

# Grads Growing Queensland

## Graduate Program

### About DSDILGP

The Department of State Development, Infrastructure, Local Government, and Planning has a very long name (call us DSDILGP for short), but we have a clear purpose!

### To think ahead and act now, to secure responsible economic development and liveable communities!

We're the department that future-senses. Queenslanders rely on us to scan and make sense of the economic road ahead. We're the economic development department, relied upon to work with industry, the community, and researchers to bring about and sequence the big economic shifts. We live in a community, not just an economy. Securing our liveability while we develop our economy is challenging, but essential.

Partnerships with our customers and stakeholders are important to us, as we work to deliver policies, programs and services that support industry while reflecting the needs of the broader community.

We are a high-performing department of approximately 1,000 employees, with offices located throughout Queensland!

Our workplace culture is important to us. We know *how* we work is just as important as what we do. That's why we work to our own Guiding Principles that describe what we are like when we are at our best.



Want more background about the department? We've included a section at the end of the guide and highly encourage prospective applicants to [visit our website](#) and engage with us on social media.

### Why work with DSDILGP?

Here's why we think you'll want to work with us:

**We're state shapers:** This is the place to be if you want to make a big difference to Queensland. Nowhere else offers you the chance to work with an organisation leading on projects as far-reaching and varied as renewables and decarbonisation, the infrastructure needed for the Brisbane 2032 Olympic and Paralympic Games, and liveability.

**We're a passionate team:** The people you work with are passionate about achieving big things together. We have enthusiastic people making a difference across the state, in cities and small towns, by the coast and in the outback. We

live by our Guiding Principles and channel our passion for our work into real benefits for Queensland. We recognise the enormous privilege of living in Queensland, working for Queenslanders.

**It's a career, not a job:** You're a crucial part of our team in the public service, and we want you to bring your best to work every day. We'll help you learn new skills and become more valuable in the job market. We are also building a workforce that's diverse, inclusive and where everyone's strengths are used to help us better represent our Queensland community in everything we do.

There are great benefits too. You'll also join a workplace that provides:

- » flexible working arrangements that balance your own needs with those of the workplace
- » generous leave entitlements, including 4 weeks leave and leave loading of 17.5 per cent and five weeks' leave and 14 per cent leave loading for employees in the Northern and Western Region of the state
- » choice of superannuation fund, including 12.75 per cent employer superannuation contributions.

## Why Grads Growing Queensland?

Grads Growing Queensland is for graduates that are interested in helping us realise our purpose. The program is designed to help our graduates grow their capabilities and grow into a role in the Queensland Public Sector. We help you grow, and you help responsibly grow Queensland!

You'll join DSDILGP in one of four graduate roles (multiple positions are available for each) in one of our business groups.

Graduate Role	Field of study/discipline guide
Graduate Officer	Business; Human Resources; Information and Communication Technology; Finance/Accounting; Communications and Media; Law
Graduate Policy Officer	Economics; Commerce; Political Science/Government; Environmental Science/Management; Law; Project Management
Graduate Planning Officer*	Urban and Regional Planning; Town Planning
Graduate Engineer**	Civil Engineering

\*Graduate Planners must have graduated from a [Planning Institute of Australia program](#)

\*\*Graduate Engineer requires a Washington Accord accredited four-year degree in Engineering Civil or equivalent, recognised by Engineers Australia.

Grads Growing Queensland is a bespoke program that offers recent graduates challenging and rewarding opportunities that are tailored to your development journey.

*You'll get on-the-job experiences, learn from your supervisor and colleagues as well as a mentor and participate in tailored formal training/workshops. Grads Growing Queensland will equip you in your transition from study to full-time employment.*

## Are you who we've been looking for?

We value candidates who connect to our purpose, and want to lean-in to our Guiding Principles, bringing their best to their role.

