SA Water

Candidate pack

Apprentice Program

Government of South Australia

Contents

About SA Water 3

Vision and values 4

Vision 4

Values 4

SA Water's Apprentice Program 5

Apprentice Program 2027 – FAQ's 7

Operations and Maintenance 9

Operations and Maintenance Business Group 9

Testimonial 9

Role overview 10

Key accountabilities 10

Skills, knowledge, experience, behaviours and attitude 12

Key stakeholder relationships 12

Special conditions 13

Diversity, Equity and Inclusion 14

Employee benefits 15

Living in South Australia 16

About SA Water

SA Water is a successful, modern water utility that is wholly owned by the Government of South Australia.

We employ more than 1,600 South Australians across a broad range of disciplines who operate over $14 billion of assets.

We deliver essential water and sewerage services to more than 1.8 million South Australians.

We operate in a geographically and climatically diverse service area with sites and locations from Ceduna through to Port Augusta, the Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, across to the Riverland and down to Mount Gambier, and most places in between.

Our strength and expertise have been shaped throughout our history by many challenges – the driest state, vast distances, prolonged drought conditions and the quality and scarcity of our source water.

We interact with a large number of stakeholders and customers, both internal and external, which shape our operating environment. The quality of our products and services has a broad impact, from an immediate contact with our business and residential customers to a state-wide influence on the growth and prosperity of South Australia.

The importance of our products and services means that we have several independent regulators to make sure that we comply with major pieces of legislation and obligations. We have several management systems in place, such as the Drinking Water Management System (DWQMS), Environmental Management System (EMS) and Safety Management System, to manage risk, maintain compliance and improve business efficiency.

What we do

- Supply water
- Remove sewage from homes and businesses
- Treat sewage and wastewater
- Recycle some wastewater

We work hard to ensure your water is high quality, safe to drink and always available. We make sure you can find out how good your water is. SA Water maintains and operates 10 major metropolitan reservoirs. We also look after the network of pipes, taking water to and from your property. This is why we are involved in land development.

Vision and values

Vision

Delivering trusted water services for a sustainable and healthy South Australia.

Values

We value our people
I can bring my whole self to work. My opinions matter. We value each other. We act safely.

We do work that matters
We are purposeful. We care for our environment. Everyone contributes.

We keep it real
We do the right thing. We keep each other safe. We look out for each other.

Our work has impact
We are proud to deliver for our customers and communities. We make every dollar count.

We are future focused
We look ahead. We embrace change. We are resilient.

SA Water's Apprentice Program

About the Opportunity

We are seeking full-time Apprentices to join SA Water in January 2027 across the following locations:

- Electrical Apprentice – Happy Valley
- Electrical Apprentice – South Para
- Fabrication Apprentice – Crystal Brook
- Mechanical Apprentice – Berri
- Mechanical Apprentice – Mount Gambier
- Mechanical Apprentice – Murray Bridge
- Mechanical Apprentice – South Para

SA Water's 4-year Apprentice Program combines hands-on experience, TAFE study and mentoring to help you gain a nationally recognised trade qualification while contributing to essential water services across South Australia.

Our Apprentice Program is designed for individuals seeking a rewarding new career pathway, including mature-age applicants, career changers, and those looking to develop new skills and gain a nationally recognised qualification.

Whether you're starting a new chapter, building on existing experience, exploring a different career direction, or pursuing a long-held career goal, we welcome applications from people of all backgrounds and experiences. If you're motivated to learn, grow, and invest in your future, we encourage you to apply.

About the Person

You're someone who enjoys learning, solving problems, and taking pride in a job well done. You may be considering a career change, returning to work after time away, or looking for an opportunity that offers stability, growth and a strong sense of purpose.

You don't need previous trade experience to apply, what matters most is your willingness to learn a trade, a passion for hands-on work, your commitment to safety and your ability to work collaboratively to others.

We are looking for people who:

- are motivated to learn new skills
- enjoy practical, hands-on work
- value teamwork and respect
- demonstrate reliability and resilience
- want to make a meaningful contribution to South Australian communities.

