Australian Government
Department of Defence

DEFENCE GRADUATE PROGRAM

Campaign Overview

You will:
be inspired.
be challenged.
make a difference.
find your pathway.

Overview

DEFENCE GRADUATE PROGRAM

A career with Defence offers many paths, layers and variety.

Defence uses ‘Pathways’ heavily within graduate recruitment. This marketing campign concept leverages the term and applies it to the bigger picture: your path through life, enabled via a career at Defence.

Defence’s 2020 marketing campaign recruited for 5 pathways, which breaks down further into 14 streams. Due to COVID-19 business as usual was interrupted and Defence adapted and refocused the campaign to a more digital focus.

Overall the campaign was extremely successful, exceeding expectations with over 7,000 applications received.

Physical Marketing Materials

DEFENCE
GRADUATE
PROGRAM

Physical - Careers Fair Materials

DEFENCE GRADUATE PROGRAM

Brochure

The graduate brochure was taken to every careers fair and engagement event attended by the Graduate Recruitment team. It is applicable to tertiary students and recent graduates and provides information about how their degree can lead them to a future career with Defence and what Pathway they can follow.

Physical - Careers Fair Materials

DEFENCE GRADUATE PROGRAM

Table

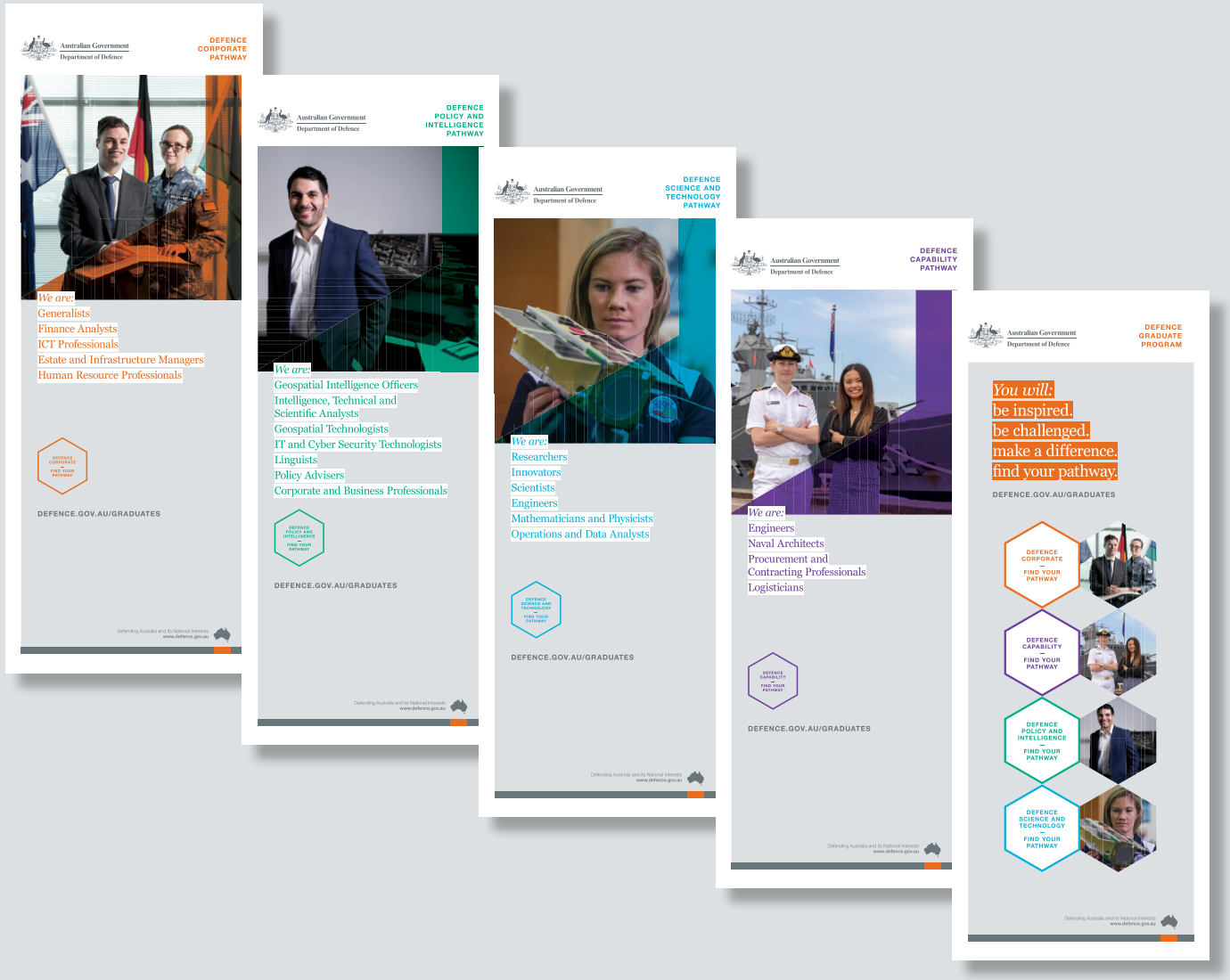
The merchandise Defence distributes during careers fair encompasses aspects rom all Pathways and across many Groups and Agencies within the Department we recruit for.

Physical - Careers Fair Materials

DEFENCE GRADUATE PROGRAM

Banners

Pull up banners accompany our career air tables. One or each Pathway and one main banner represents the diverse career opportunities available in Defence. This allows students to quickly and easily identify from a distance where they might fit in Defence and encourages them to come find out more and speak with Defence representatives.



