

# SA Water Graduate Program

## Fresh thinkers. Future leaders.

The future of water is changing, so when our graduates bring new ideas to the business, we listen to you. Our two year program will put you at the front of our industry, providing the opportunity to help shape the future of water services for South Australia, while developing an exciting career.

You'll have the support, guidance and structure you need to thrive, create and grow. When you work with us, you'll be playing an important part of something very big – something that helps shape the success and vibrancy of our state.

You'll be mentored and supported, with development opportunities and industry accreditation provided. Working hand in hand with leaders in your chosen field, you'll have the opportunity to work on projects and programs across a range of business areas.

### Graduate disciplines we're looking for

**Engineering:** civil, structural, chemical, electrical, materials

**Business:** accounting, commerce, finance, policy and governance, human resources, legal

**Science and Environment:** environmental, pure sciences, sustainability, environmental management, natural resource management

**Information Technology:** GIS, computer and information science, business analytics, cyber security, software engineering, network engineering

We encourage applications from everyone, including people living with disability, job seekers of all ages, members of the LGBTQI+ community and people from culturally diverse backgrounds, including Aboriginal and Torres Strait Islander peoples.

### How the program works



#### Recruitment and selection

We select a small number of graduates with the potential to become our future leaders. We want graduates who demonstrate a connection to our purpose.



#### Onboard

Maintain contact with you throughout the year leading up to your placement, followed by a structured onboarding program.



#### Develop

Graduates are developed via rotations and structured technical, professional and leadership development, and connected through networks and mentorships.



#### Grow

Tailored career planning and support from day one through to post graduate program life and work.

## How to nail your application

Here are a few handy tips to help you through the application process:

- Research who we are and what we do to see if you want to be a part of our future.
- Limit your resume to 2-3 pages. Be sure to start from your most recent experience and include your education, extracurricular activities and contact details.
- Take the time to personalise your cover letter to address the discipline stream you are applying for.
- Read the application criteria carefully and don't forget to attach all required documents such as your most recent academic transcript and cover letter.
- Ask questions during the interview – this is a two-way street and you need to determine if you can see yourself working with us as much as we can see you fitting into our team.

## FAQs

### What do I need to apply?

Address the following eligibility criteria:

- Australian citizenship, Permanent Residency or an appropriate work visa.
- A tertiary degree from an Australian university within the past two years.
- A strong academic record with a credit average, or above.
- The ability to live and work in Adelaide and/or South Australia.
- Strong communication, analytical and problem solving skills.

### Will late applications be accepted?

Unfortunately, late applications cannot be accepted for our Graduate Program.

### When would I start my employment?

Our Graduate Program starts in February each year.

### Will I have work at the end of the Graduate Program?

Our graduates are hired as ongoing employees. At the end of the two-year program, we will work with you to find a role with us that aligns with the business and your experience and interests.

### How do the job rotations work?

Our Graduate Program consists of three job rotations within your professional discipline to ensure graduates experience a range of business areas and projects. We want to provide a strong technical foundation while you discover everything the water industry has to offer.



### **Sally Silz**

#### **Manager Development Services**

Graduate Program: 2006

“When I started at SA Water, I did not expect to be here all these years later. I have stayed because there has been opportunity to try new things and I have been offered career progression at the right time. I really enjoy working with the people here, and contributing to the success of South Australia is really important to me.”



### **Mrunal Patil**

#### **Asset Planner, Wastewater**

Graduate Program: 2022

“The graduate program rotates you through different teams relevant to your field and provides the opportunity to get involved in meaningful work across the business. I really enjoy and benefit from the training sessions and workshops. I learned the interpersonal and non-technical skills which are important to thrive in a work environment.”



### **Raza Jamale**

#### **Design Manager**

Graduate Program: 2018

“The program gives graduates the opportunity to recognise their strengths and interests to help them make conversant choices about their career paths. It enables them to navigate their professional lives with confidence and clarity.”

