

Graduate Information

Graduate Program

To be eligible to participate in our Graduate Program you need to answer **YES** to the following questions:

1 Have you completed a relevant bachelor degree within the last year, or will complete a relevant bachelor degree by the end of 2008?

2 Are you an Australian Citizen or do you have a work visa that allows you to work in Australia?

If you have answered YES to the above questions you are eligible to apply for a Graduate Position within Power and Water.

How to apply

Applicants are requested to submit a cover letter, a one to two page response to the question 'how will you use the skills, knowledge and experience gained during your study to contribute to the business of Power and Water Corporation?', a copy of their most recent academic transcript and a copy of their CV.

Please note that Aboriginal and Torres Strait Islander graduates are strongly encouraged to apply.

Selection Process

Power and Water have a structured approach to recruitment and are committed to ensuring staff selection is undertaken in a fair, transparent and equitable manner pursuant to the merit principle.

The process involves the following steps:

Shortlisting

Once all applications are received, a team of Power and Water Officer's will read the applications and select those with the strongest claims against the criteria. The panel will consider relevant work experience, training and qualifications.

The interview

The interview is to determine your ability to perform the role, to get to know you, your skills, experiences and for you to get to know us. This is a good opportunity to gather as much information as possible and decide whether the role, and Power and Water will be right for you.

A panel of three Power and Water Officer's will ask applicants the same series of questions. At the conclusion of the interview, the applicant will have an opportunity to ask the panel members any questions.

Other Assessments

You may also be required to undertake additional assessments during the selection process, which includes:

- Safety Testing
- Psychometric Testing

Reference Checks

We will do at least two reference checks with previous employers. We suggest that prior to nominating a referee you discuss this with them.

Successful applicants

Successful applicants will initially be made a verbal offer. Upon acceptance, the offer will then be made in writing. Feedback will be available to interested applicants.

About the program

The Power and Water Corporation is seeking Graduate talent who are interested in working for a multi utility Corporation who provide services to approximately 77, 000 customers.

Graduates need to be motivated, enthusiastic, have strong communication skills, integrity, analytical skills and capable of demonstrating initiative and flexibility.

The program aims to provide successful graduates with the opportunity to:

- Operate effectively in a multi utility environment.
- Develop generic skills and abilities applicable within a utilities environment.
- Develop a long term career within the Corporation.
- Transition from university to the workforce and assist in career choices.
- Develop whole of Corporation thinking and practices.

The diversity of the work undertaken by the Corporation allows Power and Water to provide Graduates with a broad range of experiences in a variety of business units, roles, locations and projects.

The program is a two year program, commencing in February 2009.

Graduates are employed as permanent employees, with four rotations across business units. The program provides graduates with a comprehensive foundation upon which to build a career within Power and Water.

What we offer

In 2009 Power and Water will recruit Graduates from the following disciplines:

- Electrical Engineering
- Civil Engineering
- Environmental Engineering
- Mechanical Engineering
- Water related Science/Environmental science
- Information Technology or related field

Competitive wages- Graduate salaries start at \$56056 for those with a three year degree or \$58862 for a graduate with a four year degree. Graduates receive a pay increase of 3 % in august 2009 in accordance with the current Union collective Agreement.

Superannuation- Employer contributions of 9% are made by Power and Water. Employees can make additional contributions to superannuation and salary sacrificing arrangements are available.

Key leave provisions- Power and Water offer five weeks annual leave per year, and three weeks sick leave. For further information about employment conditions please visit the following site:

http://www.powerwater.com.au/powerwater/aboutus/jobs/great_conditions.html

Relocation assistance- Assistance with removal expenses and provision of a relocation allowance will be provided if the successful applicant is required to move to Darwin.

Supportive environment- Power and Water focuses on a range of ways to ensure our staff happy. Work social groups, leadership development, reward and recognition programs and service recognition are just some ways in which Power and Water support graduates.

Diversity- The diversity of the services Power and Water offer and the work available enables staff to learn new skills and work in a variety of areas.

Development Opportunities- A structured development program will be completed by graduates, formal development activities will be conducted upon commencing and during each rotation.

Frequently asked questions

Who can apply?

Any Australian Citizen or permanent resident, with a relevant degree who has graduated in 2008 or will graduate in 2009 is eligible to apply.

What do you look for in a graduate?

Power and Water are seeking graduates with high academic records, with initiative who are motivated, enthusiastic, have strong communication skills, integrity and analytical skills.

Are you looking for people with specific degrees?

Yes. Power and Water are looking for graduates in Engineering (Electrical/Environmental/Mechanical), Water related or Environmental Science and Information Technology.

How many positions are available?

There are nine positions available in 2009.

When does the 2009 Graduate Program commence?

The 2009 graduate program commences in February 2009.

What training is provided?

In addition to the technical on the job training, Power and Water will be providing training in a range of areas, including cross cultural awareness, customer service, conflict management and project management.

What if I graduated before 2008?

Only applicants who have graduated in 2008 or will be graduating in 2009 are eligible to apply.

When do applications open and close?

Applications will open in mid October 2008 and close in early November 2008.

What happens at the end of the Graduate Program?

All graduates will be permanent employees from commencement and upon completion of the program all graduates will be appointed into a position within a business unit.

What kind of placement rotations can I expect?

Graduates will undertake four placements of six months in duration. These placements are dependant on the discipline of your degree. Individual business units may choose to rotate graduates within their unit during their placement to expose the graduate to a broader context of work. It is anticipated that graduates will spend time working in a regional location during the program.

What is the duration of the program?

The graduate program is a two year program.

What is the starting salary?

Graduates are paid a starting salary ranging from \$ 56 056 to \$ 58 862, depending on whether your degree is a three or a four year degree.

For further information please contact Scott Piper, Employee Services Consultant on (08) 89858419.