# 2025 Geological Survey of NSW Graduate Program

## Program overview

The Geological Survey of NSW Graduate Program is designed to accelerate the growth and development of geoscientists by providing 18 months of structured, hands-on experience across various business units.

Through rotations, you will be exposed to a diverse range of projects and operations, gaining valuable insights into different aspects of geoscience and government functions.

The program offers strong support through mentorship, an executive sponsor, and collaboration with various managers, ensuring that you not only build essential technical skills but also gain a comprehensive understanding of our organization.

This approach equips you to make meaningful contributions to the state's resource and energy sectors, while fast-tracking your professional growth.

## Program structure

Graduate program roles are based at our Maitland and/or Londonderry offices.

As part of the graduate program, you will complete 3 rotations during your 18-month contract, providing you the opportunity to work across different teams. You will be provided with a mentor and an executive sponsor and may work with different managers throughout the program.

At the completion of the program, the experience will prepare you to be highly employable for an ongoing role with the Geological Survey of NSW – subject to positions being available and successfully undergoing an externally advertised process at the required classification.

## Eligibility

* Degree qualifications with an emphasis in solid earth geoscience, geophysics, or geoscience data completed in the past two years.
* Have completed your undergraduate or post graduate studies within the last 2 years (as confirmed by your university transcript).
* Be available to start work in February 2025.
* Have the right to work full-time in Australia until at least August 2026 (this includes Australian Citizens, permanent Residents and Visa Holders).

## The finer details

These are full time roles, for an 18-month period commencing February 2025. Geological Survey of NSW staff work a 35-hour week (Monday to Friday). You will be entitled to leave (including 4 weeks annual leave, 20 days of sick leave and family leave, and 5 days community service leave per annum), flex time and superannuation entitlements in line with your employment contract.

## Remuneration

These graduate roles have been assessed as Clerk Grade 3/4 under the Crown Employees (Administrative and Clerical Officers - Salaries) Award. Clerk Grade 3/4 roles are remunerated between $79,032 to $86,539 (plus superannuation) per annum subject to experience.

## The application process

Geological Survey of NSW graduate roles will be assessed via a [Government Sector Employment Act](https://legislation.nsw.gov.au/view/html/inforce/current/act-2013-040) (GSE Act) [Comparative Assessment process](https://iworkfor.nsw.gov.au/how-we-recruit).

The Comparative Assessment process will involve the following steps:

#### Stage 1: Submit your application

Candidates are asked to submit their resume, university transcript and covering letter via iworkfor.nsw.gov.au no later than **9am Friday 8 November 2024**. Your cover letter should address why you are interested in the graduate program, your preferred rotations and location(s).

#### Stage 2: Pre-screening

Eligible candidates will be invited to undertake an assessment task (which could be an online, video or written assessment task). The focus of this assessment task will be to learn more about your interest and motivation in your professional field and working with the Geological Survey of NSW.

#### Stage 3: Interviews

If you are successful in progressing to this stage, you will be invited to an interview (either virtual or face to face) with the recruitment panel. The panel will ask you a small number of [behavioural style interview questions](https://www.psc.nsw.gov.au/workforce-management/capability-framework/capability-framework-resources-index/capability-application-tool) to assess your fit against the capabilities described in the graduate [role description](https://files.jobs.nsw.gov.au/wng47y).

Eligible candidates will also be asked to complete a third assessment task as part of the recruitment process. This could occur before, during or after the interview.

#### Stage 4: Post-interview checks

Referee and probity checks will be undertaken for preferred candidates.

#### Stage 5: Offers of employment

If you satisfactorily pass stages 1 –4, we may make you an offer of employment. This offer will be subject to satisfactory pre-employment checks (citizen, visa, qualifications and criminal history).

Some candidates may be placed into talent pools that can be used when future employment opportunities at this grade arise.