



Government of **Western Australia**
Department of **Treasury**



Department of Treasury

Aboriginal Graduate Program 2024

Applicant Guide





Acknowledgement of Country

WA Treasury acknowledges and pays tribute to the Traditional Custodians of country throughout Western Australia and their continuing connections to land, sea, sky and community. We pay respect to all members of Western Australia's Aboriginal communities and their cultures, and to Elders past and present. We also acknowledge the Noongar people as the original Custodians of the Land on which our Perth office sit.

We acknowledge the strength and stewardship of Aboriginal people in sustaining the world's oldest living culture and value the contribution Aboriginal people make to Western Australia's communities and economies.

We recognise our responsibility as an organisation to work with Aboriginal people, families, communities and organisations to make a difference and to deliver improved economic, social, and cultural outcomes for Aboriginal people.

A note about language

In this document, the term Aboriginal people is used in preference to "Indigenous" or "Aboriginal and Torres Strait Islander" people, in recognition that Aboriginal peoples are the original inhabitants of Western Australia.

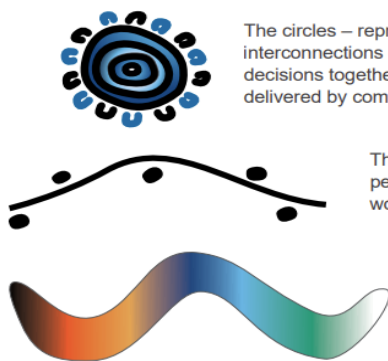
Treasury recognise both Aboriginal and Torres Strait Islander people as the First Nations of Australia and welcomes individuals of Aboriginal and Torres Strait Islander cultural heritage to our recruitment processes.

Design acknowledgment

The Aboriginal design within this document was created by Kathleen Musulin, a proud Malgana Yawuru woman from the Gascoyne region, who works as an analyst with Treasury's Aboriginal Affairs Coordination Unit. The design was created through a collaborative process working together to discuss the journey Treasury is on to transform our organisation to build Aboriginal empowerment into the heart of what we do.

The design is a visual representation of Treasury's journey working with and alongside Aboriginal people, communities, and other Government agencies to create meaningful connections to country and communities. Central to the design are the relationships we develop along the way based on building trust, respecting culture, and working transparently to improve outcomes with and for communities in Western Australia.

Below is a description of what each of the elements of the design represent:



The circles – represent the many diverse Aboriginal communities and cultures across the State and interconnections coming together with Government and Treasury, yarning, and collaborating to make decisions together that are informed by community needs and aspirations and where appropriate delivered by community.

The interconnecting waves – represent Treasury's journey, walking together alongside Aboriginal people and moving towards an empowered future where Aboriginal people determine their futures working with Government to help them prosper.

The colours within the waves and throughout the document – the colours of black, brown, blue, red, white, ochre and green represent the different areas of Country throughout Western Australia (from the desert to the sea) and the changes in the colours depict changes in the earth, waters and skies capturing the diversity of Aboriginal lands, peoples and culture across our State.



Help Shape the Future – Treasury needs you!



It doesn't matter whether you have graduated or are soon to graduate we are keen to hear from all Graduates who identify as Aboriginal and Torres Strait Islander.

At the Department of Treasury (Treasury), you will have the opportunity to perform challenging and interesting work on a range of high-profile State projects and tasks that impact on the community.

Treasury provides a key policy advisory role across a wide range of issues and programs that impact on Aboriginal people, their families and their communities and we acknowledge that our work and policies must meet the needs of every person in Western Australia.

We are committed through our [Reflect Reconciliation Action Plan](#) (RAP) and our [Treasury Aboriginal Empowerment Strategy](#) to empowering Aboriginal people to drive change. We are transforming the way we work across our systems, processes and people – in line with the Closing the Gap National Agreement and the WA Aboriginal Empowerment Strategy – to achieve better outcomes for Aboriginal people. To do this we are listening, learning and working alongside Aboriginal people.

As a workforce, we are committed to diversity and inclusion and supporting our Aboriginal employees to ensure their work environment is culturally safe and supportive to enable you to learn and grow your career with us. This includes access to our Treasury Reconciliation Working Group (RWG), Aboriginal Employee network, Diversity Committee and the Employee Reference Group (ERG).