Physical - Careers Fair Materials

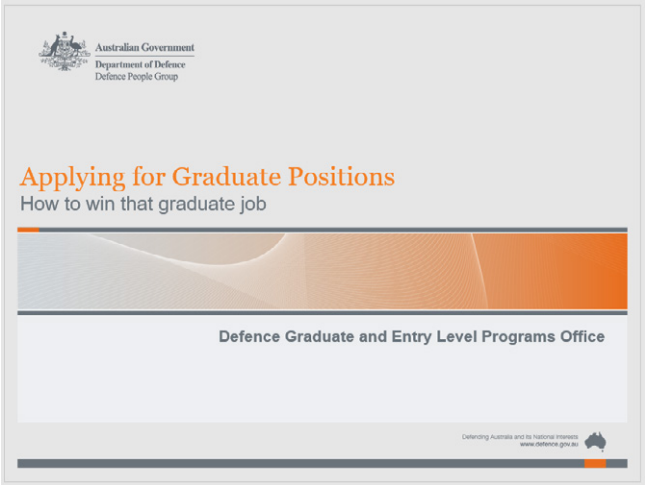
DEFENCE GRADUATE PROGRAM

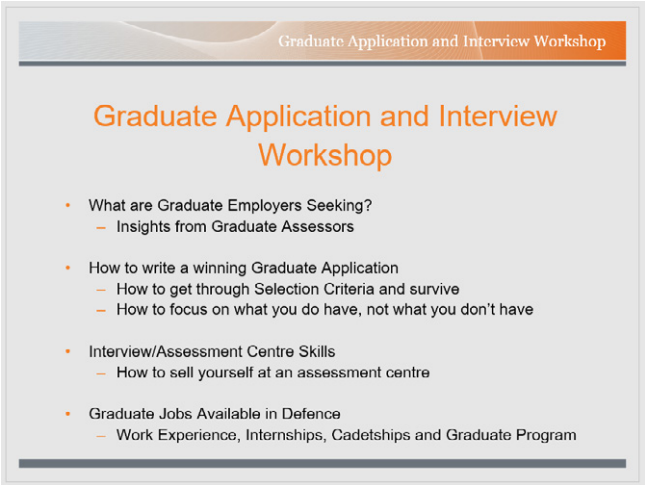
Presentations

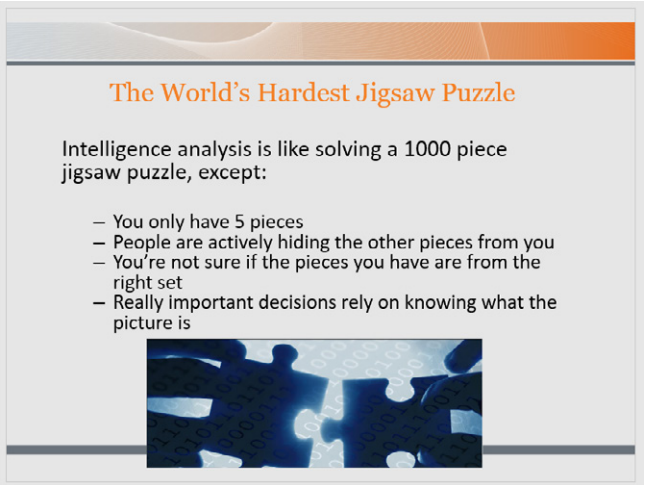
Deence presents at universities nationally, including STEM, intelligence, applying for APS graduate programs and employability presentations.

Our presentations aim to give candidates a better understanding of:

- where their degrees can lead them;
- the importance of intelligence, Naval Shipbuilding and STEM careers in Defence; and
- provide students the tools they need to write the best response to selection criteria.







Physical - Careers Fair Materials

DEFENCE GRADUATE PROGRAM

GradAustralia STEM & Graduate Careers Guide

With narrative focused content we aim to give students a deeper understanding of the diverse roles available in Defence and demystify working in a classified environment.

150 INDUSTRIES

The STEM Careers Guide

ON THE JOB

What does your employer do?
Defence Science and Technology (DST) is the leading science and technology agency supporting Australia's Defence and national security interests. DST conducts research into future and emerging technologies, provides support to Defence operations and gives smart buyer advice for the purchase of Defence platforms.

How did you get to this position?
I didn't realise I was quite talented in STEM subjects until Year 11. I had a passion for space growing up, but as I went through high school and early university, I neglected to pursue this. My passion was reignited during my physics honours when I completed a thesis based on the analysis of lunar dust experiments deployed on the moon during the Apollo missions. This led me to present findings at a lunar conference at NASA Ames in 2014. At this time I had been working as a graduate engineer with BHP Billiton Iron Ore for 18 months and hadn't yet found my work life satisfying, so I took a leap of faith and resigned from a well paying mining job, enrolling full time in a Master of Engineering Science in Satellite Systems Engineering.

During my master's, I applied for the DST Summer Vacation Placement Program. I was lucky enough to receive a placement and to be involved in a space related project. In early 2017 I was successful in applying for a position at DST on the Defence Graduate Program and with my study in satellite systems, was placed in the Small Satellite Experimentation team.

Can you describe a typical day?
Currently, our team is operating the second DST satellite in space – Buccaneer – so our days are operations focused. In the morning we convene for a quick 'stand-up' meeting to discuss the events of the previous day and the plan for the current day. We then undertake any operations analysis required to assess the current health and performance of the satellite and to determine what this means in terms of pursuing commissioning or mission objectives. There are also sometimes ground station maintenance and improvement activities to be completed. The satellite passes over our ground station once or twice each afternoon, so our afternoons are spent creating mission plans to send commands to the satellite as well as sending these to the satellite.

Any advice for students interested in this field?
Study a field of engineering that interests you – it doesn't have to be aerospace or space/satellite straight up. This way you will broaden your knowledge and leave your options open should you lose interest in a career in space, or be unsuccessful in moving into the industry straight after your studies.

Following your studies, you have nothing to lose in trying to land a job in the space industry. You can always study a master's in a space-related field part time while you are working. If you are unsuccessful in breaking into the space industry, working in a different industry (optionally, with part-time master's study) will be greatly beneficial.

Monique Hollick

Monique Hollick studied a Bachelor of Engineering (Mechanical), Bachelor of Science (Physics) and a Master of Engineering Science in Satellite Systems Engineering. Monique is a space systems engineer at the Department of Defence.

Australian Government
Department of Defence

STUDY
Bachelor of Engineering (Mechanical) and Bachelor of Science (Physics), University of Western Australia, 2012; Master of Engineering Science in Satellite Systems Engineering, University of New South Wales, 2017

ROLE
Space systems engineer, Department of Defence

> "You can always study a master's in a space-related field part time while you are working."

The STEM Careers Guide

INDUSTRIES 151

ON THE JOB

Can you tell us about your work history?
Since school, I've worked numerous jobs in IT support at the local university, as an engineer on residential construction sites, and with wind turbines and waste-to-energy facilities.

What does your current employer do?
Australian Geospatial-Intelligence Organisation (AGO) is the lead geospatial and imagery intelligence organisation in Defence. Its purpose is to provide geospatial intelligence (GEOINT) from imagery and other sources in support of Australia's defence and national interests. GEOINT is intelligence derived from the exploitation and analysis of imagery and geospatial information about features and events, with reference to space and time.

Recently I have been focused on automating the workflows of other analysts in the organisation as well as for some of our customers. To do this, I spend a few days immersed within different teams to learn about how they work and how I could help them. Automation of repeatable workflows allows analysts and customers more time to complete other tasks and products – I really believe this is the way of the future.

Suppose a student was considering your career. What would you advise them to study?
We have everyone from engineers to people with history degrees – as long as you can think critically and creatively! If I was recommending courses, I would suggest geographic information system (GIS) courses, international relations, remote sensing, surveying, cartography, earth and environmental science, engineering or geomatics and spatial systems. However, AGO has a training program that all graduates partake in.

Should students pursue work experience?
I would consider work experience as incredibly important. All the jobs I had prior to working in Defence have set me up to succeed; they don't have to be relevant to your degree to teach you a lesson. Prior to coming to AGO I already knew how to work within teams, how to research and how to conduct analysis.

I would recommend if students are curious to know a little more about AGO, that they visit our website at **www.ago.gov.au** and try out the photo interpretation challenges. These are challenging and so much fun!

What do you love about your job?
I love the people. I'm grateful for the opportunity to both work with and see the mateship between, civilian and military personnel. I also enjoy the long-term projects – ones where I'm presented with a challenge that involves prototyping and testing to solve it.

Do you bear a lot of responsibility?
We bear responsibility as we handle classified information and are expected to hold a high clearance. However, unlike my friends in consulting firms, I'm not expected to work on weekends or unreasonable hours.

Sarah

Sarah studied a Bachelor of Science and a Bachelor of Engineering (Electronic & Environmental) (Hons). Sarah is an intelligence officer at the Australian Geospatial-Intelligence Organisation, Department of Defence.

Australian Government
Department of Defence

STUDY
Bachelor of Science, Bachelor of Engineering (Electronic & Environmental) (Hons), Australian National University, 2015

ROLE
Intelligence officer, Australian Geospatial-Intelligence Organisation, Department of Defence

> "Automation of repeatable workflows allows analysts and customers more time to complete other tasks and products – I really believe this is the way of the future."

152 INDUSTRIES

The STEM Careers Guide

DAY IN THE LIFE

Alicia Ternova

Alicia Ternova studied a Bachelor of Aerospace Engineering and a Bachelor of Science (Astrophysics) (Mathematics). Alicia is a platform systems engineer at the Department of Defence.

Australian Government
Department of Defence

7:00AM
I try to get some physical activity in before work most mornings with a friend, so I'm usually awake and down at Lake Burley Griffin by this time. A morning walk will get us awake and energised for the day ahead, especially if it's on a frosty Canberra winter morning.

