

# 2018 Graduate Development Program

Tasmanian  
State Service

Where can my degree take me?

# Welcome

Have you recently graduated or are about to graduate from Uni?  
Do you want to work for the State's largest employer, make a real contribution to Tasmania and build your skills in a broad range of areas?

If your answer is 'yes' then starting as a graduate in the Tasmanian State Service could be the pathway for you!

The Tasmanian State Service is bursting with opportunity for motivated and creative individuals who are passionate about making a positive contribution to this State.

As a graduate employee, you will experience the following benefits:

- Opportunity to contribute to key projects within Government and play a part in developing and delivering key policies, programs and services
- Ability to work across different areas, allowing you to experience different environments and work types
- Training and leadership development to enable you to build the skills to enhance your career
- Excellent employment conditions, including a competitive salary, flexible working arrangements and contemporary leave entitlements.

The Tasmanian State Service is committed to high standards of workplace safety, inclusion and diversity.

If this sounds like your workplace, then apply for the 2018 Graduate Development Program today!

**Applications open: Thursday 12 October 2017**



## Through the looking glass...

We encourage graduates from all disciplines to apply for our program. To the right are the range of degrees held by our 2017 graduates and their area of work within the Tasmanian State Service. This demonstrates the diversity that this program has to offer!

Degree	Major	Area
Natural Environment and Wilderness Studies	Global Geographies, Sustainable Worlds, Space, Place and Nature, Sustainable Governance, Sociology Analysis of Modern Society, Geographies of the Human Landscape	Projects Transport Services Policy
Arts and International Studies	International Relations, European Studies, politics and policy, Geography, Asian Studies	Government Policy
Commerce and Business	Accounting	Finance, Audit
Arts and Business	Marketing, Human Resource Management	Human Resource Management
Arts & Business, Law and Economics	Accounting and finance, government and political science, French & philosophy, sociology	Government Policy, Industry and Business Development
Architecture, Environmental Design	Engineering and management	Assets, Risk Management & Risk in Architecture, Government Road Safety Policy
Nutrition & Dietetics	Physiotherapy	Health Policy
Social Science	Public Policy and Sociology	Government Policy
Science	Physics	Industry Strategy, Planning & Coordination Policy



# Don't believe us?

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We got two of our 2017 graduates to tell us about their experiences in this year's Graduate Development Program.

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## Jenny Potter

**Graduate Policy Officer,  
Department of Health and Human Services (DHHS)**

Applying for the Graduate Development Program has definitely been one of the best career and life decisions I have made. Through participating in the Program, I have developed the skills and capabilities which I know will assist me to build a career down many pathways within the State Service.

My role is extremely varied and I really enjoy the work I do across DHHS on a daily basis. With a background in health science and health promotion, I have been able to apply scientific principles and extend my capabilities into high-level government relations and policy development.

The Program also provides graduates with both formal development and an informal social network where we come together to support one another as we start our careers.

I would encourage all graduates, both new and not-so-new like myself, to pursue this opportunity to work with the Tasmanian State Service. Discover for yourself what you can achieve!



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## Tom Byrne

**Graduate Policy Officer,  
Department of State Growth**

When I applied for the Graduate Development Program, I didn't have a clear idea about what kind of role I wanted. With a Bachelor of Science and Masters in Sustainability, I knew I had expertise I could bring, but must admit I completely underestimated what the State Service can offer!

I have had the opportunity to work on energy policy challenges, spatial mapping, lead consultation processes and engage in submissions for national regulatory frameworks, to name a few. I have found that my input is highly valued, the work I do has tangible results and the culture within the Department is fun and supportive.

I would definitely recommend the Program – the career and skill development prospects are huge and there are multiple doors to opportunity!

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# What can I expect?

You will participate in a formal two year Graduate Development Program. The program works across government, meaning you could work within a number of different business areas and agencies throughout the two year duration.



**The program is designed to support you in meeting your potential through a combination of formal training, interactive and independent learning and action learning groups.**

## Program features

- 14 days of face-to-face training
- DiSC behavioural assessment and career coaching
- Self-directed learning
- On-the-job learning
- Mentor support and guidance
- Professional progress monitoring

## Learning outcome areas

- |                  |   |
|------------------|---|
| <b>Outcome 1</b> | Understanding government                              |
| <b>Outcome 2</b> | Delivering on policy and services in Tasmania         |
| <b>Outcome 3</b> | Analysing and providing quality policy advice         |
| <b>Outcome 4</b> | Understanding yourself                                |
| <b>Outcome 5</b> | Working in teams and building effective relationships |

## Broader Government experience

Each agency has a different approach to structuring your graduate work. You may have one primary work role, or you may rotate between many different roles over the course of your employment.

In addition to this, negotiations will take place to provide you with an opportunity to have a placement in one other agency for up to six months. Any negotiated rotation out of your agency will be in the second year of your employment.

## State Service Workplace Diversity and Inclusion Principles

- ✓ Employment opportunities are accessible to everyone
- ✓ All employees are valued and respected
- ✓ Employees are supported to be the best they can be

## When does the program start?

Offers for the 2018 Graduate Development Program will be made before Christmas.

Successful applicants will be expected to start in January/February, with the Graduate Development Program formally commencing in March 2018.

## For more information

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