We have an active and vibrant Young Professional Program (YPP), which hosts a range of social gatherings, development opportunities, and other networking opportunities throughout the year.

If you are passionate about making a difference, shaping public policy and providing meaningful contributions to your people through your work, then Treasury is the place to shape your future.



Working at Treasury

Treasury is the central State Government agency that manages Western Australia's public sector finances and formulates and implements the annual State Budget. We develop economic and revenue forecasts, and monitor developments in the State's economic, major revenue bases and public sector finances, to ensure Western Australia remains on track against the State Government's economic and fiscal objectives.

Our policy advisory role covers a wide range of issues, including Commonwealth and State financial relations, revenue policy, public sector wages policy, public sector superannuation policy, Aboriginal policy and advice on alternative models of service delivery and infrastructure provision.

Through participation in this program, you will create impactful and positive change for Western Australian communities by providing input and advice on policies and programs, including those that affect Aboriginal people.

You will have three rotations in different business areas across Treasury, which includes a rotation in our Aboriginal Affairs Coordination Unit where you will have the opportunity to work on projects such as the Aboriginal Expenditure Review, Aboriginal Justice and Mental Health Reform, Closing the Gap initiatives, the Treasury Aboriginal Empowerment Strategy and Native Title issues.

For further information about what we do, please head to our website at www.wa.gov.au/treasury.

About Treasury Work Areas

Treasury has a broad range of diverse work areas which you will have exposure to throughout your Graduate journey which may include:

- Supporting the work of the AACU in contributing to Closing the Gap and Native Title activities in Western Australia, and bring a greater focus on Aboriginal outcomes in decision making when reviewing investment proposals and changes to policy settings;
- Playing a pivotal role in supporting agencies with budget submissions across a wide range of portfolios (eg justice, health, law, education/training, utilities, housing, financial entities);
- Providing input into State financial reporting and publications;
- Contributing to key government projects eg Westport, Women and Newborn Hospital, Climate resilience and decarbonisation, Economic diversification;
- Undertaking research projects, analysis and forecasting of current economic issues eg Productivity Reform, Impact of Iron Ore prices, Consumption and Trade, Housing market;
- Providing analysis and input into Commonwealth funding agreements Financial relations, and GST matters; and
- Development of cost and demand data models and assessment of costs and funding.



Hear from one of our previous Graduates

"As a fresh university graduate, with a Bachelor of Arts majoring in Law and Politics, I didn't think I would get a position in the Treasury Graduate Program or know what to expect working for Treasury, but I applied anyway. And I am so thankful I did! From my first interview, right through to commencing in my graduate position, I have felt valued and welcomed, which as a young Aboriginal woman I was worried about."



Treasury is not all numbers or just for those with a finance, accounting, or economic background. It also has a central role in policy and government decision-making as a central agency, which has enabled me to utilise my degree, and learn so much more beyond it.

Giving back to my community and helping the most vulnerable, especially Aboriginal people, has always been important to me, and through my position I have been able to do this whilst gaining a wealth of knowledge that I know will help me throughout my professional life. I cannot wait to see where my career at Treasury will take me!"

Tahlia Fenton, 2022 Aboriginal Graduate Officer, Treasury WA

Our 2023 Graduate cohort





Conditions and Benefits

Treasury's employment conditions offer a wide range of attractive benefits that support individual needs and encourages a healthy work life balance. These include:

