

Previous Career Starters



'I've enjoyed building my own personal network through working in different roles. I have gained contacts from external departments through my redeployment to Services Australia which just goes to show how versatile the APS can be.'

– Ruby, Department of Finance

'The Career Starter Program was fantastic. It allowed me to become part of a team and contribute to important, challenging and varied work. I was able to build critical skills on the job and kick-start my career.'

– Declan, Department of Finance



'My time in the Career Starter Program has been a wonderful experience with amazing opportunities and a really supportive culture to help me learn on the job.'

– Abdullah, Department of Finance



'The Career Starter Program exceeded my expectations and was a fantastic experience. The Department of Infrastructure, Transport, Regional Development and Communications offered a welcoming and supportive environment and has provided so many opportunities for me to develop my skills and explore different areas of work, including policy, IT and administration. It is a great opportunity not to be missed.'

– Ashlee, Department of Infrastructure, Transport, Regional Development and Communications



'My time in the Career Starter Program has been an incredible opportunity, with meaningful and challenging work every day. It has opened my mind to all the possibilities the public service has to offer and I would highly recommend this program.'

– Natasha, Department of Defence



Australian Government
Department of Finance

2023 Career Starter Program



First Step to Success

Are you currently completing Year 12 and unsure what to do next year or looking for a full-time job in the APS?

If you like a challenge, can work well as part of a team and have an enthusiasm for professional growth and development, the APS Career Starter Program may be for you.

What's in it for you?

Plenty! For starters:

- a full-time permanent job in the Australian Public Service (APS) Generally, all positions are Canberra-based.
- starting salary of \$49,910 (APS Level 1) for Department of Finance Career Starters. Salaries at other departments will vary
- advancement opportunity to APS Level 2 with a salary increase to \$57,310 for Department of Finance Career Starters. Salaries at other departments will vary
- four weeks paid annual leave per year
- superannuation of 15.4 per cent (above the superannuation guarantee of 9.5 per cent).

What type of work will I do?

Your job could include:

- project assistance and contribution
- administrative support
- providing advice to stakeholders
- drafting basic reports
- undertaking research
- general and routine processing.

What does the program include?

The program provides a strong foundation from which to launch your APS career including:

- Certificate IV in Government
- quarterly networking events
- monthly forums with your cohort
- a 'buddy' from the previous year's program or similar
- the opportunity to work as a team on a community project.

How will I know if I'm eligible?

You'll be eligible if you:

- have completed a Year 12 certificate in 2021 or be completing one in 2022
- are an Australian citizen.

Successful applicants will need to apply for a Baseline security clearance prior to commencement.

For more information about eligibility criteria and how to apply please check our website and/or the job application pack.

How does the recruitment process work?

You will be required to submit your application and resume online. Following this, you will participate in a multi stage assessment process that may include a video interview and participation at an assessment centre.

The 2023 Career Starter Program will also be advertised as Affirmative Measures – Indigenous and Affirmative Measures – Disability

For more information about eligibility criteria and how to apply please check our website and/or the job application pack.



Want to know more?

Further information will soon be available on the Department of Finance website:
www.finance.gov.au/career-starters

Contact us

If you have any questions, please contact the Entry Level Programs Team at entrylevelprograms@finance.gov.au or call 02 6215 1717