What to look forward to

- **Doing work that matters** – Being part of work that positively impacts South Australians and contributes to essential services that communities rely on every day. Knowing your work makes a real difference creates a strong sense of purpose and achievement.
- **Working outdoors with no two days being the same** – Working across different projects and environments keeps the role interesting, engaging and full of new experiences.
- **Learning and earning** – Gaining hands-on experience while earning an income and working towards a nationally recognised qualification offers the best of both worlds.

What You'll Do

- Support maintenance teams with day-to-day operations.
- Learn to use tools, machinery and equipment safely.
- Attend TAFE and required training programs.
- Contribute to projects and maintenance activities.
- Learn about asset management, safety and compliance.
- Participate in team discussions and continuous improvement initiatives.
- Successfully complete all training and study requirements.

Your success in this role will come from:

- A willingness to learn skills in this field and a strong work ethic.
- Clear and respectful communication.
- Basic computer and data entry skills.
- Ability to follow safety procedures and use tools/equipment correctly.
- Actively engaging with training opportunities.
- Demonstrating pride in your work and accountability to your team.

Apprentice Program 2027 – Frequently Asked Questions

1. How long is the apprentice program?

The apprenticeship is a full-time, maximum 4-year term contract. It combines on-the job training with formal study through TAFE, leading to a nationally recognised trade qualification.

2. What are the hours of work?

Apprentices work full-time, 37.5 hours per week, Monday to Friday. Typical working hours are 7:30am – 3:30pm.

3. Can I apply for more than one type of apprenticeship?

We recommend applying for one trade and preferred location per intake, to ensure clarity and alignment in your application.

4. What are the workshop locations?

For our 2027 intake, apprenticeships will be available at the following locations:

- Berri
- Crystal Brook
- Happy Valley
- Mount Gambier
- Murray Bridge
- South Para

5. What are the rates of pay?

Year	Salary
1st	$55,718.67
2nd	$59,698.58
3rd	$63,678.48
4th	$71,638.29

6. Will I be offered a role after completing the apprenticeship?

While ongoing employment is not guaranteed, we aim to retain high-performing apprentices who meet the requirements and demonstrate our values and performance throughout the program.

7. What support will I receive during the apprenticeship?

Apprentices are supported by dedicated mentors, supervisors, and our Learning & Development team. You'll also have access to TAFE support and internal development programs to help you succeed.

8. What tools or PPE will I need to provide?

We provide apprentices with the necessary personal protective equipment (PPE) for the role. We will also offer reimbursement for the cost to purchase new safety boots.

9. What is the apprentice recruitment process?

Step 1 – Submit an online application via our Careers Page. You'll be asked a series of questions to confirm eligibility, including:

- Australian citizenship or permanent residency
- Holding a current and valid driver's licence (full or probationary)
- Willingness to complete standard probity checks (reference checks, medical assessment, traffic history, police clearance, and right to work)

Step 2 – If eligible, you'll be invited to complete an online assessment to evaluate your verbal, numerical, and communication skills. This includes a mix of written responses, multiple choice, and video/audio components.

Step 3 – Shortlisted candidates will attend an in-person assessment centre and in-person interview, along with a workshop tour.

Step 4 – Final candidates will undergo probity checks. A member of our Talent Acquisition team will notify you of the outcome.

10. When can I submit my application?

Applications will open on **Monday 3 August 2026, and close on Friday 28 August 2026**. Unfortunately, we cannot accept applications after this date.

Operations and Maintenance

Operations and Maintenance Business Group

The Operations & Maintenance team oversees the management of our water, wastewater and River Murray activities and conducts operational control activities for a secure water supply. The team is responsible for both planned and unplanned maintenance activities, integrating corrective, preventive, predictive, and precision maintenance strategies. They aim to meet availability, performance, cost, and risk targets by leveraging technical asset maintenance and reliability expertise. Operations & Maintenance strives to deliver smart and reliable services to customers while enhancing overall operational efficiency.

Testimonial – Senior Manager, People Culture Capability

I believe apprenticeships are one of the best ways to start a meaningful and rewarding career. At SA Water, our Apprentice Program is also an important investment in our future. Apprentices bring fresh ideas, curiosity and energy to our organisation, while learning the skills and gaining the experience needed to build a strong career.

