



Department of Energy, Mines,  
Industry Regulation and Safety

DEMIRS graduate  
program celebrating

**20**  
years

# Graduate Program

Make a difference to the  
Western Australian community  
and be an advocate for change.



**Join  
our  
team**

We are proud to be part of

a place of  
**opportunity**

DEMIRS  
Graduate  
Program

The Department of Energy, Mines, Industry Regulation and Safety (DEMIRS) offers a comprehensive and award winning 18-month graduate program that equips graduates with the essential skills, experience, and networks needed for a successful career in the Western Australian (WA) public sector.

Our program gives you opportunities to foster professional growth and development and gain valuable exposure to state-wide projects and initiatives to help improve the lives of the WA community.

You get the chance to rotate through our diverse business areas, as well as other WA public sector agencies.

In partnership with the Department of Jobs, Tourism, Science and Innovation (JTSI), you will benefit from a customised rotational plan across both agencies, including shared networking and learning development opportunities.

We also collaborate with the Department of Water and Environmental Regulation (DWER) to facilitate rotations that give diverse regulatory exposure.

## About DEMIRS

DEMIRS plays a unique role in supporting a safe, fair and responsible future for the WA community, industry, energy and resources sector.

Our values - responsive, forward thinking, fair, ethical, transparent and respectful - enhances the way we work as a regulator, service provider and policy maker.

You can find more information about DEMIRS in the [Annual Report](#) or through our [LinkedIn page](#).

## Graduate program fast facts

- A structured 18-month program with customised rotations through diverse business areas, including interagency rotations.
- Permanent appointment, with a six-month probation period.
- Work independently and collaboratively on impactful projects.
- A comprehensive support network, including graduate manager and mentor, your graduate cohort and a coordinator.
- Extensive learning and development opportunities.
- Attractive salary (\$79,156 p.a. plus 11.5 per cent superannuation), annual increments, flexible work arrangements and metropolitan location.

## Our values



Ethical



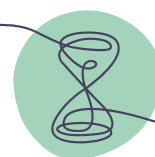
Fair



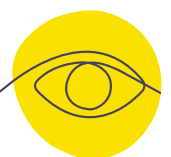
Forward  
thinking



Respectful



Responsive



Transparent

## What are we looking for in a graduate officer?

Each year we recruit graduates from a range of degrees and qualifications completed in the current or preceding two years. Graduates from all disciplines are welcome to apply, however, certain degrees will be highly desirable or required for certain positions. Please see pages 3 to 7 for more information.

Beyond your qualifications, we are looking for graduates who are collaborative, analytically minded, action orientated, have an inquisitive mindset, are culture and values driven, solution focused and are enthusiastic and eager to learn.

## 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 tertiary degree qualification of three or more years in 2022, 2023 or be in the final year of study in 2024.

The graduate program is a diversity and inclusion employment initiative and therefore we are actively looking for recent university graduates who fall into any of the following diversity groups to be a part of our January 2025 intake:

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

## The graduate program

Graduates start the program in mid-January of each year. The initial six-month rotation is with your home agency and team, where you will have a graduate sponsor and graduate manager to support you throughout the program.

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

Following your home six-month rotation, you will move on to other rotations over the next 12 months within other diverse areas of DEMIRS, JTSI, DWER or other WA public sector agencies.

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

The program offers extensive learning and development opportunities to advance the key skills and capabilities you will need to thrive in the WA public sector and DEMIRS.

## Available positions

DEMIRS is offering 17 general and one technical position for the 2025 intake. Graduates from all disciplines are welcome to apply, with certain degrees being highly desirable for the general positions. The technical position requires a specific degree.

