



Searching for a
career
after university?

Find one with
DEWR

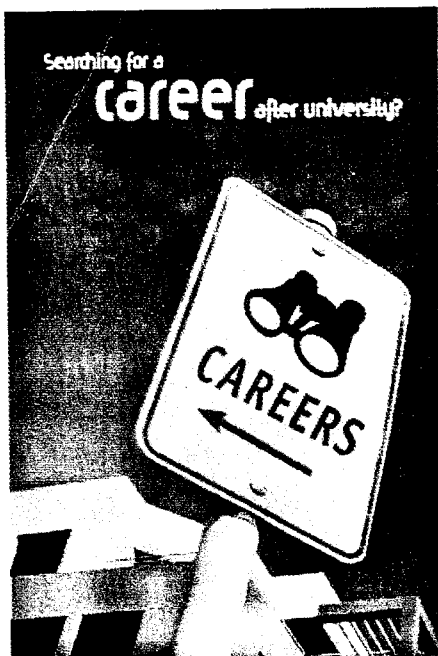


For diverse job roles in an organisation that values its employees and their career development, look no further.

The Department of Employment and Workplace Relations is seeking graduates from a range of disciplines to work in an exciting and dynamic environment.

Want to know more? Visit us at

www.dewr.gov.au/graduate



GRADUATE CAREERS

The Department of Employment and Workplace Relations (DEWR) is a leader in public policy advice and implementation. Through the graduate programme you can get involved in work that has a real impact on Australian society.

Are you the right graduate for DEWR?

We are looking for graduates who are genuinely interested in working to influence workplace relations and employment policy affecting the lives of all Australians. DEWR is also committed to developing policies which deliver employment outcomes for Indigenous Australians. To help us achieve this, Indigenous Australian graduates are encouraged to apply.

For the 2004 intake we will be recruiting graduates with qualifications in Economics, Law and Accounting. We will also be recruiting graduates with degrees in the following disciplines Management, Business, Human Resources, Industrial Relations, Public Policy, Organisational Psychology, Marketing and Communication.

The Department encourages workplace diversity. People who are of Aboriginal and Torres Strait Islander descent, come from a non-English speaking background or have a disability are encouraged to apply.

Some of our graduate vacancies will be open only to Indigenous Australians under clause 4.2(6)(b)(i) of the Public Service Commissioner's Directions 1999.

Eligibility

As a minimum, applicants must have completed, or be due to complete a qualification equivalent to a 3 year undergraduate degree from an Australian University by the end of the 2003 academic year.

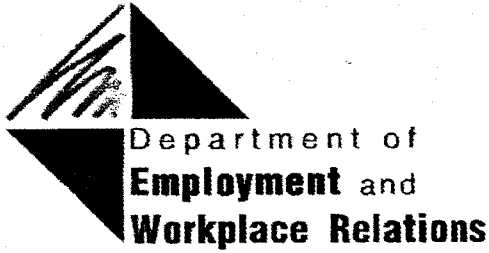
How to apply

Applications should be lodged online at <http://dewr.nga.net.au>. Applications close at midnight (EST) on 30 May 2003. For more information on the DEWR 2004 graduate programme please visit our website at www.dewr.gov.au/graduate.

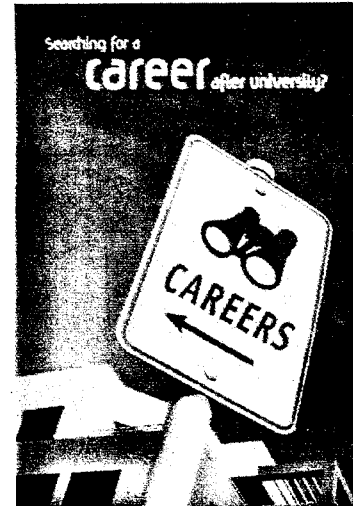


Sent to uni's

WIMS - 110218.



Graduate Jobs – DEWR Recruiting NOW!



Dear Graduate

Take on the challenges of welfare and workplace reform in Australia and get involved in work that has a real impact on Australian society by becoming a graduate with the Department of Employment & Workplace Relations (DEWR).

DEWR is looking for graduates who are genuinely interested in working to influence workplace relations and employment policy affecting the lives of all Australians. For the 2004 intake we will be recruiting graduates with qualifications in Economics, Law and Accounting. We will also be recruiting graduates with degrees in the following disciplines Management, Business, Human Resources, Industrial Relations, Public Policy, Organisational Psychology, Marketing and Communication.

