



2022 Graduate Program (Affirmative Measures - Disability)

The Opportunity:

The PM&C Graduate Program (Program) is a 12-month Program, based in Canberra, founded on flexibility and empowerment. Like University, you are provided the agency to navigate your own journey and experiences through our 'Choose Your Own Adventure' styled program.

As part of the 'Choose Your Own Adventure' style Graduates will be responsible for approaching business areas to seek potential rotation opportunities throughout the program. Business areas that have adequate work available are able to offer Graduates rotation opportunities. Graduates will be supported to connect with business areas through networking events organised by the Entry-Level Programs (ELP) team and through targeted learning and development activities that develop their relationship building, negotiating and communication skills.

Graduates will opt into one of our two streams:

- Generalist Stream – where you will be provided the tools to test all areas of the Department before determining which area you would prefer to work in after the Program; or
- Corporate Stream – where you will complete rotations within your stream, complete a 'Minor' rotation outside of your stream to complement your skills, and you will then work within your stream after the Program.

Generalist Stream

In becoming a knowledge organisation, we encourage staff to actively seek out opportunities that champion emotional intelligence, relationships, creativity and critical thinking.

We value the curiosity of our staff, those who are growth focused and intent on sharing and leveraging information, resources, talent and experiences. To strengthen PM&C as a modern, responsive and fit-for-purpose organisation, we need to celebrate successes and always be open to learning.

The Generalist Stream is for the curious mind, those who do not have the end goal in sight, but who seek to be inspired on their journey of discovery. You will be drawn to the Generalist stream if you have an open mind and are interested in discovering where you can best leverage your strengths. You seek to learn and understand the Department and are humble yet tactical in your pursuit. You want to work at PM&C because you believe that there is no greater vocation than the Australian Public Service.

Corporate Stream

PM&C needs to be a modern, collaborative and responsive organisation that drives excellence across the APS and delivers quality outcomes for the Government and the Australian public. To keep pace in our changing world, we need to transform the way we work. We need to work smarter and rally the right people who bring their curiosity and expertise to bear in finding opportunities to better serve the interests of all Australians. This work is embedded by the Department's enabling functions, critical to the operation of government, our Corporate areas cut across human resource management, communications, ICT and financial management.

The Corporate Stream actively seeks the specialist skills to enable PM&C as an organisation that delivers quality outcomes for the Government and Australian public. You will be drawn to the Corporate Stream if you like being a part of the big picture, and using your skillset and technical expertise to achieve outcomes and drive high quality service.

Our Ideal Candidates:

To be a PM&C graduate you have a genuine sense of curiosity – a desire to know and understand more about the people we serve and the challenges and opportunities for

Australians in a changing world. You will be adaptable and resilient, and willing to embrace a range of opportunities.

You are highly motivated and relish the opportunity to utilise your strengths, optimism and problem solving skills to support the work of the Department. Further, you understand how to draw on your strengths to navigate difficult or busy times at work.

PM&C graduates are ambitious and passionate about making a difference to the future of Australia and understand the Government, policy and work of the department. With the ever changing priorities of the government you will be agile and dynamic with the ability to refocus quickly on new tasks and priorities. You will use your unique experience to provide innovative, creative, fresh thinking ideas, approaches and insights to your team.

We are looking for people from a variety of academic disciplines and people with diverse experiences and backgrounds including: Aboriginal and Torres Strait Islander people; Lesbian, Gay, Bisexual, Transgender and Intersex people; Culturally and Linguistically Diverse people; mature age and people with lived experience of disability. PM&C Graduates embody the PM&C culture that values diversity and diversity of thought, encouraging a culture of respect and sensitivity towards cultural and religious differences. You will bring your 'whole self' to work.

What We Offer:

- A flexible, diverse and inclusive workplace and attractive remuneration package including generous employer superannuation contributions.
- Exciting and fulfilling work at the heart of government with career development and networking opportunities difficult to find elsewhere.
- The exposure to work with strong, smart, visionary and experienced leaders who encourage and support you to develop your interests and expertise and achieve your ambitions.
- Generous relocation assistance package to assist Graduates to relocate to Canberra.

Eligibility:

To be eligible to apply, you must:

- Have completed at least a three-year undergraduate bachelor degree obtaining a credit average within the last eight years. All degrees must be complete by 31 December 2021 and be recognised in Australia.
- Be able to obtain and maintain an Australian Government security clearance to a minimum of Baseline level.
- Be an Australian citizen by 30 June 2021. You will need to provide evidence to verify impending citizenship.

All positions are located in Canberra, you must be willing to relocate to participate in the program.

The filling of this vacancy is intended to constitute an affirmative measure under Section 27 of the Australian Public Service Commissioner's Directions 2016. This vacancy is open only to people with disability.

How to apply:

If this sounds like the opportunity you are looking for, we want to hear from you! Submit an online application through the PM&C Careers Page by **Sunday, 11 April 2021 at 11:30pm AEST**.

[WEB LINK](#)