We are trying to build a department that is both diverse *and* inclusive. We're particularly interested in graduates from an Aboriginal and Torres Strait Islander backgrounds. We also welcome applicants who live with a disability and/or are from a culturally and linguistically diverse background. If this isn't you, don't worry – the door is open for everyone – just know that our expectation is that you actively contribute to an inclusive workplace and take personal responsibility for cultural capability.

We also value responsiveness. Working with us you will need to be agile and open to change. Our role descriptions are indicative and may flex in response to changing departmental objectives, priorities and activities, not to mention to better align to your own strengths as you learn and grow with us.

## Want to apply? Here is what you need to know...

This guide is designed to be read in conjunction with the role profile. The profile will help you understand more about the responsibilities involved with being a graduate, what we are looking for in terms of capability, and how to structure your application.

Once applications close, we will move through a selection process. During this phase, we will create a short list of candidates that will progress to the next stage which may include more shortlisting, case studies, work examples, presentations, and of course interviews. It is possible these assessments are undertaken separately or together.

### Duration and employment outcomes

The Grads Growing Queensland program runs for 12-months. Conversion to permanent position is our aim, and the decision will be guided by your successful completion of program and demonstrated capability in your graduate role. A probation period may also apply after the 12-months.

### Eligibility

2024 Grads Growing Queensland Program has the following eligibility requirements:

- » Have completed at least an Australian Qualifications Framework Level 7 qualification (a Bachelor degree), or higher.
- » Have completed your most recent degree between 1 January 2022 and the commencement of the program in January 2024.
- » The right to work in Australia under Commonwealth law, for example be an Australian Citizen, New Zealand Citizen, permanent resident, or other valid visa holder with work rights (e.g. graduate visa).

### Timeframes

August 2023	Open for applications
Early September 2023	Shortlisting and interview offers
Late September 2023	Formal interviews and/or additional assessments
October 2023	Pre-employment screening (e.g. reference checks) Those who have progressed to interview will be notified of successful / unsuccessful outcomes

	Graduate positions offered
January 2024	Start work with us
February 2024	Formal Program commences

Note:

We aim to complete all processes within these timeframes, however sometimes circumstances can delay recruitment stages and communications. Generally, if you have not been contacted during these periods, you have not been successful on this occasion and will receive a formal email at the end of the recruitment process.

## One application, multiple roles

All our roles are being advertised through one application process.

Where your field of study is relevant to multiple roles, you will be considered for all. If you have a role preference, you may advise us through your application, or during the assessment process.

## Additional information – recruitment process

- » Applications remain current for 12 months and may be used to recruit for recurring and similar vacancies.
- » A probationary period of three months applies to external appointees unless otherwise agreed in writing.
- » Applications from recruitment agencies will not be accepted.
- » Criminal history and due diligence checks may be undertaken on preferred applicant(s), depending on the nature of the positions and the responsibilities of the role. If we receive information that may exclude you from further consideration, you will be given an opportunity to respond, and your response will be taken into account in the evaluation process.

## Applicant responsibilities

- » All recommended applicants will be required to disclose any serious disciplinary action taken against them in public sector employment.
- » Within one month of commencing employment, the successful applicant is required to disclose any employment as a lobbyist undertaken in the preceding two years.
- » The successful applicant may be required to comply with COVID-19 vaccination requirements for entering certain workplaces.

## We want you to succeed!

It is important to us that applicants (especially graduates) have the opportunity to put their best foot forward.

## Reasonable adjustments

We are committed to working with applicants to ensure they can equitably and fully participate in the application and selection process.

We can make adjustments you may need to ensure you can participate to your full potential. We are also committed to working with Aboriginal and Torres Strait Islander applicants to ensure our application processes are culturally safe and appropriate. Please contact [hr@dsdilgp.qld.gov.au](mailto:hr@dsdilgp.qld.gov.au) to discuss more.

Reasonable adjustments extend to the workplace for successful candidates. We're committed to supporting you to succeed throughout your employment with us.

## Tips and hints for success

Full marks for those still reading. Unfortunately, this doesn't guarantee you the job – but it does mean you'll understand some key things that will help your application jump out from the rest!