8:00AM
I aim to be in the office by 8.00 am most days of the week. Working within the public service, I am lucky enough to have fairly flexible working hours, including self managed flextime. Usually once I get into the office I will sit down and check my emails to make sure there are no urgent tasks that require completing and to catch up on any new project-wide news. I need to look ahead on my calendar so that I can plan my day and my week.

Throughout the graduate program and in my current position, there are plenty of opportunities for training and travel, so it's not unusual to have something on the horizon. In the past year as part of my job role I've travelled to various Defence bases, to Woomera for missile testing and I even spent a week at sea aboard HMAS Parramatta.

9:00AM
I work in the Platform Systems team of the Hunter Class Frigate Program. In the morning we will gather together to talk about what work will be going on in the office this week. Working on such a large scale project means communication is key and understanding what the wider project is undertaking ensures a more fluid decision-making process.

10:00AM
After our meeting the team gathers together for the daily coffee run. This gives us a chance to get some fresh air and gives a relaxed and casual setting for discussion.

The STEM Careers Guide

INDUSTRIES 153

11:00AM
The Hunter Class Frigate Program is forging the way for the Continuous Naval Shipbuilding Program and will deliver a fleet of anti-submarine warfare ships to the Royal Australian Navy. Being in its early stages, my colleagues and I spend a lot of our day trying to familiarise ourselves with the complex design, ensuring that any international engineering standards used by the ship manufacturer are sufficient to be used in an Australian end product. Reading and reviewing any documentation or technical drawings received from our industry partner on strict deadlines, plays a role in our daily work.

12:30PM
At lunch I try to catch up with friends working in other projects within Defence. It's good to get an appreciation of other programs within the acquisition and sustainment field. The work we do directly impacts members of the Australian Defence Force in a bid to make their jobs easier and to help keep them safe.

1:30PM
After a break, the afternoon is filled with either meetings with relevant stakeholders to discuss current platform design components, liaising with different work areas in the project to ensure smooth integration between on-board equipment and the platform, or organising any travel to shipyards or to Garden Island East to visit ships in our current fleet. Visiting the current fleet is a great way to understand what we wish to change or keep the same in future platforms. Listening to the very valuable experiences of those serving on board is a great way to do this.

3:30PM
I try to debrief with my superiors once a week. This includes taking part in a Naval Mentoring Program. It is important to regularly reflect on where you want your career to take you in the future and whether the work you are doing now is going to take you in that direction. I have found that my supervisors and mentor are all very encouraging in trying to get me the exposure and experience in areas I hope to explore more. You may never know what you're missing if you don't get your feet wet wherever the opportunity arises.

4:30PM
By now it's generally home time. I make sure I've tied as many loose ends as I can for the day and write myself a list of tasks to continue tomorrow.

5:00PM
Once I get home, I take my dog for a walk or to the park before cooking dinner. After a high energy day it's nice to relax and watch television, read a book or perhaps do some baking.

10:30PM
I try to be in bed by now, so I can be up nice and early to start again.

Find out more
www.gradaustralia.com.au

Digital Marketing

DEFENCE
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DEFENCE
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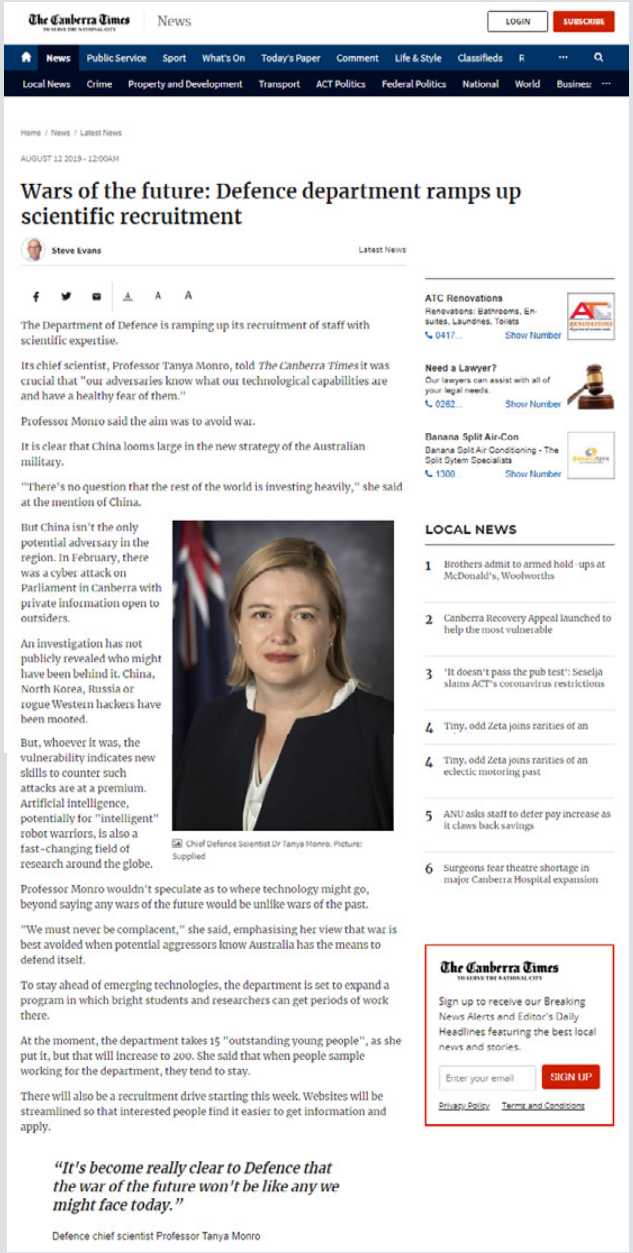
—
FIND YOUR
PATHWAY

Digital - Digital Mediums Used

DEFENCE GRADUATE PROGRAM

News Articles

An article in the Canberra Times with the Chief of Defence Science in late 2019, saw the expansion of STEM entry level recruitment.



The Canberra Times News

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AUGUST 12 2019 - 12:00AM

Wars of the future: Defence department ramps up scientific recruitment

Steve Evans

Latest News

The Department of Defence is ramping up its recruitment of staff with scientific expertise.

Its chief scientist, Professor Tanya Monro, told *The Canberra Times* it was crucial that "our adversaries know what our technological capabilities are and have a healthy fear of them."

Professor Monro said the aim was to avoid war.

It is clear that China looms large in the new strategy of the Australian military.

"There's no question that the rest of the world is investing heavily," she said at the mention of China.

But China isn't the only potential adversary in the region. In February, there was a cyber attack on Parliament in Canberra with private information open to outsiders.

An investigation has not publicly revealed who might have been behind it. China, North Korea, Russia or rogue Western hackers have been mooted.

But, whoever it was, the vulnerability indicates new skills to counter such attacks are at a premium. Artificial intelligence, potentially for "intelligent" robot warriors, is also a fast-changing field of research around the globe.

Chief Defence Scientist Dr Tanya Monro. Picture: Supplied

Professor Monro wouldn't speculate as to where technology might go, beyond saying any wars of the future would be unlike wars of the past.

"We must never be complacent," she said, emphasising her view that war is best avoided when potential aggressors know Australia has the means to defend itself.

To stay ahead of emerging technologies, the department is set to expand a program in which bright students and researchers can get periods of work there.

At the moment, the department takes 15 "outstanding young people", as she put it, but that will increase to 200. She said that when people sample working for the department, they tend to stay.

There will also be a recruitment drive starting this week. Websites will be streamlined so that interested people find it easier to get information and apply.

"It's become really clear to Defence that the war of the future won't be like any we might face today."