Some of our graduate vacancies will be open only to Indigenous Australian graduates. The Department has a significant focus on issues relevant to Indigenous Australians in the workforce. We are therefore, seeking Indigenous graduates who have an in-depth knowledge and understanding of Indigenous Australian societies and cultures and the issues affecting these cultures in Australian society, and an ability to communicate sensitively and effectively with Indigenous Australian people.

Our Graduate Programme aims to recruit the highest calibre of Australian graduates, and to develop them into innovative, successful and high-achieving professionals. The Graduate Programme consists of a variety of developmental experiences based around the Department's business over the course of the year, with work placements at the core of this development. DEWR invests heavily in the Graduate Programme and all graduates receive comprehensive training throughout their graduate year. The commencement salary for graduates is between \$34,629 and \$37,621 (dependent on the level of tertiary qualifications).

To find out more information about the DEWR Graduate Programme, please visit our website at www.dewr.gov.au/graduate.

If you have any further questions about the DEWR Graduate Programme, please email the Graduate Recruitment Coordinator at graduate@dewr.gov.au.

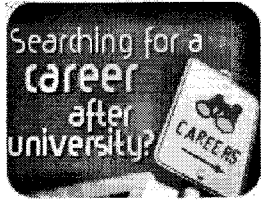
Kind Regards

Valley Faulkner
Graduate Recruitment Coordinator
Department of Employment & Workplace Relations

Friday 20th
February
2004

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go

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Work conditions]

Graduates will be offered an Australian Workplace Agreement with an attractive remuneration package. Starting salaries for 2004 range from \$34,629 to \$37,621.

For further information, you may like to look at the [department's current certified agreement](#) which allows for a range of flexible work conditions and leave allowances including:

- standard working week of 37½ hours
- flextime: you can use extra time worked to take time off work
- four weeks of annual leave per year
- long service leave after 10 years
- personal leave that covers a range of circumstances.

Any questions?

If you have any questions about the Graduate Programme, please email graduate@dewr.gov.au. ✉

Department of Employment and Workplace Relations

ORGANISATION PROFILE

At Department of Employment and Workplace Relations we aim to maximise the ability of unemployed Australians to find work, and to support strong employment growth and - the improved productive performance of enterprises in Australia.

We achieve both of these aims by developing and implementing policies and programmes that support an effectively functioning labour market, and workplaces with higher productivity and higher pay.

Why work in DEWR?

Department of Employment and Workplace Relations (DEWR) is a leader in public policy advice and implementation, specifically aimed at affecting such issues as:

- workplace relations,
- the labour market,
- assisting people from welfare to work, and
- assisting targeted groups in society, particularly Indigenous Australians and the long term unemployed.

Why not get involved in policy and programs which have a *real impact* on Australian society? DEWR manages the delivery of government employment services. We lead the way in providing employment services online through an IT infrastructure which is second to none. We also develop the National Wage Case, which has a direct bearing on the minimum wage for millions of Australians.

Are YOU the right Graduate for DEWR?

We are looking for graduates who are genuinely interested in working to influence workplace relations and employment policy affecting the lives of all Australians.

DEWR promotes responsiveness, ethical behaviour, service to Ministers and clients, professionalism, enthusiasm, creativity, teamwork, on-the-job learning, and effective people management. We are looking for graduates who support and strive to display these behaviours in everyday life and their daily work.

For our 2004 intake we will be recruiting a range of Graduates with **specialist** degrees, including:

- Economics;
- Law; and
- Accounting.

And **generalist degrees** including:

- Arts;
- Management;
- Industrial Relations;
- Commerce;
- Business;
- Human Resource Management;
- Politics;
- Social Science; and
- other disciplines.

So if you have qualifications in these areas we would be interested in hearing from you.

DEWR is also committed to developing policies which deliver employment outcomes for **Indigenous Australians**. To help us achieve this, **Indigenous Australian Graduates** are encouraged to apply.

For our 2004 intake we will be recruiting approximately 50 graduates.

The DEWR Graduate Programme

The programme consists of a variety of developmental experiences based around the department's business over the course of the year, with work placements at the core of this development.

Training

DEWR invests heavily in its Graduates. As a DEWR Graduate you will receive comprehensive training throughout your Graduate year. This includes an orientation program and development opportunities in IT, information management, writing skills, occupational health & safety, influencing skills, policy, and working in DEWR.



Department of
Employment and
Workplace Relations

Pay

As a Graduate with DEWR you have the choice to individually negotiate your pay and conditions through an Australian Workplace Agreement or be covered by the department's Certified Agreement. In the latter case your commencement salary will be up to \$36,349*. At the end of your graduate year you will be advanced to \$41,587*.

