

Innovate
your
career

Graduate Program 2020

Affirmative measure vacancy — Indigenous employment

***This position is only open to Aboriginal or Torres Strait Islander peoples. This is consistent with Section 26 of the Australian Public Service Commissioner's Directions.**



Who we are

We are the lead agency to the Australian Government on communications and the arts. Our aim is to create an environment in which all Australians have access to high quality communications services and diverse artistic and cultural experiences.

We are an inclusive employer and promote, value and support diversity among our employees. Our three-year Diversity and Inclusion Strategy helps focus our efforts and ensure our workforce reflects, respects and benefits from diverse communities including Indigenous Australians, people from culturally and linguistically diverse backgrounds, experiences and perspectives, carers, LGBTQI+ and people with disability.





We celebrate our differences, we are respectful, flexible, innovative, and work collaboratively. We celebrate NAIDOC week, National Reconciliation Week and International Day of the Worlds Indigenous peoples along with many others. We strive to be a place where the contributions of Aboriginal and Torres Strait Islander peoples is woven into the fabric of our core business. Our shared journey towards reconciliation: [Reconciliation Action Plan 2018–19](#).

The Department has responsibility for the following Indigenous programs:

- [Indigenous Languages and Arts, Indigenous Visual Arts, Festival of Pacific Art](#) and
- [Indigenous Repatriation](#).

We're passionate about what we do and seek to employ staff who are equally committed to supporting our priorities.

Graduates are an important part of our workforce and we invest significantly in our Graduate Program each year. Further information about our Graduate Program is located on our 2020 Graduate webpage at www.communications.gov.au/documents/graduate-program-2020.

The opportunity

Applications are now open and close 29 April 2019.

We are committed to support the employment and career development of Indigenous Australians. Our participation in the Affirmative measures indigenous employment scheme means we will progress an Indigenous applicant to a further stage in the recruitment process, where they opt into the scheme and meet the minimum requirements for the vacancy.



Information on affirmative measures

This recruitment round is advertised as affirmative measures. The affirmative measure is designed to address the under-representation of Aboriginal and/or Torres Strait Islander staff in the Australian Public Service (APS).

Subsection 26(2) of the Commissioners Directions provides that the agency head or delegate must ensure that for a vacancy under this affirmative measure, the only eligible applicants:

- are of Aboriginal and/or Torres Strait Islander descent; and
- identify as Aboriginal and/or Torres Strait Islander; and
- are accepted by their community as being Aboriginal and/or Torres Strait Islander.



Candidates who apply under the affirmative measure will need to meet minimum benchmarks to progress through the assessment stages.



Evidence of Aboriginal or Torres Strait Islander status

An agency head or their delegate must be satisfied that applicants under the affirmative measure meet the three criteria above.

Only applicants who are shortlisted to the face-to-face stage of the recruitment process will be required to provide evidence. This means that evidence is not required to be provided unnecessarily.

Suitable evidence of Aboriginal or Torres Strait Islander status may include:

- a letter signed by the Chairperson of an incorporated Indigenous organisation confirming that the applicant is recognised as an Aboriginal and/or Torres Strait Islander person, or
- a confirmation of Aboriginal and/or Torres Strait Islander descent document executed by an Indigenous organisation, or
- Two statutory declarations confirming your heritage. You must provide a signed statutory declaration from yourself and either a:
 - statutory declaration completed by an APS employee who is also an Aboriginal or Torres Strait Islander or both, or
 - statutory declaration completed by an Indigenous Service Provider, such as a University Indigenous Support Unit or an Indigenous Medical Service.

For further information on affirmative measures for Aboriginal and Torres Strait Islander Australians visit the [Australian Public Service Commission website](#).





Program overview

As a graduate, we invest significantly in your learning and development throughout the year to develop and build your capabilities and position you as a potential future leader. As a relatively small federal government department, you'll have the opportunity to build a strong professional network across the department and work closely with senior staff. Opportunities you can expect include:

- a comprehensive and welcoming group orientation
- mentoring and guidance from senior staff
- social club participation and involvement
- gain a formal qualification—Graduate Certificate in Public Administration
- diverse and challenging workplace rotations that will develop your capabilities
- opportunities to contribute to national policy development and programme management
- support from Graduate Program coordinators and former graduates
- structured learning and development opportunities to develop your capabilities.

Role details

The Graduate is responsible for research, analysis and supporting projects in a range of contexts across the Department of Communications and the Arts in various roles as part of a structured employment and development program.