At SA Water, we know the future will need new ideas, different perspectives and people who want to make a difference. That's why we work hard to create a workplace where people feel valued, supported and encouraged to be themselves.

One of the things I'm proud of at SA Water is our focus on learning, growth and development. An apprenticeship here is about more than getting a qualification. It's about being part of work that matters. From day one, you'll help support essential services for South Australians, learn from experienced people, build your confidence and develop skills that can take you further.

Our leadership focus of Commitment, Courage and Connection, along with our values, guides the way we work together. These help create a culture where people can learn, grow, feel included and do their best.

For anyone thinking about an apprenticeship with SA Water, this is more than just the start of a job. It's the start of a career journey where you can learn, grow, belong and make a real contribution to work that matters

Chris Ireland, Senior Manager, People Culture Capability

Role overview

Overview	
Position title	Apprentice and Trainee
Business Group	People and Safety
Business Unit	Future Workforce
People leader	Workshop Team Leader
Direct report(s)	Not Applicable

Key accountabilities

Key accountabilities	Accountability details
Contribute effectively to the team ensuring efforts are aligned toward achieving team goals	• Work with your repsective team to complete specific maintenance and tasks assigned. • Collaborate effectively to ensure goals are achieved by providing input into decision making and problem solving. • Actively contribute to creating a culture of service excellence. • Actively participate to team meetings and group discussions.
Put safety above all else	• Be aware of any apply roles and responsibilities with WHS Roles and Responsibilities Procedure. • Take responsibility for the safety and wellbeing of yourself and others including your own fitness for work (e.g. under the influence of drugs, alcohol and/or fatigue). • Actively contribute for all health and safety, water quality and environmental incidents and hazards are reported in line with corproate incident notification protocol, including logging within incident management system and notify management. • Active participation in corporate WHS initiatives.
Achieving timeframes budget and quality requirements	• Support capital and maintenance works to achieve timelines, budget and quality standards. • Ensure all delivered services to be compliance with relevant Australian standards, legislation, internal policies and standards. Compliance and perofrmance reporting completed as requried. • Develop an understanding of maintenance budgeting and finance.
Work management performance,	• Ensure all relevant tools, materuals, equipment and vehicles are used and maintained appropriately.

innovation and improvement	• Maintenance services are delivered and support the overall outcomes for SA Water. • Follow the work management discipline and practice to capture and report all maintenance data accurately per asset and within agreed timeframes. • Develop an understanding of asset maintenance, engineering and asset life cycle to improve technical skills and knowledge. • Actively contribute to identify opportunities to improve performance, efficiency and cost reduction.
Apprenticeship program	• Attend all scheduled training to ensure technical competency. • Attend relevant knowledge sharing seminars in a placement period. • Achieve minimum competenct requirements and standards of relevant off the job training program at the registered training organisation.

Skills, knowledge, experience, behaviours and attitudes

Key selection criteria	
Specialist skills/knowledge, qualifications, licences and/or tickets, and/or equivalent experience, attitudes and/or behaviours critical to the success of this role	**Essential/desirable**
Ability to do basic calculations	Essential
Communication skills – written and verbal (complete routine forms)	Essential
Demonstrate an understanding of technical trade skills or relevant pre-vocational studies certificate	Desirable
Computer skills including data entry	Essential
Basic skill in the use and maintenance of hand and power tools, small machinery and various static and mobile vehicles, plant and machinery	Desirable
Basic understanding of WHS procedures	Desirable

Key stakeholder relationships

Stakeholder relationships critical to the success of this role:

- Internal stakeholders including People and Safety, Work Planning and Scheduling, Reliability and Condition Monitoring, Workshops, Business Development and Growth, Asset Management, Capital Delivery, Engineering, Procurement, Customer Field Services, Production and Treatment.
- Metro operation and maintenance.
- External and internal stakeholders/customers.
- RTO lecturers and support employees.