How to Apply

Applications for the DEWR 2004 Graduate Programme will advertised early in 2003.

To find out more information about the DEWR Graduate Programme, please visit our website <http://www.dewr.gov.au/graduate>

Number of employees

DEWR has approximately 1,950 employees.

*Subject to the certification of the DEWR 2002-2004 Certified Agreement

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There are six
join Finance:

1. We value
2. We reward
3. We recognise commitment
4. We understand work
5. We offer an environment
6. We play a part in government

Finance is committed to development of an employer of choice with remunerative conditions and a high performance commitment.

We are proud of our organisation who continue to build excellent administrative

**Department of Employment and Workplace Relations
Australian Capital Territory**

Various Groups

Graduate APS \$34,629-37,621, Applicants must be willing to relocate to Canberra
Closing Date: 30/05/2003

Duties: We are looking for graduates who are genuinely interested in working to influence workplace relations and employment policy affecting the lives of all Australians. For our 2004 graduate programme we will be recruiting graduates with qualifications in Economics, Law and Accounting. We will also be recruiting graduates with qualifications in Management, Business, Human Resources, Industrial Relations, Public Policy, Organisational Psychology, Marketing and Communication.

Some of our graduate vacancies will be open only to Indigenous Australians under clause 4.2(6)(b)(i) of the Public Service Commissioner's Directions 1999.

Eligibility Requirements: Applicants must hold as a minimum a qualification equivalent to a three-year Australian Bachelor's degree by the end of 2003.

Contact: Valley Faulkner (02) 6121 5171 www.dewr.gov.au/graduate

Selection documentation may be obtained from Valley Faulkner on (02) 6121 5171.
Apply: To apply visit www.dewr.gov.au/graduate

Executive Appointments

ambit

IT&T Recruitment SPECIALISTS

The right IT&T talent....now

Ambit House 101 Northbourne Avenue Turner ACT
GPO Box 3106 Canberra ACT 2601
Ph (02) 6245 1700 Fax (02) 6245 1799
act@ambit.com.au www.ambit.com.au

Executive Recruitment Consultant

Our mission is to be Australia's leading provider of specialist talent and people management solutions. With turnover of over \$100 million per annum, 90 staff, and 50 preferred supplier agreements, we have the staff, scale, technology, methodologies and experience to service our clients.

Due to our recent growth and acquisition of Parkside Consulting & Patacat People, we have an opportunity for an Executive Recruitment Consultant to join our Canberra office. If you have a demonstrable record of achievement in Account Management and Business Development within the Canberra region and would like to join a fast paced and professional organisation with plenty of opportunity, then we encourage you to apply. A Remuneration package in line with qualifications and experience will be negotiated with the successful candidate. To apply, please send your resume together with a covering letter to Rob Papworth (rpapworth@ambit.com.au or Fax 02 6245 1799) and quote 'Position CT 1959'. Upon application, a full position description will be issued. Applications close Wednesday 14th May 2003.

03-7098/#237

Government Appointments



Help us shape and manage revenue systems which support and fund services for all Australians. We offer a wide and diverse range of work opportunities as we fulfil our key role as the Government revenue collection agency. Employees of the Tax Office are able to contribute to this work of national importance in a supportive environment that values diversity and encourages innovation.

Financial manager

Canberra

Executive level 2.1

package up to \$99,000*

We are seeking an EL2.1 to lead and manage a professional team responsible for: external and internal financial reporting; project accounting and reporting; asset management; and finance system processing in the Corporate Support Centre. Highly developed oral and written communication skills are required as the successful applicant will need to convey complex financial information to people from financial and non-financial backgrounds.

Contact officer: Joe Colbert 02 6216 5157

Documentation officer: Kirsten Bachmann 02 6216 5174

Email: ATOAS-Recruitment@ato.gov.au

Position number: 1005964

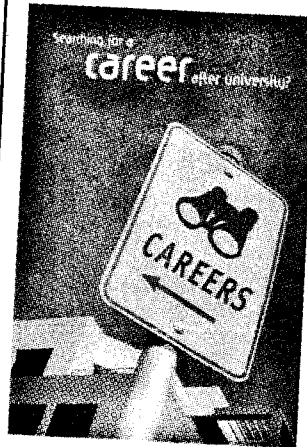
Advert number: 11907

Applications close: 15 May 2003

Working for the Tax Office is an opportunity to be part of a high profile national organisation that values diversity, respect, honesty, fairness, flexibility, innovation and excellence, and is performance and results driven

Advice to applicants: please obtain an application and information kit before applying from the contact officer listed above or visit www.ato.gov.au/jobs

In your application, you must provide the information requested



Graduate Careers

The Department of Employment and Workplace Relations (DEWR) is a leader in public policy advice and implementation. Through the graduate programme you can get involved in work that has a real impact on Australian society.