- Undertake research and analysis and contribute to policy and project development to assist in the development of solutions to a range of issues relating to the business environment.
- Monitor and report on the delivery of projects to assist the team in ensuring milestones and deliverables are met on time, within budget and to agreed quality standards.
- Undertake a range of project or program support responsibilities to meet business objective needs and outcomes.
- Utilise discipline related knowledge to provide informed customer service, advice and solutions to internal and external stakeholders, referring more complex matters to senior team members.
- Support a range of projects, policies and other program initiatives in diverse environments to acquire an understanding of operational, policy, regulatory and governance facets and gain a holistic view of work in the department and across the APS.
- Work collaboratively within and across portfolio agencies and actively support others to achieve agency business outcomes.
- Participate in all formal training as required, including Graduate Certificate in Public Administration.



What we offer

Benefits of the Graduate Program include:

- starting salary of \$61,386 per annum plus superannuation
- assistance with relocation costs (all graduate roles are based in Canberra)
- flexible working hours
- generous leave conditions
- access to the department's clubs, networks and groups
- gain a Graduate Certificate in Public Administration
- ongoing training and development opportunities
- access to study assistance (upon completion of the program).



Departmental rotations

Graduates undertake three workplace rotations designed to develop key capabilities and offer a well-informed set of meaningful departmental experiences. Rotation placements are determined as the year progresses and are based on your individual interests coupled with current organisational requirements. This strategic approach has proved to offer graduates a challenging experience and meaningful work opportunities.

Workplace rotations vary significantly and could see you:

- helping to set the course for Australia's digital future
- developing policy that supports and protects our cultural heritage
- administering programs that encourage participation and excellence in art and culture
- developing policy for broadband, open data and media
- helping Australians realise the benefits of the digital economy
- being an advocate for online security
- providing advice on strengthening our national broadcasters
- advising Government on national communications projects
- applying economic analysis and modelling to support policy and advice through the Bureau of Communications and Arts Research
- building your skills and, by doing so, helping our department reach its strategic goals.

The 2020 Program will provide for home placements to allow incoming graduates to be aware of which branch they have been recruited to permanently on successful completion of the program.

Graduates will be placed in the home area for their first rotation, with your second and third rotations in suitable work areas to complement your ongoing development needs.



When you apply for the Affirmative Measures (Indigenous) Graduate Program, you will need to indicate on the application form your interest in the Policy Development and Program Delivery pathway, Economics pathway, Corporate pathways, two pathways or all.

We are seeking graduates from a wide range of disciplines and backgrounds. The most sought after degrees for each of our pathways include:

Policy Development and Program Delivery — Public Policy, Law, Project Management, Finance, Commerce and Economics and almost any degree. Your skills are what count here—for example, research, analysis, written communication and project management.

Our Policy Development Program Delivery pathway accepts applicants from all disciplines and gives you a broad exposure to the operations of the department. You will experience three placements that will complement your ongoing development needs, allow you to participate in diverse projects and learn how different areas operate.

Economics — Graduate qualifications in economics are essential.

If you have an economics degrees, you could also apply for the Policy Development and Program Delivery pathway. It gives you the opportunity to work on diverse policy and projects and learn how different areas operate. Or, apply for both.

The Economics pathway provides for placements within the Bureau of Communications and Arts Research (BCAR). The BCAR is the department's economic, geospatial and statistical research branch. It supports the department and the government by undertaking research and publishing economic and data analysis on communications and arts portfolio issues to support evidence-based policy and advice, and informing discussion and debate. This pathway provides the opportunity to develop your economic research and modelling capabilities in a collaborative research environment.

Corporate — Human Resources, Accounting, Information Technology and Legal

The Corporate pathway provides for placements through your respective specialist skill branches, you will also complete a rotation in one of our 18 portfolio agencies. This pathway allows you to specialise and develop your skills in a particular area. This year, we are recruiting four disciplines within the Corporate pathway:

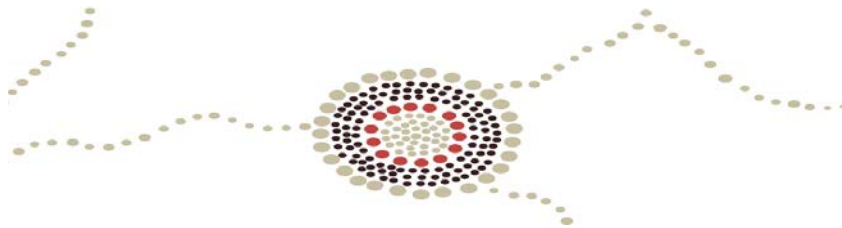
- Accounting
- Human Resources
- Information Technology
- Law.

