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2022 Australian Government Graduate Program

Generalist Stream

Candidate Information Guide

This Affirmative Measures process is only open to people who identify with disability.

This is consistent with Section 27 of the Australian Public Service Commissioner's Directions.





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What is the Australian Government Graduate Program – Generalist Stream?

This is your pathway to a rewarding career in the Public Service.

[The Department of Finance](#) has partnered with the Australian Public Service Commission to lead the recruitment process for the Australian Government Graduate Program – Generalist Stream.

With multiple participating departments, agencies and Commonwealth entities looking for graduates from a variety of fields, your pathway to a rewarding career in the Public Service is here.

As a Graduate in the Generalist Stream you have the opportunity to work on contemporary policy and program delivery, and operational work to ensure outcomes are met. Being a Graduate in the APS provides you with a unique foundation to expand on existing capabilities and further develop your skills and knowledge across a variety of significant operations of government.

Generalist Graduates have a range of degree disciplines, these include public policy, arts, sciences, humanities, law, international relations, media, communications, design, accounting, finance, etc.

If you are looking for the opportunity to work on contemporary policy and services that make a real difference to the lives of Australians, this is the opportunity for you.

For more information on the Australian Government Graduate Program – Generalist Stream [Click Here](#).



Affirmative Measures - Disability

This recruitment round is advertised as affirmative measures. The affirmative measure is designed to address the under-representation of people with disability in the Australian Public Service (APS).

Candidates who apply under the affirmative measure will need to meet minimum benchmarks to progress through the assessment stages.

Eligibility of applicants

Subsection 27(2) of the [Commissioners Directions](#) provides that the agency head—or delegate—must ensure that for a vacancy under this affirmative measure, only persons with a disability or a particular type of disability are eligible.

Definition of disability

The [definition of disability for the purposes of the affirmative measure is outlined here](#).

Evidence of disability

As provided in subsection 27(2) of the Directions, agencies will need to ensure that applicants are persons with disability. Evidence of disability is not to include information about the type of disability, unless the vacancy itself has been restricted to persons with a particular type of disability.

Suitable evidence of a disability would be a certificate or letter from a registered medical practitioner. The following documents would also be acceptable:

- letter from a Disability Employment Service or jobactive provider; or
- letter from a secondary or tertiary institution disability services unit in relation to a recent student.

Only applicants who are shortlisted to the assessment centre stage of the recruitment process will be required to provide evidence. This means that evidence is not required to be provided unnecessarily.

For further information on affirmative measures for recruiting people with disability, visit the Australian Public Service Commission's [website](#).



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Am I eligible?

To be eligible to apply for the Australian Government Graduate Program – Generalist Stream you must meet the following eligibility requirements:

- Be an Australian citizen by **30 June 2021** (you may be asked to provide evidence of this);
- Have completed an Australian Qualifications Framework Level 7 qualification (a Bachelor Degree), or higher equivalent by **31 December 2021**;
- Have completed the most recent degree **no more than 5 years** from the date of the application being submitted;
- Meet the Affirmative Measures criteria set out on [page 4](#).
- Be able to **obtain and maintain** a valid Australian Government **security clearance** once accepted into a graduate program; and
- Be willing to **undergo any police, character, health or other checks as required**.