## Corporate Services and Labour Relations – four (4) positions

Position	Desirable Degree	Position Details
Graduate Officer – Business Engagement	<ul style="list-style-type: none"> <li>• Arts and design</li> <li>• Communications</li> <li>• Humanities</li> <li>• Media.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct research and analytics.</li> <li>• Create graphic design projects to support change and training activities.</li> <li>• Provide data analysis for insights.</li> <li>• Prepare communication documents.</li> <li>• Support administrative and logistical tasks.</li> </ul>
Graduate Officer – IT Operations	<ul style="list-style-type: none"> <li>• Information technology</li> </ul>	<ul style="list-style-type: none"> <li>• Assist with the evolution of technologies to cloud-based facilities and of expansion of the size of data sets to very and extremely large sizes.</li> <li>• Ongoing day-to-day management of data repositories in production use.</li> </ul>
Graduate Officer – Labour Relations	<ul style="list-style-type: none"> <li>• Economics</li> <li>• Employment relations</li> <li>• Industrial relations.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct research and prepare written material to assist with major projects and Government submissions.</li> <li>• Respond to client email enquiries.</li> <li>• Prepare briefings and respond to Ministerial correspondence on industrial relations issues.</li> <li>• Develop website content and information resources about industrial relations topics.</li> </ul>
Graduate Officer – Solution and Architecture	<ul style="list-style-type: none"> <li>• Information technology</li> </ul>	<ul style="list-style-type: none"> <li>• Build business applications or websites.</li> </ul>

## Energy Policy – six (6) positions

Position	Desirable Degree	Position Details
Graduate Officer – Consumer Policy	<ul style="list-style-type: none"> <li>• Arts</li> <li>• Journalism</li> <li>• Law</li> <li>• Political science</li> <li>• Social sciences.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop guidance materials and support a communication campaign for industry and customers.</li> <li>• Conduct relevant research to support the implementation of new energy frameworks.</li> <li>• Assist with other tasks related to the electricity licensing and exemption framework, and electricity concessions policy projects.</li> <li>• Answer customers and other stakeholder enquiries (calls, emails and Ministerial correspondence) as required.</li> <li>• Assist with administration of the Charge Up Electric Vehicle Charger Grant Program, including the promoting the grants and processing grant applications.</li> <li>• Support community engagement activities with Traditional Owner groups relating to the renewable energy transition.</li> </ul>
Graduate Officer – Emergency Management	<ul style="list-style-type: none"> <li>• Communications</li> <li>• Emergency or disaster management</li> <li>• Law</li> <li>• Politics</li> <li>• Risk management.</li> </ul>	<ul style="list-style-type: none"> <li>• Contribute to the incident management of significant energy supply disruptions.</li> <li>• Design and participate in emergency response exercises.</li> <li>• Contribute to the development and implementation of cyber security policy in the energy sector.</li> <li>• Identify and deliver improvements to emergency response plans.</li> <li>• Develop relationships with energy sector participants and emergency response agencies.</li> <li>• Represent DEMIRS at State emergency management groups and working on a range of emergency management capability building projects.</li> </ul>
Graduate Officer – Electricity Networks and Customer Participation	All Bachelor degrees considered	<ul style="list-style-type: none"> <li>• Support the delivery of the WA Government's Distributed Energy Resources Roadmap to facilitate uptake of rooftop solar, batteries and electric vehicles into the electricity grid and market.</li> </ul>