If you choose a Corporate Division placement, you will be rotated through your respective specialist skill branches and complete a rotation in one of the 18 portfolio agencies.

Portfolio agencies are listed on the bottom of our homepage <https://www.communications.gov.au/>.



If you have any of the degrees in the Corporate pathway, you could also apply for the Policy Development and Program Delivery pathway. It gives you the opportunity to work on diverse policy and projects and learn how different areas operate. Or, apply for both.



Capability development

We understand that this could be your first full-time role and/or experience working in the Australian Public Service. As such, we've developed a structured learning and development program to equip you with fundamental knowledge and skills to underpin your future career progression.

A range of formal and informal capability initiatives have been identified to help you develop professionally.

The formal component of the program includes the Graduate Certificate in Public Administration with the University of Canberra. The program comprises interactive lectures, problem solving workshops and case studies. The course provides an enhanced understanding of the political, policy, demographic, social and environmental context facing Commonwealth Government and how to work within this context to achieve better outcomes.

We offer a wide range of informal and self-paced capability development opportunities. These include a mentoring program, extensive online learning courses, and access to our Digital Literacy Program—a program which seeks to build our confidence and competence in using digital platforms in order to increase our ability to engage effectively and innovatively with stakeholders and the public.

A variety of social and work-focussed networks, groups and clubs form an important part of our department's culture and offer a different type of learning experience. The Social Club, Gender Equality Network, Indigenous Staff Network, Cultural and Linguistic Diversity Network and the Pride and Allies Network are just a few of the groups we encourage our graduates to get involved with.

Support

It's important to us that as a graduate, you feel supported and welcomed into our department and, if you've just moved to Canberra, that you experience a friendly introduction and settle in to your new city with ease. Being part of a graduate cohort gives you an immediate social network. You'll also have:

- A buddy — before you even start work with us, we'll pair you up with a graduate from the previous year's program. Your buddy can offer you tips on finding housing, good restaurants and fun activities in Canberra. Your buddy will help you to start building your network early.



- The HR Recruitment Team — our team will help make your relocation to Canberra as smooth as possible.
- The HR Graduate Coordinator — once you start work, a grad coordinator will organise monthly meetings, training and development, and be your primary contact and support person throughout the year.
- Mentor — we'll match you with a Senior Executive Staff (SES) mentor to meet you on a monthly basis to help you settle in to the APS and the department and be someone to go to for advice during the year.
- Your work team — you'll have three rotations throughout the year and that means three different teams to get to know and work with. Your team supervisor will also support you in your day-to-day work.

Eligibility

Each year we offer our program to recent graduates and graduates with professional experience. We actively encourage applications from people with disability, Aboriginal and Torres Strait Islander peoples, and people with culturally and linguistically diverse backgrounds. We embrace diversity, valuing the contributions of our graduates with different backgrounds, experiences and perspectives.

To apply for the program, you must be able to show that:

- you have or will have completed your undergraduate degree by January 2020
- you are an Australian citizen
- you have a WAM score of 65 or higher
- you are prepared to relocate to Canberra
- your degree is recognised in Australia
- your most recent degree must have been obtained no more than 10 years ago.

Recruitment process

We have a four step recruitment process. If you have a disability or special need that requires a reasonable adjustment to fully participate in the application/interview process, please let us know.

Step 1: Apply online

The first stage of the application process is online. Allow yourself around one hour to complete the application process and **submit by 11.30pm on the closing date**. In addition to providing information about your interests, work experience and general application criteria (e.g. educational experience), you will require a copy of your current resume and academic transcript. You will also complete several capability assessments that are described below.



Situational Judgement Questions: You will also be asked to respond to a series of situational questions that reflect experiences which graduates may encounter in the program. These questions will examine the fit between your preferred working style and the working environment and culture at the Department of Communications and the Arts. You will be asked to select the most effective and appropriate response from a multiple choice list to address each situation.

Arctic Shores Assessment — Online Testing: Once you have successfully submitted an eligible application, you will receive an email inviting you to complete an Arctic Shores game-based aptitude assessment. These assessments will explore your behavioural preferences as well as cognitive aptitudes such as abstract reasoning. Some elements will be timed and some will be untimed, in total the Arctic Shores assessments should take around an hour.