Are you the right graduate for DEWR?

We are looking for graduates who are genuinely interested in working to influence workplace relations and employment policy affecting the lives of all Australians. DEWR is also committed to developing policies which deliver employment outcomes for Indigenous Australians. To help us achieve this, Indigenous Australian graduates are encouraged to apply.

For the 2004 intake we will be recruiting graduates with qualifications in Economics, Law and Accounting. We will also be recruiting graduates with degrees in the following disciplines: Management, Business, Human Resources, Industrial Relations, Public Policy, Organisational Psychology, Marketing and Communication.

The normal requirement for engagement to the Australian Public Service is that applicants must be Australian citizens. An AWA will be offered with an attractive remuneration package.

The Department encourages workplace diversity. People who are of Aboriginal and Torres Strait Islander descent, come from a non-English speaking background or have a disability are encouraged to apply. Some of our graduate vacancies will be open only to Indigenous Australians under clause 4.2(6)(b)(i) of the Public Service Commissioner's Directions 1999.

Eligibility: As a minimum, applicants must have completed, or be due to complete a qualification equivalent to a 3 year undergraduate degree from an Australian University by the end of the 2003 academic year.

How to apply: Applications should be lodged online at www.dewr.gov.au/graduate. Applications close at midnight (EST) on 30 May 2003. For more information on the DEWR 2004 graduate programme please visit our website at www.dewr.gov.au/graduate.



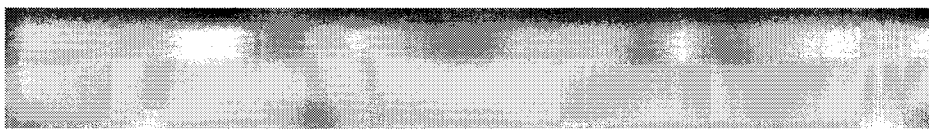
DEPARTMENT OF EMPLOYMENT AND WORKPLACE RELATIONS



FAMILY SERVICES

Making a difference for children and families

Produced on behalf of



Graduate Opportunities In Australia and New Zealand

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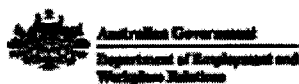
Company Profile

At a Glance

- Graduate Update Service
 - Gradlink
 - Career Search
 - A-Z of Employers
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 - Job Hunting Advice
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Department of Employment and Workplace Relations



DEWR invests heavily in its graduates. As a DEWR Graduate you will receive comprehensive training throughout your graduate year.

This includes an orientation programme and development opportunities in IT, information management, writing skills, occupational health & safety, influencing skills, policy, and working in DEWR.

Pay
As a graduate with DEWR you will be provided with a competitive remuneration offer through an Australian Workplace Agreement.

Working environment
DEWR provides an outstanding working environment, flexible working conditions, and excellence in people management.

How to Apply
Applications for the DEWR Graduate Programme will advertised early each year.

To find out more information about the DEWR Graduate Programme, please visit our website www.dewr.gov.au/graduate

Why not get involved in policy and programmes which have a real impact on Australian society?

At the Department of Employment and Workplace Relations we aim to maximise the ability of unemployed Australians to find work, and to support strong employment growth and the improved productive performance of enterprises in Australia.

We achieve these aims by developing and implementing policies and programmes that support an effectively functioning labour market, and workplaces with higher productivity and higher pay

Why work in DEWR?
The Department of Employment and Workplace Relations (DEWR) a leader in public policy advice and implementation, specifically aimed at affecting such issues as:

- workplace relations;
- the labour market;
- assisting people from welfare to work; and
- assisting targeted groups in society, particularly **Indigenous** Australians and the long term unemployed.

DEWR provides employment services online through cutting edge IT infrastructure. We also develop the National Wage Case, which has direct impact on the minimum wage for millions of Australians.

DEWR is committed to developing policies which deliver employment outcomes for **Indigenous Australians**.

To help us achieve this, **Indigenous Australian Graduates** are encouraged to apply.

What is DEWR like?
DEWR has approximately 2,000 employees around Australia, with a diverse range of jobs and careers on offer.

