

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. Our two year program will put you at the forefront of our industry, providing opportunities 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 role in something big — helping shape the success and vibrancy of our state.

You'll be mentored and supported, with development opportunities and additional training, as well as insights into our statewide operations and opportunities to connect with other young water industry professionals.

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, management, pure sciences, sustainability, 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

We maintain contact with you throughout the leadup 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 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 next Graduate Program starts in February 2026.

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

Our graduates are employed on a fixed term contract for the duration of the two-year program. The goal of the program is to equip you with the skills, knowledge, exposure in your discipline and business acumen across our organisation and industry to set you up for success to potentially secure an ongoing role through our recruitment process. Ongoing employment is not guaranteed at the end of the program and is subject to business needs.

How do the job rotations work?

Our Graduate consists of three — four job rotations within your professional discipline to ensure graduates experience a range of business areas and projects with opportunity right across the breadth of our organisation. We want to provide a strong technical foundation while you discover everything the water industry has to offer.