Step 2: Video submission and targeted question

If you are successful in progressing to the next stage of the process you will be asked to complete the following two online assessments:

Targeted Question: This question is designed to enable you to express evidence for a specific key competency which is critical for success in a graduate role. You will be asked to draw on your experiences to demonstrate your capabilities. Your response should be limited to 400 words maximum. We recommend that you to draft your response in a Word or text document before uploading your final version to our system.

Online Video Question: You will be asked to record an online video response to a question focusing on your motivation for the Department of Communications and the Arts Graduate Program. This is your chance to showcase what you know about us and why you want to work for the department—feel free to get creative. You will have the opportunity to test out how the interview works with some sample questions prior to responding to the actual question.

You will need to submit your targeted questions and video response within 5 days of receiving your invitation.

Step 3: Assessment Centre

Following the video and written question, you may be invited to participate in an assessment centre which will take place in Canberra. The department will arrange your return transport to Canberra to attend the assessment centre which should run for about half a day. Assessment centres involve:

- a group exercise
- a written exercise
- an interview.

Step 4: Offers

Offers will be made to successful candidates. All unsuccessful candidates will be notified and able to receive feedback.



Selection criteria

The selection criteria reflects the knowledge, experience, core skills and personal qualities we will be looking for in applicants. You aren't required to provide a separate response to each of the criterion in your written application. Instead, please take the selection criteria into consideration when responding to the question outlined beneath the *Written Application* heading.

Desire to work at the Department of Communications and the Arts:

- A genuine interest and commitment in working in our department.
- An awareness of one's ability to make a contribution to our department.
- Possesses skills and qualifications relevant to our department's portfolio.
- Is well informed on issues relating to our department.

Good judgment and analytical skills:

- Ability to draw on information from multiple sources to research and analyse data to make recommendations based on evidence.
- Ability to make informed decisions in a manner that is accordance with ethical and legal frameworks.
- Comprehends information and identifies critical issues quickly.

Ability to achieve results:

- Takes personal responsibility for accurate completion of work within allocated timeframe and seeks guidance when required.
- Ability to think laterally and apply innovative approaches to problem solving
- Establishes task plans and simple project plans with measurable milestone to deliver objectives.
- Able to understand individual and team capabilities and shares information with others.
- Adapts positively to a changing work environment.

Ability to communicate with influence:

- Listens to, and considers different ideas and discusses issues credibly and thoughtfully.
- Communicates effectively in writing and verbally to a range of audiences (government, APS, the public and media) via a range of medium including social media
- Ability to confidently present messages in a clear and concise manner.
- The ability to apply data and digital skills to achieve outcomes.



Ability to build effective working relationships:

- Builds and sustains positive relationships with own team, departmental staff and people from a range of sectors within Australia and overseas in a manner that is productive, ethical, respectful and inclusive.
- Actively contributes to the development of team plans, strategies, goals and activities.
- Values and respects different ideas and approaches
- Responds flexibly to client needs.

Critical Self-Awareness:

- Adopts a principled approach and adheres to the APS Values and Code of Conduct.
- Has self-assurance and confidence in own performance.
- Ability to focus on achieving work objectives even in difficult circumstance while remaining calm and positive.
- Reflects on own behaviour and recognise the impact on other to improve performance and productivity.
- Ability to communicate areas of strengths and seek self-development opportunities.

Expected timeframe for assessment and selection

We receive a large number of applications for the program and like to spend time ensuring that all applications are sufficiently assessed. We know you put a lot of time and effort into writing your application and so try to let you know the outcome as early as possible. The outline below is an approximate timeframe for the selection process:

Activity	Timeframe
Application period	25 March– 29 April 2019
Online testing	April–May 2019
Shortlisting	May–June 2019
Assessment Centres in Canberra	July 2019
Process finalised—offers made	August 2019
Program commencement	January 2020



How to apply

To apply for our graduate program please lodge an [online application](#).

Applications must be submitted through the Department's online portal before the closing date of 29 April 2019.

When you apply for the Graduate Program, you will need to indicate on the application form your interest in the Policy Development and Program Delivery pathway, Economics pathway, Corporate placement, two pathways or all.

Further Information



If you have any questions on what it is like to work for the Department as an Indigenous staff member please email the Indigenous Staff Network at IndigenousStaffNetwork@communications.gov.au and a member of the network will contact you.

Contact

For information not contained within this job information pack or on our website, please contact us at:

E: graduatemailbox@communications.gov.au



twitter.com/CommsAu



youtube.com/user/DeptCommsAu



[Linkedin.com/company/CommsAu](https://linkedin.com/company/CommsAu)