Special conditions

Stakeholder conditions include:

- Flexible hours and some after hours as required. Some intra and interstate travel (mandatory).
- To ensure your safety in performing the inherent requirements of the role, you will be required to undergo initial and subsequent medical clearances in addition to some immunisations as relevant to your position.
- Depending on the role you will be required to undergo initial and/or subsequent clearance checks to ensure your ongoing suitability for the role. These may include a criminal police check, traffic check, Working with Children and/or Working with Vulnerable People checks.
- You are required to comply with your contract of training.
- You will be required to undergo initial and subsequent medical clearances and immunisations as relevant to your position, to ensure your safety in performing the inherent requirements of your role, including but not limited to: Hepatitis A/B, Q Fever and Flu (mandatory).
- It is a requirement of this role to hold and maintain current and valid driver's licence at all times.
- You will be required to work in remote and isolated locations

Diversity, Equity and Inclusion

Our people of the future

We proactively grow a diverse and inclusive business with people who reflect the community we serve. This brings creative thinking and diversity of thought to build innovation, embracing technology to help us be safer and more efficient. Our people work safely and are part of a high performing culture where learning and collaboration deliver great customer outcomes.

Employee groups

Our employee network groups - Together for Women, Pride Together, Kauwi Miyurna, Voices Together, and Able Together - actively promote and share experiences to celebrate and support the diversity of our workforce.

Defining Diversity, Equity and Inclusion

Diversity is...

About the difference in people. It is about recognising, valuing and respecting the diversity of backgrounds, cultures, beliefs, upbringings, personalities, abilities etc, that people bring. It refers to the mix of people working in an organisation. At SA Water we believe that it is the mix of different people and thoughts that makes us great, reflects the community we serve and prepares us for the future.

Inclusion is...

About celebrating the diversity of people by bringing them together, making everyone feel heard and seen so they can bring their whole self to work. At SA Water we believe that inclusion allows everyone to contribute to the best of their ability, feels safe to contribute and respected for who they are to create the best service for the community of South Australia. Inclusion is when people feel respected, connected, are able to contribute and progress.

Equity is...

About providing everyone with the same opportunities. It doesn't mean treating everyone the same because everyone is different and therefore different support or treatment is sometimes necessary to provide everyone with the same chances to fulfill their potential. At SA Water we believe that everyone deserves the same chance to succeed in life. This means we aim to treat everyone as an individual with their own strengths and weaknesses.

Intersectionality is...

The recognition that everyone's identity is made up of different experiences, social circumstances and connections, and it is the multitude of these aspects that makes an individual. These different aspects can expose the person to overlapping forms of discrimination.[1]

Employee benefits

Corporate health insurance

SA Water offers a Corporate Health Plan with Medibank, providing access to exclusive discounts.

Employee Assistance Program (EAP)

You will have access to 6 confidential support sessions for you and your family through our Employee Assistance Program provided by an experienced and impartial team of counsellors at Converge International.