Defence chief scientist Professor Tanya Monro

ATC Renovations
Renovations: Bathrooms, En-suites, Laundries, Toilets
0417... Show Number

Need a Lawyer?
Our lawyers can assist with all of your legal needs.
0262... Show Number

Banana Split Air-Con
Banana Split Air Conditioning - The Split System Specialists
1300... Show Number

LOCAL NEWS

1 Brothers admit to armed hold-ups at McDonald's, Woolworths

2 Canberra Recovery Appeal launched to help the most vulnerable

3 'It doesn't pass the pub test': Seselja slams ACT's coronavirus restrictions

4 Tiny, odd Zeta joins rarities of an

4 Tiny, odd Zeta joins rarities of an eclectic motoring past

5 ANU asks staff to defer pay increase as it claws back savings

6 Surgeons fear theatre shortage in major Canberra Hospital expansion

The Canberra Times

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Enter your email SIGN UP

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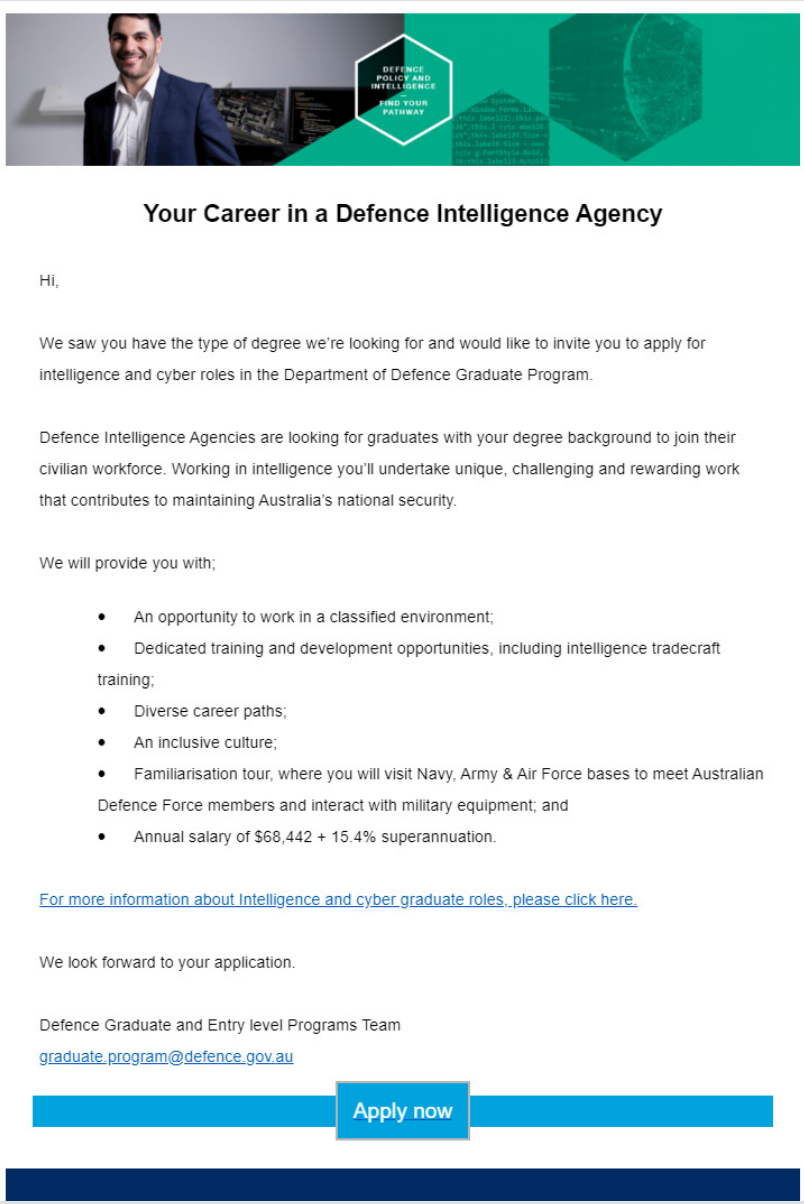
Digital - Digital Mediums Used

DEFENCE GRADUATE PROGRAM

Electronic Direct Messages

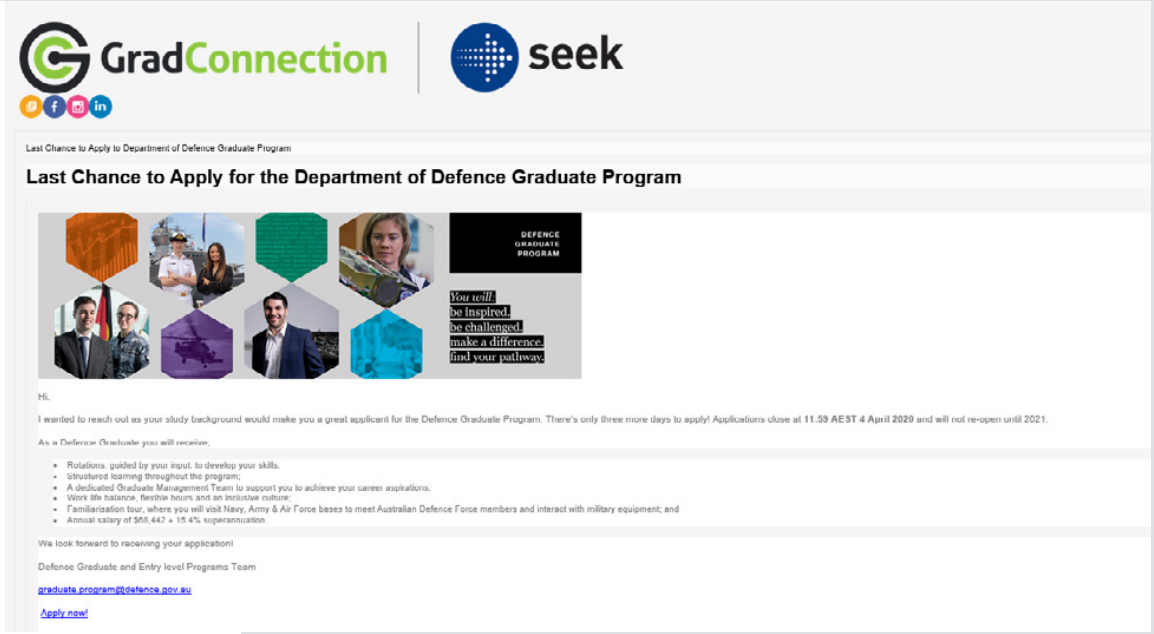
Emails directly sent to student's inbox's were used across many different platforms. We ensured the content was informative, invitational and relevant to the audience.