## Energy Policy – six (6) positions *continued*

Position	Desirable Degree	Position Details
Graduate Officer – Planning and Coordination	<ul style="list-style-type: none"> <li>• Communications</li> <li>• Engineering</li> <li>• Economics</li> <li>• Energy studies</li> <li>• International studies</li> <li>• Law</li> <li>• Mathematics</li> <li>• Politics.</li> </ul>	<ul style="list-style-type: none"> <li>• Support the identification of risks and opportunities in the energy system.</li> <li>• Contribute to detailed modeling projects, data analysis and research for investment and policy recommendations.</li> <li>• Engage with stakeholders across the energy sector, including industry, consumer bodies, government entities and experts.</li> <li>• Synthesise and communicate complex concepts and outcomes from stakeholder engagement and analysis.</li> </ul>
Graduate Officer – Strategic Energy Policy	<ul style="list-style-type: none"> <li>• Business</li> <li>• Commerce</li> <li>• Communications</li> <li>• Data analytics</li> <li>• Humanities</li> <li>• Law.</li> </ul>	<ul style="list-style-type: none"> <li>• Assist with stakeholder engagement and Aboriginal participation.</li> <li>• Support the implementation of the WA Government’s Renewable Hydrogen Strategy and development of offshore wind zones.</li> <li>• Preparing briefing notes and letters to DEMIRS senior leaders and Minister to represent at Energy Climate Ministerial Council (national).</li> <li>• Support the decarbonisation of off-grid resource operations with local renewables.</li> </ul>
Graduate Officer – Wholesale Markets	<ul style="list-style-type: none"> <li>• Arts</li> <li>• Commerce</li> <li>• Economics</li> <li>• Energy</li> <li>• Environment</li> <li>• Engineering</li> <li>• Law</li> <li>• Science</li> <li>• Politics</li> <li>• Sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct research and analysis on wholesale electricity market issues.</li> <li>• Support policy projects for transitioning to a low emission electricity industry.</li> <li>• Preparing Ministerial briefing notes and letters to the Minister on energy market issues.</li> <li>• Liaise with stakeholders across government, industry, and the broader community to facilitate effective information sharing and communication.</li> </ul>

## Industry Regulation and Consumer Protection – four (4) positions

Position	Desirable Degree	Position Details
Graduate Officer – Conciliation	<ul style="list-style-type: none"> <li>• Business</li> <li>• Commerce</li> <li>• Law.</li> </ul>	<ul style="list-style-type: none"> <li>• Assist with a range of projects and processes in relation to the assessment of complaints received from consumers.</li> <li>• Apply the legislation administered by Consumer Protection to determine an appropriate level of intervention required by DEMIRS to relevant projects.</li> </ul>
Graduate Officer – Policy and Legislation	<ul style="list-style-type: none"> <li>• Architecture</li> <li>• Construction management</li> <li>• Engineering</li> <li>• Governance, or Public policy</li> <li>• Law</li> <li>• Sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>• General policy support work, including assisting with: <ul style="list-style-type: none"> <li>- researching and analysing issues relating to the building industry, to contribute to the development of policy responses;</li> <li>- liaising with stakeholders;</li> <li>- preparing Ministerial briefing notes and letters;</li> <li>- drafting consultation papers; and</li> <li>- analysing stakeholder feedback.</li> </ul> </li> <li>• Contribute to the development, implementation and review of new policies, regulations and legislation.</li> </ul>
Graduate Officer – Service Delivery Support	<ul style="list-style-type: none"> <li>• Business</li> <li>• Computing</li> <li>• Cybersecurity</li> <li>• Computer science</li> <li>• Data analytics</li> <li>• Information technology</li> <li>• Information and communication technology</li> <li>• Software development.</li> </ul>	<ul style="list-style-type: none"> <li>• Interface and data visualisation design.</li> <li>• Data analytics, assessing and documenting user requirements.</li> <li>• Report building and workflow enhancements.</li> <li>• Supporting internal system users.</li> <li>• Support internal system change projects.</li> </ul>
Graduate Officer – Trader Intervention Officer	<ul style="list-style-type: none"> <li>• Business</li> <li>• Commerce</li> <li>• Law.</li> </ul>	<ul style="list-style-type: none"> <li>• Assist with a range of projects and tasks that address Consumer Protection issues in the community. This includes a strong focus on supporting businesses in their compliance with the Australian Consumer Law and other legislation administered by DEMIRS to remedy improper business practice.</li> </ul>