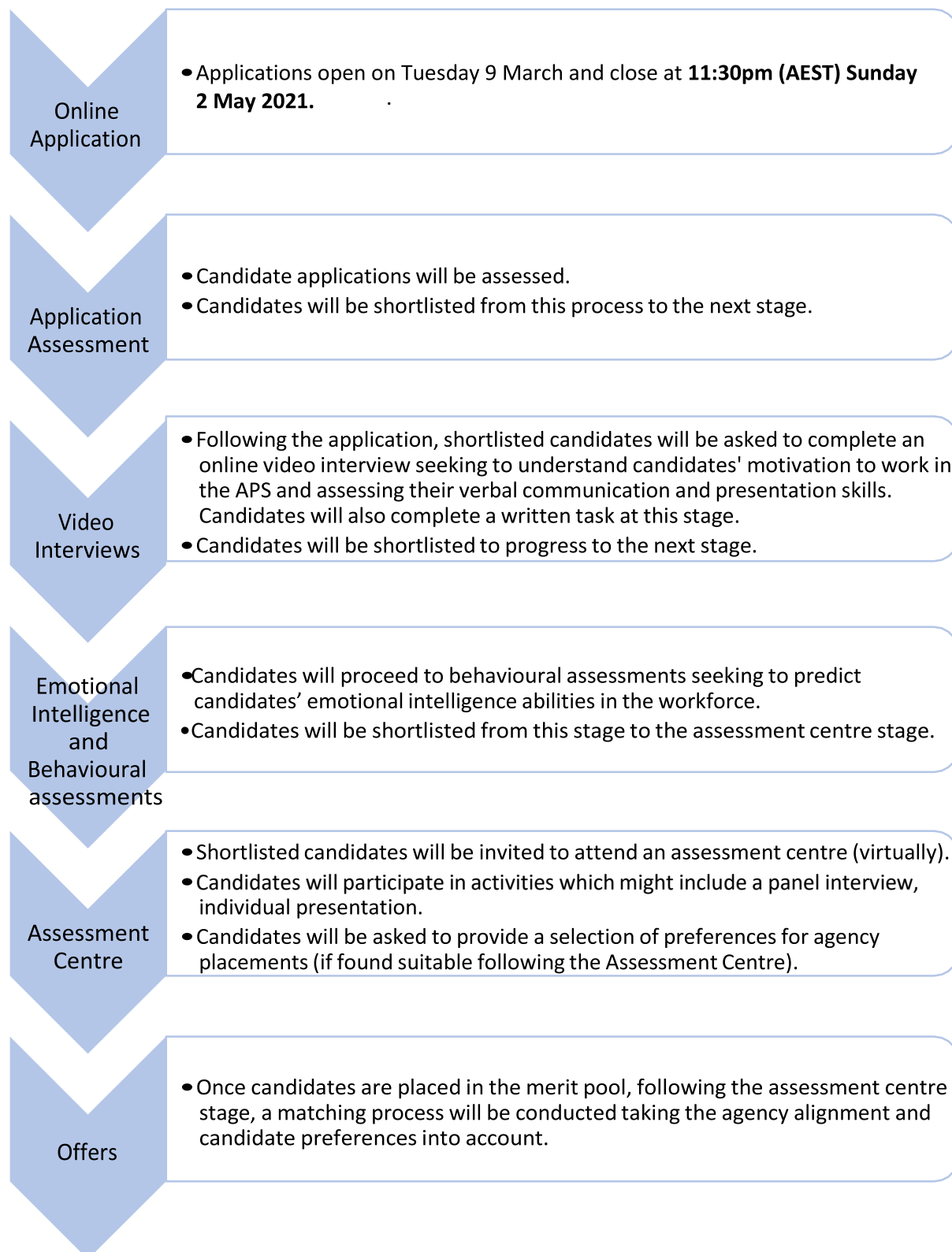
Additional support

If you require reasonable adjustments to be made to the assessment process please note this in your application and we will contact you to discuss additional support.





The Recruitment Process





Capabilities we're assessing

Successful graduates explore opportunities and exemplify drive and adaptability. They are responsive and comfortable with change. Graduates want to be challenged in a flexible and fast-paced environment. But above all else, graduates have a positive attitude and a desire to learn.

We want graduates who demonstrate drive and enthusiasm to work on high priority issues across all areas of government.

We are looking for graduates who aren't afraid to do things differently and create an impact – those who are bold enough to take the lead.

Think you're up to the challenge? The capabilities we look for in our graduates are:

Organisational alignment

Motivation for working within the APS at the specified level.

Self-awareness

Approaches tasks and own development in a logical, organised and professional manner to ensure delivery of consistently high quality work.

Collaboration and delivery / client service

Collaborates with others to achieve quality outcomes and meet deadlines.

Results oriented / adaptability

Identifies and plans the activities needed to achieve quality outcomes and takes action to overcome barriers to success.

Research and analysis

Gathers information from a range of different sources and analyses it to inform thinking on a particular topic.

Verbal communication

Communicates clearly and confidently and actively listens to others in a range of settings.

Written communication

Writes persuasively and provides clear written advice in a range of styles.



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Online application

The online application is your opportunity to provide relevant personal details and respond to an application question, outlining your skills and reasons for wanting to join the Australian Public Service. At this stage, you need to upload your resume, your most recent academic results and answer some eligibility questions.

Tips for application

- Start your online application as early as possible, well before the deadline. If you have questions or technical issues on the due date, you may not be able to resolve these quickly enough to lodge your application on time. Please note that online applications close at **11:30pm (AEST) on Sunday 2 May 2021**. It will not be possible to submit your application after this time.
- Set aside at least 1.5 hours to complete your application. Take note of word limits as an indication of the amount of information to include. Remember to be concise.
- We recommend you prepare your response in a Word document and then copy and paste it into your online application form. If you experience technical issues on the site, you may lose the information and need to start again.
- Proof read your application. Your writing skills are assessed along with the content in your response.
- Once you have successfully submitted your online application, you will receive an email confirming receipt. We recommend that you check all spam filters on your email account as emails sent from an unknown address may automatically move to your spam folder.
- Provide honest and accurate information as your responses will be confirmed at other stages in the process.