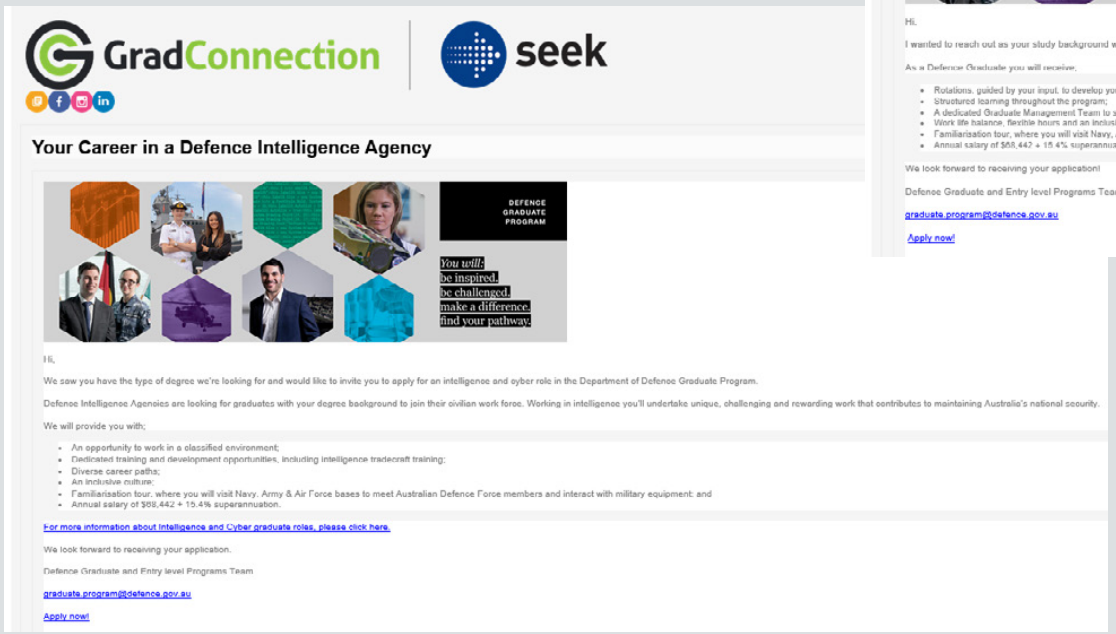


Digital - Digital Mediums Used

DEFENCE GRADUATE PROGRAM

Electronic Direct Messages - Continued



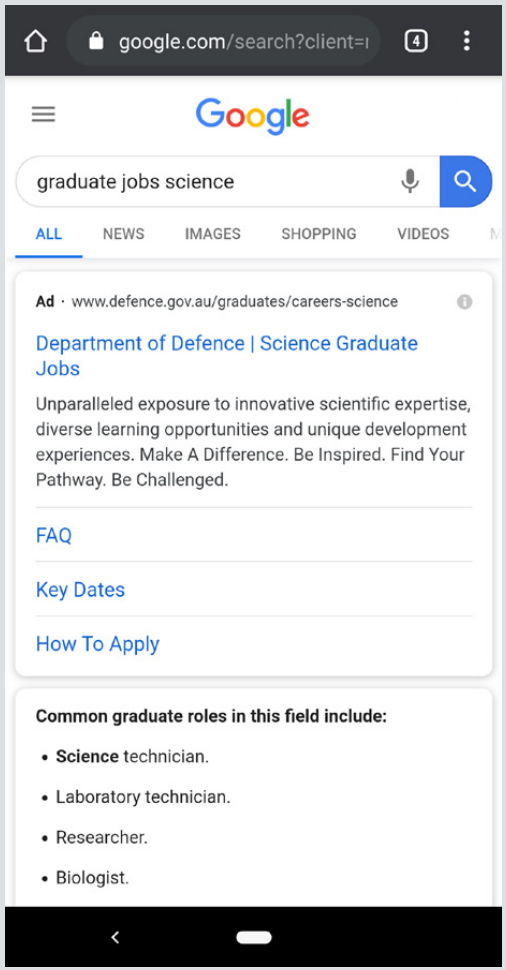


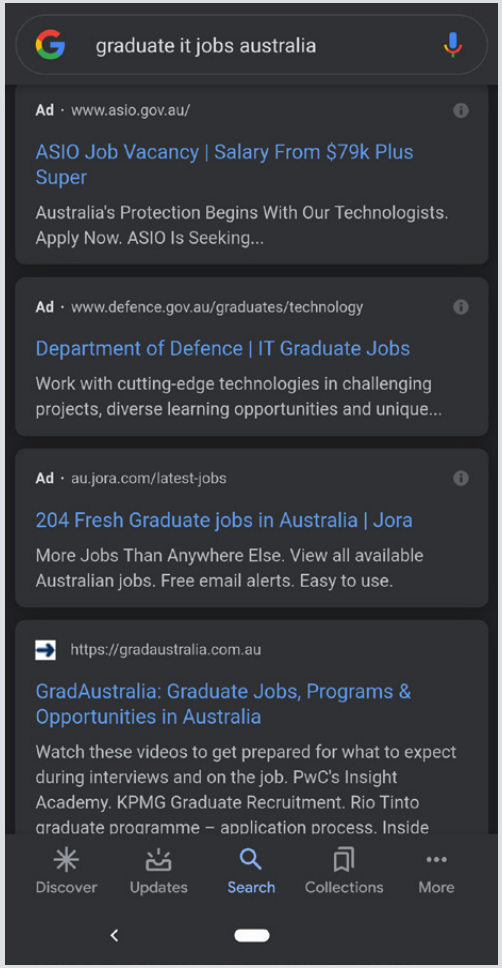
Digital - Digital Mediums Used

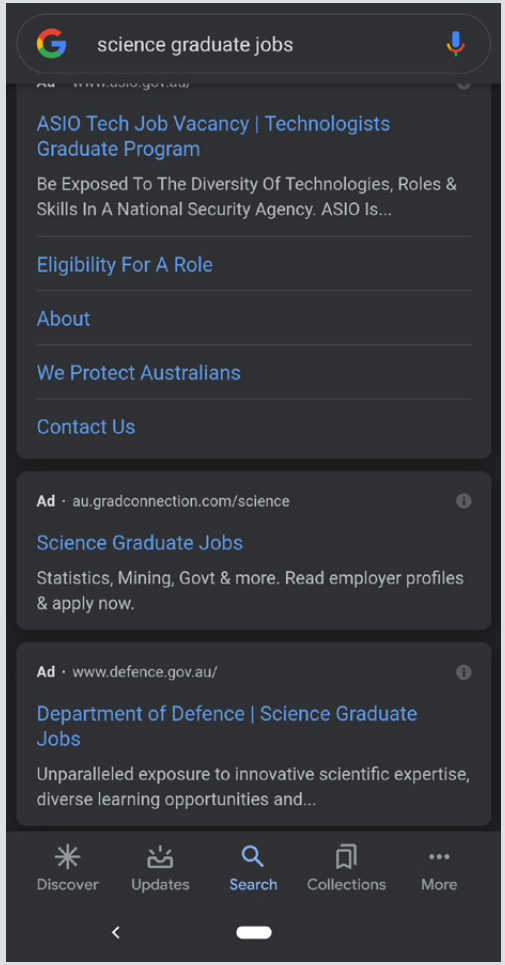
DEFENCE GRADUATE PROGRAM

Google Ad Words

This year Defence used Google Ad Words to engage with students who were not able to attend in person career events as a result of COVID-19 social distancing directives.







Digital - Digital Mediums Used

DEFENCE GRADUATE PROGRAM

Videos

Graduate and STEM specific videos were created to highlight and address the most common themes we are asked from Defence Graduate applicants:

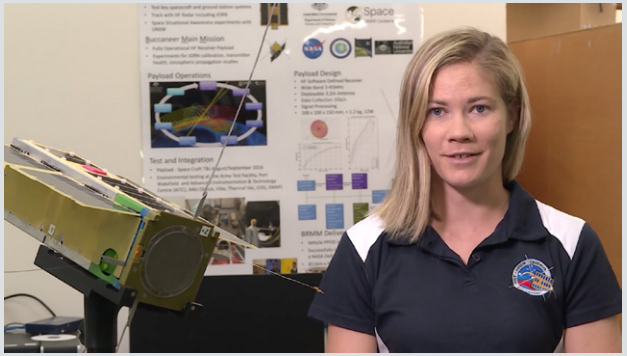
– Learning and Development Opportunities;

– Meaningful Work;

– Career Progression; and

– Inclusive Culture.

Featuring current and past graduates, the videos explored a diverse range of graduate experiences and their future at Defence.



Digital - Digital Mediums Used

DEFENCE GRADUATE PROGRAM

Infographics

Defence used newly created infographics this year across several digital platforms including embedding them in job ads and in our print material.