- » It is important you tell us more about yourself in answer to the questions outlined in the role profile – just a resume isn't enough!
- » Think about why we are asking – for example, we want to understand your personal motivation, but also how it connects to our purpose
- » Structure your examples – what was the situation? what task/activity did it require of you? what action did you take? what was the result and what did you learn for next time (remember – we have a crack, learn and repeat!)
- » Don't ignore the responsibilities and capabilities in the role profile – aligning your response, and examples, to these will help us understand how who you are, and what you have done, fits with what we need
- » All experiences count! examples from university, casual jobs, work experience or volunteering, are still showing you have the skills and ability to perform a graduate role.

## Have questions?

Email the recruitment team at [hr@dsdilgp.qld.gov.au](mailto:hr@dsdilgp.qld.gov.au), who would be delighted to answer any questions!

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## A bit more about DSDILGP...

### Our commitment to equity and diversity.

We celebrate and encourage diversity and continue to strengthen our inclusive culture that allows everyone to feel respected and connected and ultimately to enhance outcomes for the individual and organisation.

We actively encourage diversity and encourage applications from Aboriginal peoples and Torres Strait Islander peoples, women, people with a disability, and people from culturally and linguistically diverse backgrounds.

Our Yhurri Gurri framework and participation plan entrusts and commits our agency to fully respect, enhance, empower, grow, adapt, co-partner and co-design to achieve strategic objectives and opportunities with Aboriginal and Torres Strait Islander businesses, communities, and peoples.

We have internal networks and working groups support our employees and promote equity and diversity throughout our department (Including the Mari Dhiyaan, our DSDILGP Aboriginal and Torres Strait Islander family).

### Our business groups

As the name of our department indicates, at DSDILGP, we have several business groups. Each group makes an important contribution to shaping Queensland's future.

- » Economic Development Queensland: is the Queensland Government's land use planning and property development agency. EDQ embraces partnerships across government, industry, and the community to deliver new residential communities, urban precincts and industrial ecosystems.
- » Infrastructure and Regional Strategy: is responsible for driving the infrastructure agenda for Queensland with a focus on achieving robust capital planning, quality investment decisions and regional economic development.
- » Local Government: is the State government's leader for the local government sector, providing strategic, expert, and impactful services. The Group partners with local governments to deliver positive and sustainable outcomes by listening to and understanding the needs and interests of stakeholders and their communities; and delivering integrated value-adding services through a connected and informed regional network.

- » Office of the Coordinator-General: has wide-ranging powers to plan, deliver and coordinate large-scale infrastructure projects that provide economic and social outcomes for Queenslanders which balance development with robust environmental impact management requirements.
- » Planning: is committed to a contemporary, efficient and effective planning system in collaboration with local government, industry and stakeholder groups, and the broader Queensland community. The Group provides the framework and overarching policy for plan making and development assessment. The Group delivers and implements statutory regional plans that drive the strategic direction for regional outcomes and provide best practice plan making and development assessment services. Planning works to identify and deliver improvements to the system that are 'real', while dealing with some of the most important land use challenges in Australia.
- » State Development: Drives the execution of the Queensland Government's priority industry roadmaps and strategies. Facilitates regional economic development and investment to create high-quality, skilled jobs for the future.
- » Strategy Insights and Advisory: coordinates key matters across the Deputy Premier's portfolio responsibilities and supports all touch points between the Deputy Premier's Office, the department and portfolio entities and ensures these are managed with clear communication, issues are given due attention and strategic priorities are progressed.
- » Corporate: enables a high-performing department by acting as critical business partners through the provision of systems, advice, and governance to enable delivery and manage risk, opportunities, people, and resources. The Group plays a key role in supporting all Group's objectives and contributing to the department's workplace culture.

## Our work and achievements

[Check out our website](#) and engage with us on social media. You'll learn more about our projects, initiatives and the future we are shaping for Queensland.