Resume

You need to attach a resume to your application prior to submission.

Tips for application

- List any employment you have, including volunteer work, in reverse chronological order. This means listing your most recent employment history first and working back from there.
- Your resume should be as concise as possible. Two to three pages should be the maximum length.
- Ensure your resume is without spelling or grammatical errors and is accurate and complete.

Video Interview

Following the online assessments, shortlisted candidates will be invited to complete a video interview and a written task. The interview takes place remotely and uses video technology as the communication medium. Candidates will be asked up to three interview questions and you will need to record your response in an online video. Your video will be reviewed by the recruitment team and assessed in a consistent manner.

Tips for completing the Video Interview

For many, this is a new way of taking part in a recruitment process so here are some helpful tips to assist you to make the most of this opportunity.

Before you start the interview:

The video interview will allow you time to practice before starting the interview. Make sure you utilise this to get comfortable before starting. Some other tips include:

- Check the camera angle (make sure the camera is at eye level)
- Check your background and that you have good lighting allowing the viewer to be able to see you
- Choose a location that is free from distractions
- Dress professionally
- Try and relax as much as possible and let your personality shine – remember to smile.

During the interview:

Treat it like a traditional interview, so be confident in your answers.

- Be concise when answering the questions, you do not need to use up all the time allocated to each question, when you have finished your answer, move onto the next question.
- Be yourself. Be natural and acknowledge the camera, but treat it as if it is another person in the room with you.
- If you make a mistake – please don't worry and just keep going. Everyone can make mistakes, it is about recovering and finishing the question.

Be enthusiastic, this is your opportunity to make an impression and move through to the next stage of the process.

Written Activity

Following the Video Interview, you will work on your own to complete a written activity, through the same platform as the video interview. We'll provide you with all the information you need to complete the activity at the time.



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Emotional Intelligence and Behavioural Assessment

Following the Video Interview, shortlisted candidates will proceed to Emotional Intelligence (EI) and Behavioural Assessments seeking to predict candidates' emotional intelligence abilities in the workforce. Candidates will be shortlisted from this stage to the assessment centre stage.

Tips for EI and Behavioural Assessments

- Read the information carefully before you commence and make sure you know what you are being asked to do.
- Pace yourself, remember the time limit of the activity and ensure you leave enough time to respond to each question.

Assessment Centre

Candidates that progress will be invited to attend an assessment centre. The assessment centre will be conducted virtually over a number of weeks. This will be confirmed closer to the time and further information will be provided to shortlisted candidates only.

What is an assessment centre?

The assessment centre provides you with an opportunity to showcase your capabilities.

Assessment centres use different activities to assess your capability against specific selection criteria. We understand each individual has unique strengths, so the assessment centre is designed to provide you with an opportunity to demonstrate your strengths against multiple capabilities required for the graduate program.

You may be asked to complete the following activities:

- an individual presentation
- a panel interview

Tips for assessment centres

- Understand all instructions provided to you. If you are unsure what to do, ask for clarification.
- Plan to have a good night's sleep so your energy level is high.
- Address all the issues and questions outlined in each activity.
- Know the time limit for each activity. These will be provided at the start of each activity.
- Consider the capabilities we're looking for when framing your answers.
- Gather information about assessment centres: visit websites, read printed material, talk to previous candidates or career advisers. Your career adviser will be a great source of information for how to prepare for an assessment centre.
- For a virtual assessment centre, ensure to test your device beforehand to avoid technical difficulties during the session.
- Ensure you have the right start time.
- If something goes wrong, **call the Finance Recruitment team on 02 6215 1717** to let us know as soon as possible.

Activities at the assessment centre:

Individual Presentation

You will receive information about the individual presentation prior to your scheduled session with further instructions.

Tips

- Read the information carefully before you commence and make sure you understand all instructions provided.

Panel Interview

After delivering your presentation, you will participate in a panel interview with the same two panel members who you presented to. You will be asked to respond to interview questions demonstrating your capabilities. There will not be any preparation time for this activity.

Tips

- Use the STAR (situation, task, action, results) method for your responses and keep them brief and to the point.
- Use real situations in your answers rather than a hypothetical example.
- Pace yourself, remember the time limit and ensure you leave enough time to respond to each question.



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Feedback

Due to the expected volume of candidates through the assessment stages, feedback will only be provided to candidates who attend the assessment centre.

At the completion of the assessment centre, candidates will have the opportunity to request formal feedback.

Contact

If you have any questions about the recruitment process, please contact the Finance Recruitment team using any of the contact details below:

Phone: 02 6215 1717

Email: jobs@finance.gov.au