Infographics allowed students to view and read important information in a unique way that we found more engaging and capturing.

Key Dates

APPLICATIONS OPEN
27th February 2020

APPLICATIONS CLOSE
18th April 2020

ONLINE TESTING
27th February – 18th April 2020

SCREENING INTELLIGENCE
June – September 2020

ONLINE ASSESSMENT CENTRES
23rd June – 29th July 2020

ASSESSMENT CENTRES - INTELLIGENCE
28th September – 11th December 2020

OFFERS
July onwards 2020

START THE DEFENCE GRADUATE PROGRAM
Early 2021

Application & Selection Process

ONLINE APPLICATION PART 1

ONLINE TESTING

ONLINE APPLICATION PART 2

PSYCHOLOGICAL SCREENING – INTELLIGENCE STREAMS ONLY

SCREENING & ASSESSMENT – FINAL SELECTION

Digital - Digital Platforms Used

DEFENCE GRADUATE PROGRAM

Social Media

We posted videos and photos across Facebook, Twitter and LinkedIn and tailored our key messages on each platform to engage with students, their family and/or friends depending on the demographics of the platform.

All posts across all platforms were organic.

Digital - Digital Platforms Used

DEFENCE GRADUATE PROGRAM

Social Media - continued

Digital - Digital Platforms Used

DEFENCE GRADUATE PROGRAM

Social Media - continued

Digital - Digital Platforms Used

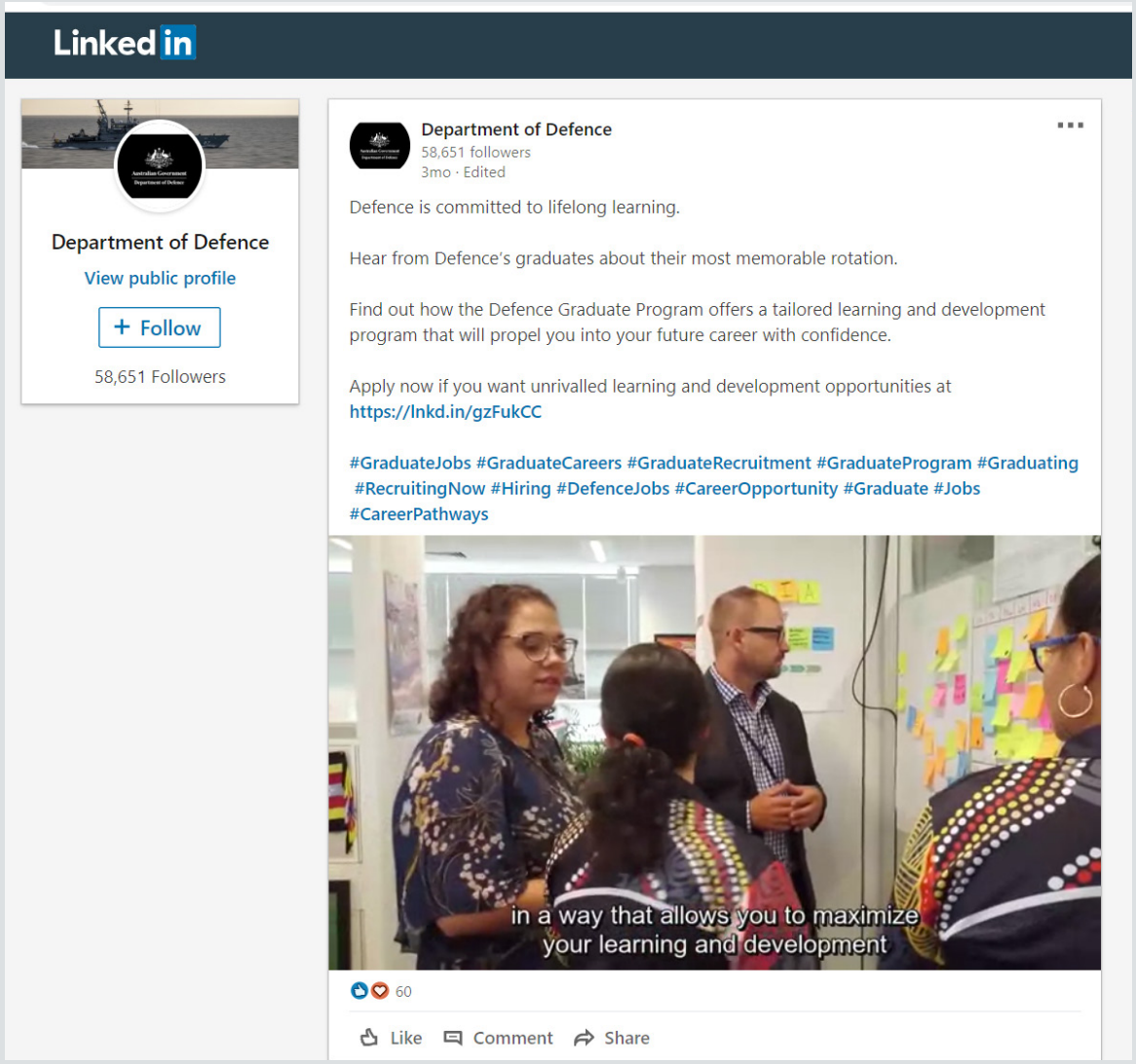
DEFENCE GRADUATE PROGRAM

Social Media - continued

Digital - Digital Platforms Used

DEFENCE GRADUATE PROGRAM

Social Media - continued

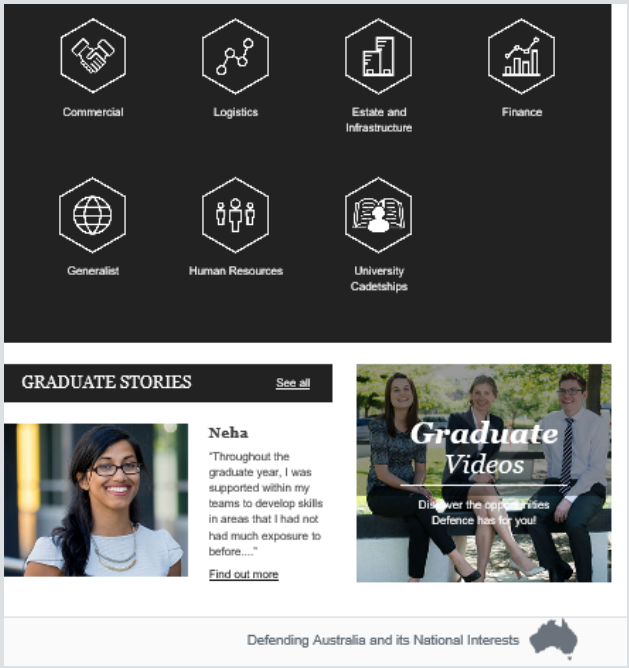


Digital - Digital Platforms Used

DEFENCE GRADUATE PROGRAM

Website

We built an 'explore career opportunities' tool on our homepage. The purpose of the tool is to engage with students from varying academic backgrounds and highlight the different, often non-traditional, graduate streams their degree is applicable for. We also ensured we have a subsection of the website dedicated to helpful tools, hints and guidance for all stages of the application and selection process.