DEWR was awarded a commendation in the 2003 APS Workplace Diversity Awards for demonstrating its commitment to creating a working environment that values the diversity of people.

DEWR is a professional, creative and enthusiastic organisation. We provide excellent service to Ministers and clients, and thrive on an atmosphere of teamwork and high standards of performance.

Are YOU the right graduate for DEWR?
We are looking for graduates who support and strive to display these behaviours in everyday life and their daily work.

If you are genuinely interested in working to influence workplace relations and employment policy affecting the lives of all Australians then DEWR will give you the opportunity to do so.

We recruit graduates in the following streams:

- Economics;

- Law;
- Accounting;
- Information Technology; and
- Business.

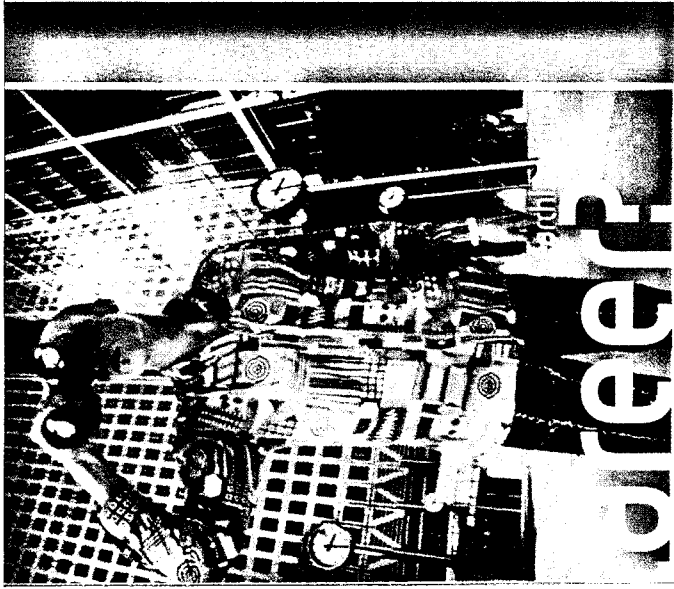
The Business stream includes, but is not limited to, the following degrees:

- Business/Management;
- Industrial Relations;
- Human Resource Management;
- Organisational Psychology
- Marketing
- Communication
- Public Policy; and
- Politics.

The DEWR Graduate Programme

Your experiences as a DEWR Graduate and your development will be tailored to your career development and progression. The graduate programme consists of a variety of developmental experiences based around the department's business, and will give you opportunities to build a career in the department utilising your specialist skills.





Searching for a career after university?

For diverse job roles in an organisation that values its employees and their career development, look no further. The **Department of Employment and Workplace Relations** is seeking graduates from a range of disciplines to work in an exciting and dynamic environment. **Want to know more?**

www.dewr.gov.au/graduate



Department of
Employment and
Workplace Relations

Department of Employment and Workplace Relations

At the Department of Employment and Workplace Relations (DEWR) we aim to maximise the ability of unemployed Australians to find work, and to support strong employment growth and the improved productive performance of enterprises in Australia. We achieve both of these aims by developing and implementing policies and programmes that support an effectively functioning labour market, and workplaces with higher productivity and higher pay. DEWR is a leader in public policy advice and implementation, specifically aimed at affecting such issues as:

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How to Apply

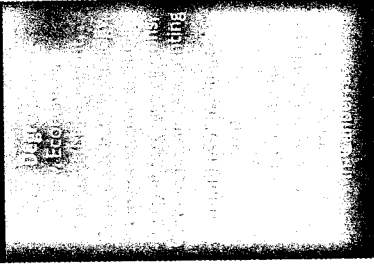
Applications for the DEWR 2004 Graduate Programme will be advertised in April 2003.

For more information

Visit our website <http://www.dewr.gov.au/graduate> or e-mail us at graduates@dewr.gov.au.

More information and job vacancies on: www.unimail.com.au/jobs

Quick Facts



Department of
Employment and
Workplace Relations

For the Graduate Index use:

Department of Employment and Workplace Relations (DEWR)

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How to Apply

Applications for the DEWR 2004 Graduate Programme are NOW OPEN. To apply visit <http://www.dewr.gov.au/graduate> Applications close on 30 May 2003.

For more information

Visit our website <http://www.dewr.gov.au/graduate> or e-mail us at graduate@dewr.gov.au.

Quick Facts

Degrees

Law, Economics, Business/Management, Organisational Psychology, Human Resources, Public Policy, Industrial Relations, Commerce and Accounting

Number of graduates

40

Work locations

The majority of graduate opportunities are based in Canberra