



Graduate Development Program (GDP)

Frequently Asked Questions

How do I apply for the Graduate Development Program?

The program will be advertised in January 2025 via: Jobs WA website, the DBCA LinkedIn page, DBCA socials and shared through university channels.

The application process will be straight forward, simply provide:

1. Your current CV
2. Evidence of your studies
3. A video (no longer than 2 minutes) that shows us who you are, what you are about and why you are interested in the program.

Here are some key elements to focus on for the video:

Brief introduction: Start with your name and the degree you have completed. Tell us who you are, what you like, why the job and agency interests you, what work or volunteering you have done and why you want to work and live regionally.

Relevant experience and skills: Highlight any hands-on conservation work or relevant projects you have been involved in. Mention specific skills that align with the job duties, such as project management, report preparation, and collaboration with diverse teams.

Passion for conservation: Share why you are passionate about conservation and land management. Discuss any personal experiences or motivations that drive your interest in this field.

Communication: What makes you a good communicator? Tell us about your interpersonal skills and ability to build rapport and engage with others in a positive and collaborative manner.

Closing statement: Summarise why you are a strong candidate for the position and express your enthusiasm for the opportunity.

Further tips for the video:

Be concise: Keep your points clear and to the point to fit within the two-minute timeframe. Anything over 2 minutes will not be accepted.

Be authentic: Let your genuine interest and personality shine through.

Practice: Rehearse your key points to ensure a smooth delivery.



What happens once I submit my application?

An assessment panel will review all of the applications. Successful applicants will then be invited to interview and those that are successful in the interview process will be shortlisted for selection school.

How many graduate positions are there?

Each region will host a graduate, so there will be nine positions on offer. We will also have a pool of up to 10 positions, which means that if you are found suitable but are not offered a graduate position, you may be offered other opportunities. The pool will be open for 24 months.

A second graduate recruitment program will occur for 2027.

Can I apply in the final year of my studies?

Yes, you can apply if you are in the final year of your studies, as long as you graduate before the program begins. You can also apply within two years after finishing your study.

Can I apply again for the 2027 graduate intake, if I am unsuccessful in 2025?

Yes, of course, providing it is within two years of you finishing your study.

What is selection school?

Selection school is part of the recruitment process where you will come together with other hopeful graduates in Dwellingup. Accommodation and meals will be provided for two nights and two days.

You will participate in team building activities, enjoy networking opportunities and learn more about the agency so you can see if it is the right fit for you, and we can also determine if you are the right fit for the department.

What is O week?

Held in Exmouth during April 2025, this week will be a mix of inductions, learning and adventure! The week is your introduction to the department, your peers, other senior staff and you will learn more about what we do and who we are as a Public Sector agency.

If I am successful, where will I be working?

Successful graduates will be regionally based. There are nine DBCA regions across the State and 16 districts. Each region will host a graduate. Graduates will generally



be based in one of the major centres of each region and placements will depend on the priority work in the area and the development opportunity available. Our regions cover the entire State from Kimberley in the north to Esperance and Albany in the south coast.

Do I get to choose which region I work in?

The final decision on placements will be made by the Graduate Development Program management team. However, you will be able to provide preferences and these along with your background and ambitions will be considered when making final placement decisions.

Will I have a good support network throughout the program?

Absolutely. There will be support locally within the regions, support through the management team and also a network of peers and other young staff that you can reach out to at any point. The department also has peer supporters in each region as well as access to an Employee Assistance Program.

What are the rotations?

Each graduate will rotate through a minimum of three service areas in the regions. Service areas include; marine, conservation, parks and visitor services, fire management, sustainable forest management and joint management.

Each rotation will be for 6-8 months.

All graduates will undertake fire management as one of their rotations, as fire is a component of everyone's role.

Do I get to choose my rotations?

Rotations will depend on which region you are placed in however you will be integral to the discussion alongside the Regional/District Manager and your Supervisor. The priorities of the region along with your background and ambitions will all be considered when developing your rotation plans.

What does working in fire management look like?

DBCA is a land management agency with responsibility to respond to bushfires on the lands we manage and to conduct prescribed burning and other bushfire mitigation activities to minimise the risk of fire to the environment and community. There are a variety of roles in fire including operations in the field, planning and support in the office, and providing information to the community. All graduates will be supported through fire management training and contribute via roles aligned to their capability, competency and development pathways.



What will I be doing in a typical day?

DBCA is an agency with diverse roles and responsibilities so, every day will be different. Your days could be spent:

- in the field undertaking surveys
- in the office mapping threatened flora
- assisting with burning operations
- in training with your peers, or
- in meetings with our Traditional Owner partners.

Your days will be spent immersed in learning and developing both practical and technical skills to assist you with your career progression as well as developing your leadership attributes.

What training opportunities are part of the program?

There will be a mix of in-person training and online training. The online training will be self-paced, whilst the face-to-face training will be provided in 1–2-week blocks and will be held in Dwellingup. The blocks will involve learning and developing skills such as; weed management, safe use of chemicals, chainsaw use, fire fighter crew member, leadership development and much more.

How often will I meet with my mentor/supervisor?

You will work closely with your supervisor each week and will meet for formal development discussions at the beginning and end of your rotation. You can also request meetings to help track your progress through ongoing feedback.

How will my performance be evaluated during the program?

There will be formal performance development plan (PDP) meetings at the beginning and end of each rotation and there are a set of competencies to track progress for each service area so that progress is easily measured.

Will I receive regular feedback on my progress?

Absolutely. Your supervisor will provide you with regular feedback to assist with day-to-day tasks. Formal feedback through PDP meetings will also occur. We want you to succeed, and meaningful and constructive feedback is the best way to assist with your development.

How long is the program?

The graduate program runs over two years with the training taking place during the first 18 months.



How much will I get paid?

Graduates will be paid at the top tier of the Public Sector and Government Officers Award level 2 which has a salary of \$79,292.

Is there assistance to move regionally?

Yes, the Regional and Fire Management Services division will provide financial assistance to help with the costs of your move.

Is there housing available?

Where possible, we will work with you to assist, however you will need to find housing yourself. In some instances we may be able to provide short-term accommodation options while you find suitable housing.

After the two year program, will I gain a permanent position with the department?

It is expected that if you meet all the requirements of the program and are a great fit for the agency that you would be very competitive for available positions however, the program does not guarantee a permanent position at the conclusion of the graduate program. We want you to be successful in gaining a job with us so we will assist you to find suitable positions and support you in developing your skills in job applications and preparing for the interview process.

What happens if I win a permanent role during the two years of the program?

If you are successful in getting a permanent role within the department during the graduate program, we will work with you and your manager to continue your development through the training opportunities that the program offers.