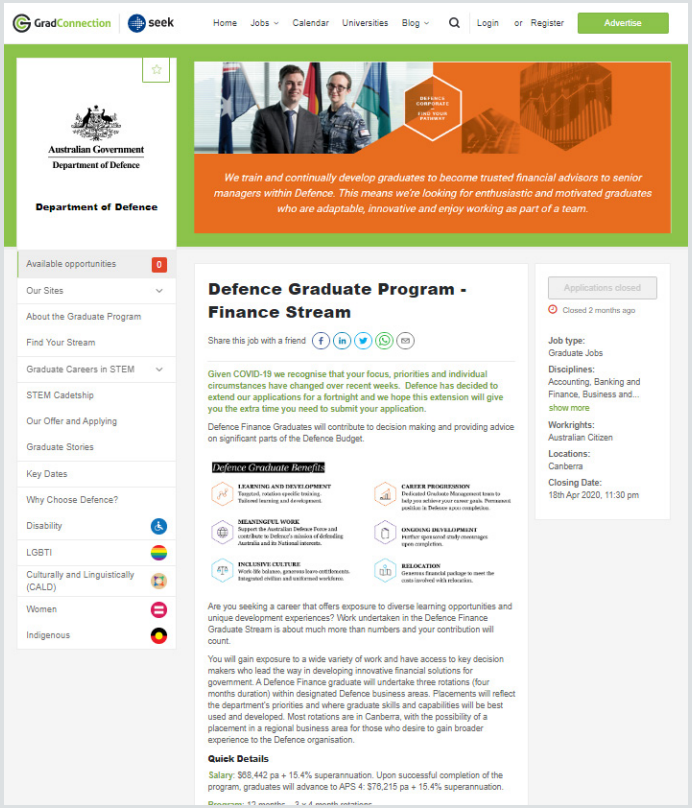


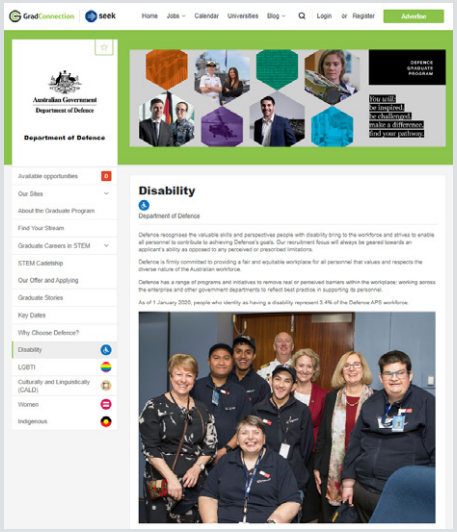
Digital - Graduate Job Search Wesbsites

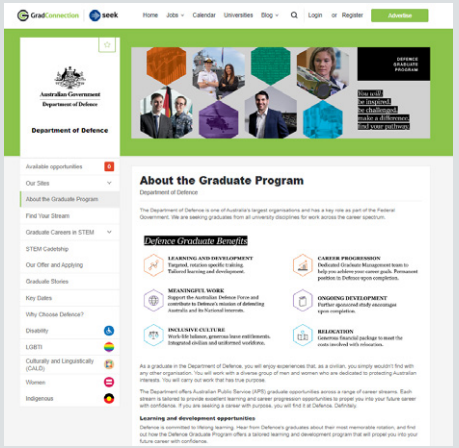
DEFENCE GRADUATE PROGRAM

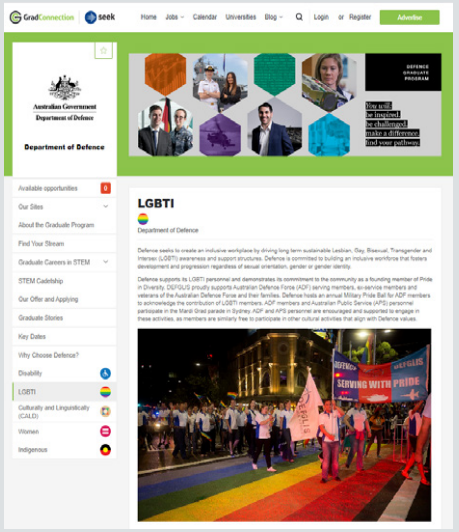
GradConnection

We ensured the Defence GradConnection profile had both relevant story based content from Graduates and highlighted diversity within the Department.







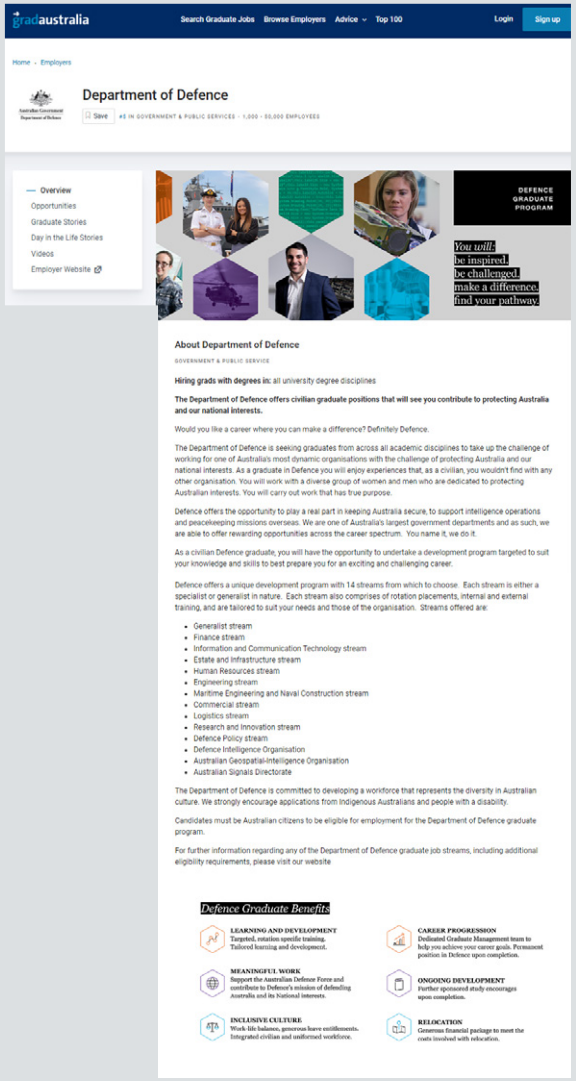


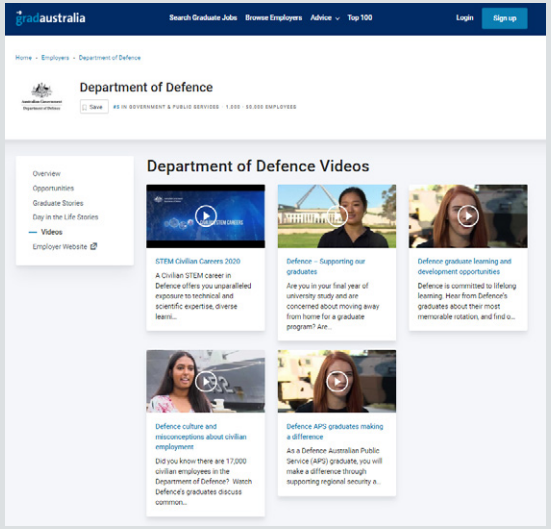
Digital - Graduate Job Search Wesbsites

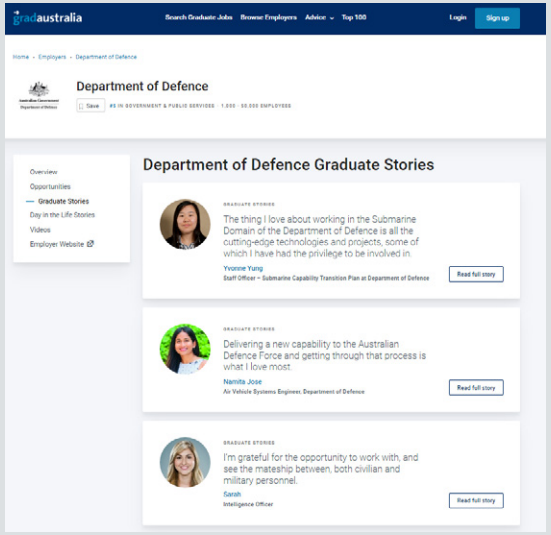
DEFENCE GRADUATE PROGRAM

GradAustalia

Our GradAustralia profile used all of our media throughout, including the inforgraphics, videos and story based text content.