- Flexible working options which include, flexible work hours, part time and job share opportunities as well as working from home for a maximum of two (2) days per week.
- Generous leave entitlements, including:
 - Four (4) weeks annual leave per calendar year.
 - 13 weeks long service leave (LSL) on completion of seven (7) years continuous service (pro-rata for part time). This can be taken at double pay, half pay or can also be cashed out (conditions apply);
 - 15 days cumulative personal leave per anniversary year, to be used for sick leave, carer's leave unplanned and planned absences.
 - 3 days bereavement leave on each occasion.
 - Up to 5 days paid cultural leave for employees who identify as Aboriginal or Torres Strait Islanders to participate in cultural and ceremonial obligations or community cultural events.
 - Paid parental leave (after 12 months of service).
 - Three (3) public service holidays to be used each calendar year (conditions apply);
 - The option to purchase up to an additional 10 weeks leave per calendar year.
- Corporate health plans offering discounted health insurance premiums with selected providers.
- Ongoing support to employees through our Employee Assistance Program and Workplace Support Officers who are also trained in Mental Health First Aid.
- Health and Wellbeing Program that includes annual flu vaccinations, skin checks, coffee shop forums on health and wellbeing issues and other health initiatives.
- Salary packaging options, including novated vehicle leases and superannuation.
- Proactive diversity committee and RAP working group that support diversity and inclusion in the workplace through events such as National Reconciliation Week, NAIDOC week, and other important events for Aboriginal and Torres Strait Islander people and sharing of information through Intranet articles, dedicated intranet pages, and promotion of Aboriginal Cultural Awareness training.
- Employee Reference Group for employees to provide input into programs that enhance employee experience and engagement.
- Access to the Young Professional Program (YPP) who are proactive in organising social events, development opportunities and network events internally and with other public sector agency cohorts.

And we must mention the exhilarating view from our home – our office building and workstations on Floors 19, 20 and 21 of David Malcolm Justice Centre (DMJC)!



Learning and Development

At Treasury you can drive your own development. We encourage continuous learning and at Treasury you will find a wide range of learning and development available to suit your individual needs. These include participation and access to:

- Public Sector Graduate Launch Program
- Under Treasurers Education Development Program (UTEDP)
- Executive/Director Shadowing Program
- Monthly coffee shop forums aimed at developing your knowledge of business-related work/projects, health and wellbeing, diversity and inclusion
- Professional development opportunities, such as leadership development and access to our employee personal development allocation to the value of \$2000 per annum and access to online learning through Click2Learn
- Access to paid and unpaid study leave (conditions apply)
- Acting opportunities and internal rotation programs



Application Dates and Process

Applications Open:	10 July 2023
Applications Close:	7 August 2023 (5.00pm WST)
Yarning session:	23 August 2023
Informal interview:	28 August 2023
Program Offers:	From 9 October 2023
Graduate Program Commences:	8 January 2024

For the best chance of success, we encourage you to read the information in the job advertisement, the Graduate Officer role statement and the Level 3 capability framework before applying.



Step 1: Online Application Form (Closes 7 August 2023)

To apply for the role, you will need to ensure you complete the following:

1. Go to www.jobs.wa.gov.au and select the 'Apply for Job' button on the advertisement.
2. Complete the online application form and upload the following documents to your application:
 - Resume that summarises your academic and work experience (in Word and PDF format);
 - Copy of your current or completed official academic record. **Please note this must be in the form of an official transcript or official letter issued by your university; screenshots from online portals will not be accepted.**
 - Names and contact details of two referees who can comment on your skills and abilities relevant to the role. This may be a current or previous work supervisor, or an academic supervisor such as a lecturer or tutor.

Step 2: Yarning session (Approximately 23 August 2023)

In a small group with other applicants, you will yarn about your experiences in university, your community, your interests and your future goals. We would also like you think about what excites you about working at Treasury and why you want to work here. This session will be relaxed and conversational so we can see you at your best.

Step 3: Informal Interview (From 28 August 2023)

The informal interview will be maximum of 30 minutes where you will meet Treasury team members and have 1-1 discussion with the team who will ask you a series of questions aimed to get to know you better and determine if you have the right skills and are the right fit for the Treasury workplace.

If you are based interstate, interviews will be arranged via MS Teams.

Step 4: Notification to Applicants (From 2 October 2023)

Applicants will be notified of the outcome of this process from 2 October 2023. If you have been unsuccessful in the process, you will be emailed and given the opportunity to seek feedback from the panel.

You will also receive notification of the Breach of Standard process available to you should you believe that the Public Sector Employment Standard has been breached.

We wish you the best with your application and look forward to the opportunity to welcome you to Treasury.

If you have any queries relating to the recruitment process, the Treasury Aboriginal Graduate program or working in Treasury, please email recruitment@treasury.wa.gov.au.

We thank you for your interest in this program and wish you luck with your application!