Flexibility

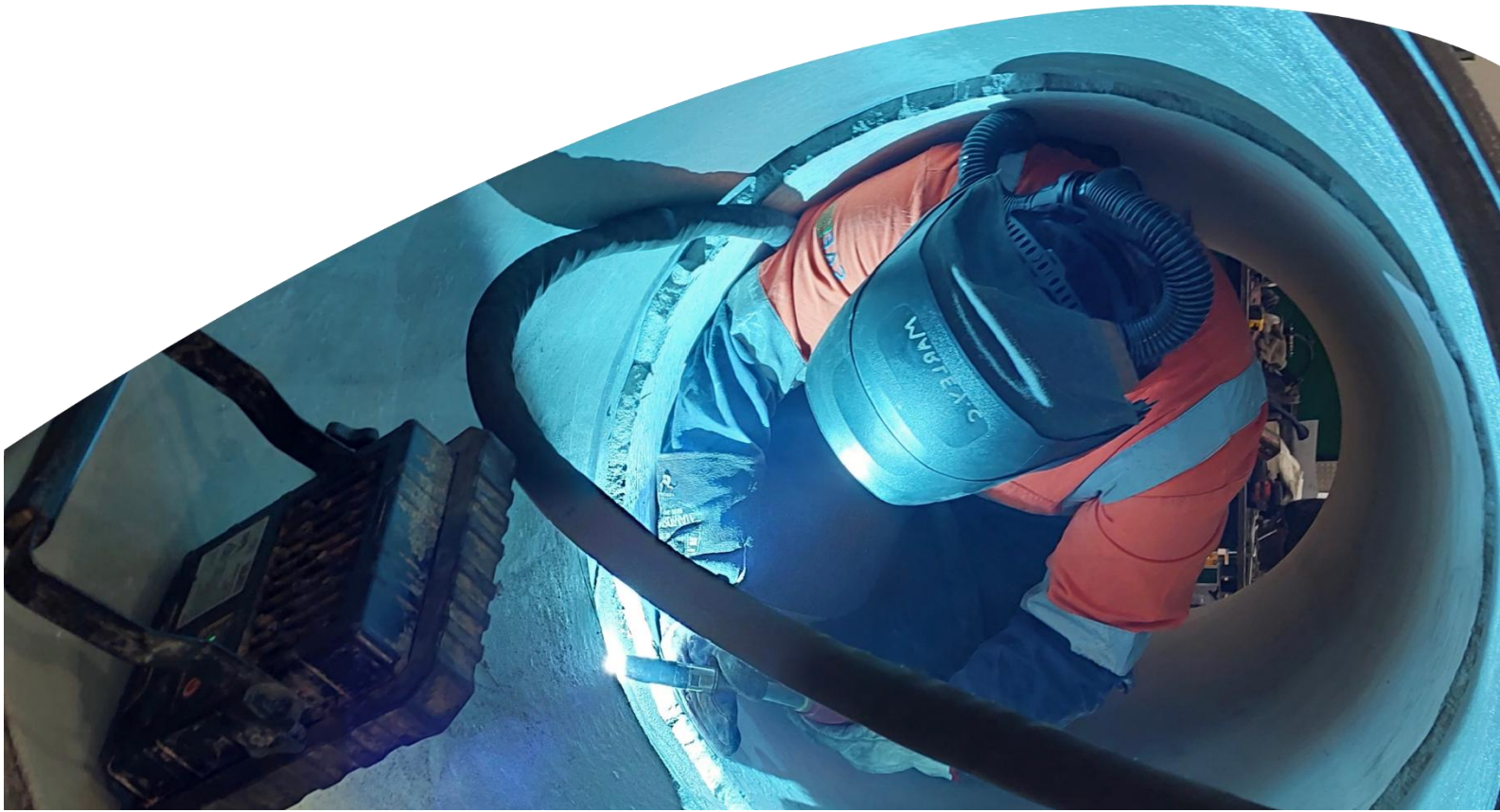
Our lives today rarely conform to the classic nine-to-five schedule. That is why we offer flexible arrangements that combine working on site with working from home. We can also develop formal flexible arrangements to support your individual needs.

Salary packaging

SA Water provides salary packaging options that allow you to use pre-tax earnings for benefits like airport lounge memberships, car parking, charity donations, financial advice, novated leasing, and superannuation contributions.

Wellbeing

Our positive workplace culture supports both your mental and physical health, with resources to help you thrive. We offer an annual flu vaccination program, bike storage with shower facilities, certified wellbeing training, sponsorship for community wellbeing events, and a peer support network.



Living in South Australia

South Australia offers an exceptional quality of life, with Adelaide consistently ranking among the world's most liveable cities. Known for its affordability, Adelaide has a cost of living up to 15% lower than Sydney and Melbourne, making it an ideal place to build a comfortable life. The vibrant cultural scene includes world-famous events like the Adelaide Festival, Fringe, and WOMADelaide, along with a thriving café culture and diverse dining options. South Australia's multicultural community, with residents from over 120 countries, creates a welcoming and inclusive environment for all.

Living in South Australia means easy access to natural beauty and recreational spaces, including scenic reservoirs managed by SA Water such as Myponga, Happy Valley, and Mount Bold. These reservoirs, alongside the state's stunning coastlines, world-renowned wine regions, hills, and wildlife parks, provide endless opportunities for outdoor adventures and relaxation. A short commute and strong work-life balance allow residents to make the most of these surroundings. South Australia also leads in sustainability, with a commitment to renewable energy and environmental initiatives. With high-quality educational institutions and rewarding career opportunities, South Australia is not only a great place to live but also to grow personally and professionally.

Government of
South Australia