## Resource and Environmental Regulation – two (2) positions

Position	Desirable Degree	Position Details
Graduate Officer – Petroleum Environment	<p>This is a technical position. Only the following degrees will be considered:</p> <ul style="list-style-type: none"> <li>Bachelor of Science degree in a relevant discipline (marine, environmental science, natural sciences or natural resource management), or an approved equivalent qualification.</li> </ul>	<ul style="list-style-type: none"> <li>Undertake environmental assessments of routine/straight forward petroleum, geothermal and/or pipeline proposals.</li> <li>Provide advice to DEMIRS executive as well as the petroleum and energy sectors, general public and industry organisations in relation to environmental legislation and policies.</li> <li>Participate in inspections and other compliance activities for petroleum, geothermal and pipeline operations to monitor for compliance with legislative requirements of industry.</li> <li>Assist in operational projects as directed by senior leaders.</li> </ul>
Graduate Officer – Resource Tenure	All Bachelor degrees considered.	<ul style="list-style-type: none"> <li>Assist in the development of operational policy (including guidance material and documentation), potentially relating to the implementation of regulations for the emerging carbon sequestration and natural hydrogen industries within WA.</li> </ul>

## WorkSafe – two (2) positions

Position	Desirable Degree	Position Details
Graduate Officer – Safety Education	<ul style="list-style-type: none"> <li>Communications</li> </ul>	<ul style="list-style-type: none"> <li>Digital communications including writing and layout for the website, social media, digital campaigns, etc.</li> </ul>
Graduate Officer – WorkSafe Inspector	<ul style="list-style-type: none"> <li>Work Health and Safety</li> </ul>	<ul style="list-style-type: none"> <li>Undertake regulatory inspections within industry, seeking compliance against the Work Health and Safety legislation.</li> <li>Provide education to industry, drafting of safety related guidance information, some travel within the State, research of incident related matters, and other such matters.</li> </ul>



# The application process

## Submit your written application

All applications should be submitted online via [WA Government Jobs Board using the link in the Graduate Officer advertisement](#). Within the online application process, you will be asked to provide us an overview of your education, work experience, and relevant skills, upload a copy of your academic transcript and your completed qualification. You will also be asked about the knowledge and experience developed through your studies and work (this may include work experience or volunteer work) to demonstrate how you proactively built strong relationships, problem solved, and asked clarifying questions to achieve results.

## Application assessment

The selection panel will assess all written applications received and agree on a 'shortlist' of the most competitive applicants.

## Panel interview

### *General Positions*

The general positions will be a two-phased approach.

#### *Phase one*

If your written application is successful and you are shortlisted, you may be invited to attend a panel interview, where you will be assessed on your eligibility and suitability for the graduate program. Other assessment methods may also be used, such as a presentation. There will be one interview for each group.

#### *Phase two*

If you are considered suitable for the program, you may be invited to attend an informal interview to assess your suitability for the specific position and determine if you are the 'recommended' applicant.

### *Technical position - Graduate Officer - Petroleum Environment*

This will be a one phased approach.

If your written application is successful, you may be invited to attend a panel interview, where you will be assessed on your suitability for the graduate program and the Graduate Officer - Petroleum Environment position. Other assessment methods may also be used, such as a presentation.

You are given every opportunity throughout the process to show you are an ideal candidate. If you need extra support during the process, let us know when you are contacted for further assessment and the selection panel will make reasonable adjustments to support your participation in the recruitment process.

We will talk to the referees of the most competitive applicants. If you have concerns about us contacting your current employer please notify us.

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

A breach claim period of four (4) business days occurs after applicants have been notified. During this time, unsuccessful 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.

If we find you suitable and recommend you for our graduate program, you will need to provide a National Police Clearance before you start the program.



## Questions?

If you have any questions about the graduate program, application process or if information is required in an alternate format, please contact:

**Lauren Pedferri**

Coordinator Graduate and Youth Initiatives  
(08) 9222 3863 or [graduates@demirs.wa.gov.au](mailto:graduates@demirs.wa.gov.au)

To find out more about our interesting and diverse work across the WA community, we encourage you to [visit our website](#) or follow us on [LinkedIn](#).

***We look forward to receiving your application!***

Government of Western Australia

**Department of Energy, Mines, Industry Regulation  
and Safety**

8.30am – 4.30pm

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