a. plus superannuation
 - possibility for extension or permanency
 - training and development
 - flexible working conditions
 - inclusive culture
 - extensive support networks
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Requirements

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

- alignment with Finance's values
- course weighted average
- research skills
- written communication skills
- initiative
- conceptual and analytical skills
- oral communication and interpersonal skills
- teamwork skills.

Diversity and the selection process

Graduates from all backgrounds are encouraged to apply. Finance strives to be responsive to community needs by employing a workforce that is representative of the diverse community we serve.

Aboriginal and Torres Strait Islander people and people with disabilities have been identified as key diversity groups underrepresented within our workforce and applicants from these diversity groups are strongly encouraged to apply.

When determining the most suitable person(s) to be appointed, the selection panel and Finance may take these business needs into consideration.

How to apply

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



More information


To be fully informed about our Graduate Program and the application process, visit WA.gov.au/financegrads and read:


- 2024 Graduate Program Application Guide
- 2024 Graduate Program Application Checklist

You can also find out more by following Finance online:

 WA.gov.au/Finance

 Department of Finance

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