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Graduate Program Information Guide

The Department of Finance currently employs around 1,200 staff from multi-disciplinary backgrounds to deliver our broad portfolio of responsibilities. We are a central agency that provides leadership and strategic advice across the public sector to support the delivery of services throughout Western Australia.

We lead whole-of-government procurement, provide leadership and advice, deliver infrastructure projects such as schools, hospitals and community facilities, lead the collection of taxes and royalties, and coordinate initiatives to stimulate the WA economy.

We deliver a range of services that are reflected through five core areas:

Advise We provide strategic advice across WA Government on reform projects, project and asset management, procurement and policy.

Build We plan, deliver and manage fit-for-purpose solutions for major community infrastructure projects and government office accommodation.

Buy We lead procurement and leverage our buying power to secure products and services for government, driving value for money for WA.

Collect We collect revenue to fund government services and administer payment of grants and subsidies to the WA community.

Deliver We facilitate delivery of corporate services, using insights and leading technologies to continuously innovate and improve.

We achieve outcomes across these areas by:

- taking a strong collaborative and inclusive leadership in all we do
- always having a whole of sector perspective
- implementing practical solutions based on deep insights and understanding of issues
- placing customers at the centre of service design and delivery
- delivering innovative, affordable, value-for-money outcomes
- promoting a culture of inspired, inquisitive, and capable people.

To learn more about our organisational structure, values, mission, and key achievements, read the Overview and Agency Performance sections of our [2023-2024 Department of Finance Annual Report](#), [Department of Finance Strategic Directions 2022 - 2026](#), and follow us on [LinkedIn](#) and [Facebook](#).

We welcome graduates from all degrees who embrace our values.



Empathy



Collaboration



Growth



Clarity

Between 2010 and 2025, we employed more than 170 graduates with a diverse range of majors:

- Accounting
- Actuarial Science
- Anthropology
- Architecture
- Arts
- Behavioural Science
- Biomedical Science
- Communications
- Computer Science
- Construction Management
- Criminology
- Cyber Security
- Data Analytics
- Data Science
- Economics
- Engineering
- Finance
- Geography
- Graphic Design
- Human Resources
- International Business
- International Relations
- Japanese
- Law
- Marketing
- Mathematics
- Molecular Biology and Genetics
- Political Science
- Project Management
- Psychology
- Sociology
- Statistics

Graduates can chart their own career path by showing initiative, demonstrative innovating thinking, and being open to the countless opportunities across Finance and the WA Government.

2026 Graduates will have an opportunity to work across Finance and be involved in areas including:

- Administration of revenue laws
- Auditing, accounting, and business services
- Change management
- Cloud engineering
- Communications
- Contract development and management
- Cyber security
- Diversity and Inclusion
- Enterprise information management
- Human resources
- Insights and data analytics
- Policy development
- Procurement
- Project management
- Solutions architecture
- Strategic planning

About the program

The rotation system

The program operates on a rotational system that encourages graduates to be proactive and open to the varied career opportunities at Finance. Rotations last four months and are offered based on business needs, qualification relevance, and career interests. In 2024, our graduates worked alongside senior staff on key projects including:

- providing strategic advice on public sector programs, projects and policies
- overseeing the construction of major non-residential buildings including prisons, schools and hospitals
- procuring goods and services for public sector agencies to ensure effective service delivery
- administering revenue laws through the collection of revenue payments of grants and subsidies
- enabling effective departmental operation through ICT support, organisational development and data analytics.

In each rotation, graduates have a documented workplan that outlines their placement objectives.

Support

Relationships are key to the success of our Graduate Program. Graduates are supported by senior management, supervisors, co-workers, buddies, graduate alumni, and a graduate consultant to ease the transition from study to a professional work environment.

Skill development and training

One of our programs key goals is to develop tomorrow's leaders who possess an adaptable and transferrable skill set. The program supports participants developing skills including:

- business writing and professional communication
- teamwork and leadership skills
- contract management
- critical thinking
- solutions design
- business analysis
- stakeholder engagement
- research, conceptual, and analytical skills
- time and project management.

Tailored to graduate needs, and to assist with career development, we offer a core training program that includes:

- welcome and onboarding program
- graduate training calendar
- networking opportunities with other graduates across Finance
- relevant technical training from subject matter experts
- job application training to assist with job placement after the program.

Program benefits

We offer competitive employment conditions for graduates seeking career opportunities, development and work-life balance. Our program offers:

- starting salary of \$83,114 p.a. plus superannuation
- possibility for extension or permanency
- training and development
- flexible working conditions
- inclusive culture
- extensive support networks.

Requirements

During the selection process, applicants will be assessed on their:

- alignment with Finance's values
- course weighted average
- research skills
- written communication skills
- initiative
- conceptual and analytical skills
- oral communication and interpersonal skills
- teamwork skills.

Diversity and the selection process

Graduates from all backgrounds are encouraged to apply. Finance strives to be responsive to community needs by employing a workforce that is representative of the diverse community we serve.

Aboriginal and Torres Strait Islander people and people with disability have been identified as key diversity groups underrepresented within our workforce and applicants from these diversity groups are strongly encouraged to apply.

When determining the most suitable person(s) to be appointed, the selection panel and Finance may take these business needs into consideration.

How to apply

Your written application is the first assessment in the selection process for the Graduate Program. It is essential that you follow the instructions outlined in the Application Guide and ensure all required information and documentation are submitted by the closing date.

Additional resources

To be fully informed about the Graduate Program and the application process, you will need to visit [WA.gov.au/financegrads](https://www.wa.gov.au/financegrads) and read:

- [2026 Graduate Program Application Guide](#)
- [2026 Graduate Program Application Checklist](#)

More information

Find Finance on:

Website: [WA.gov.au/Finance](https://www.wa.gov.au/Finance)
LinkedIn: [Department of Finance](#)
Facebook: [Department of Finance WA](#)