Digital - Graduate Job Search Websites

DEFENCE GRADUATE PROGRAM

CareerHub

Naval Civilian Engineer Development Program

Department of Defence - General Recruitment (Non-Grad)

The Naval Civilian Engineer Development Program offers a challenging, inspiring and unique work environment. The program ensures you receive a holistic development program, giving you the opportunity to strive both personally and professionally.

Canberra, ACT, Australia

Details

The Naval Civilian Engineer Development Program (CEDP) offers a challenging, inspiring and unique work environment. The program ensures you receive a holistic development program, giving you the opportunity to strive both personally and professionally.

Navy requires professional civilian engineers from a broad range of disciplines to enable Navy to acquire, maintain, sustain and upgrade ships and submarines of the Royal Australian Navy (RAN). You will assist in the delivery of technical requirements, specifications, design and tender evaluations and have the opportunity to participate in tests and trials. This work includes the analysis of failures and recommending solutions. The ships and submarines of the RAN are unique and challenging platforms that combine the systems for delivering maritime capability integrated with the crews' work place, recreation and accommodation in a single environment.

The Naval CEDP runs for three years and includes six work rotations of six months each at various locations. These include: One industry rotation (outside the Department of Defence) that can be completed in Canberra or other locations within Australia.

- One rotation at another Group within The Department of Defence, such as the Capability Acquisition and Sustainment Group or the Defence Science and Technology Group.
- Four rotations within Navy Group.

Navy is a workplace that values its people and supports their contribution and innovative ideas. The Naval CEDP will develop the core skills required to be successful in the role and provides excellent opportunities for professional development through mentoring and education. Navy is a diverse and inclusive organisation, with a focus on the wellbeing of its staff through encouraging a work life balance.

The Naval CEDP provides engineering graduates the opportunity to grow and develop a professional career providing optimum exposure to a variety of on and off the job training. Our engineers are given opportunities to maintain and broaden their engineering skills, to attend specialist training in their given disciplines and to achieve and maintain appropriate levels of professional status (Chartered). Graduates are also provided with general training courses that have been designed to develop your core competency skills and providing you with the tools to become one our future leaders.

The Naval CEDP is recognised by Engineers Australia, and is structured to help engineers achieve appropriate levels of professional competency, for recognition toward Chartered Status. Chartered Status is a professional credential recognised by government, business and the general public worldwide. As a Naval CEDP graduate we will continue to fund your membership with Engineers Australia or other appropriate professional body whilst you continue to meet the requirements of Navy and are working towards or maintaining Chartered Status.

Degree types: Engineering (specialising in Naval Architecture, Communications Systems, Chemical, Electronics, Electrical, Materials, Mechatronics, Computer Science, Software and Cyber related technologies, Systems, Mechanical, Communications Networks.). New to our program for 2020 we are looking for graduates with disciplines in ICT.

Technology areas include: radar, command and control systems, networks, satellite and terrestrial communications, navigation, integrated control systems, sonar, escape and rescue, structures and corrosion protection, stability and seakeeping, damage control, signatures, ballistic protection and shock hardening, armament, fluid power transfer, air conditioning, lifting equipment, power generation and distribution, propulsion, environmental protection.

Salary: APS 4: $67,100 pa + 15.4% superannuation.
Upon successful completion of the program, graduates will advance to APS 6: $80,699 pa + 15.4% superannuation

Program: 3 years – 6 x 6 month rotations

Intake: February

Location: Canberra

Other Information

Type of work
Final Year Recruitment/ Graduate Programs

Contract
Permanent FullTime

Remuneration
68,442

Commences
TBA

Website
https://www.defence.gov.au/Graduates/pathway-engineering-naval.asp

Reference code
0887JD

Occupations
Engineering, Technology or Computing

Posted 2020-02-27

Defence Graduate Program

Department of Defence - General Recruitment (Non-Grad)

The Department of Defence is one of Australia's largest organisations and has a key role as part of the Federal Government. We are seeking graduates from all university disciplines for work across the career spectrum.

Canberra, ACT, Australia

Details

The Department of Defence is one of Australia's largest organisations and has a key role as part of the Federal Government. We are seeking graduates from all university disciplines for work across the career spectrum.

As a graduate in the Department of Defence, you will enjoy experiences that, as a civilian, you simply wouldn't find with any other organisation. You will work with a diverse group of men and women who are dedicated to protecting Australian interests. You will carry out work that has true purpose.

The Department offers Australian Public Service (APS) graduate opportunities across a range of career streams. Each stream is tailored to provide excellent learning and career progression opportunities to propel you into your future career with confidence. If you are seeking a career with purpose, you will find it at Defence. Definitely.

The Graduate Program Streams

Defence offers Australian Public Service (APS) graduate opportunities across a number of Pathways and job streams. Each stream is tailored to provide excellent learning, development and career progression opportunities. Each job stream is unique and there are opportunities that suit all degree disciplines.

The career Pathways and job streams available are:

- Generalist job stream
- Finance job stream
- Information and Communication Technology job stream
- Estate and Infrastructure job stream
- Human Resources job stream
- Engineering job stream
- Maritime Engineering and Naval Construction job stream (Future Submarines and Ships)
- Commercial job stream
- Logistics job stream
- Research and Innovation job stream (Science, Technology and Maths)
- Defence Policy job stream
- Defence Intelligence Organisation
- Australian Geospatial - Intelligence Organisation
- Australian Signals Directorate

Other Graduate Opportunities

- Naval Civilian Engineer Development Program (Naval CEDP)

Our Offer and Applying

A graduate career in Defence could take you places you never imagined.

The Department of Defence is an equal opportunity employer and we encourage all Australian citizens with relevant skills and qualifications to apply for our graduate opportunities.

We offer a generous commencing salary and employment conditions that will help you to enjoy a happy work-life balance. We give our people support to grow in a dynamic, challenging and flexible work environment.

All Streams offer:

- LEARNING AND DEVELOPMENT: targeted, rotation specific training, Tailored learning and development.
- MEANINGFUL WORK: support the Australian Defence Force and contribute to Defence's mission of defending Australia and its National interests.
- INCLUSIVE CULTURE: work-life balance, generous leave entitlements. Integrated civilian and uniformed workforce.
- CAREER PROGRESSION: Dedicated Graduate Management team to help you achieve your career goals. Permanent position in Defence upon completion.
- ONGOING DEVELOPMENT: further sponsored study encouraged upon completion.
- RELOCATION: generous financial package to meet the costs involved with relocation.

As well as:

- Commencing salary for all Defence Graduate Programs of $67,100 per annum (equiv. to APS Level 4) plus a generous 15.4% employer superannuation contribution. Depending on the Pathway or Program that is successfully completed, graduates will advance to $73,256- $80,699 pa + 15.4% superannuation.
- 1 week familiarisation tour of interstate Defence establishments (for Generalist, Finance, ICT, Estate and Infrastructure, HR, Engineering, Maritime Engineering and Naval Construction, Commercial and Logistics streams).
- Flexible working conditions.
- Free access to gyms at most locations.
- 4 weeks Annual Leave per year.
- 3 weeks Personal Leave per year.

Choose your pathway and make a real difference. Apply now at www.defence.gov.au/graduates

We look forward to hearing from you.

Other Information

Type of work
Final Year Recruitment/ Graduate Programs

Contract
Permanent FullTime

Remuneration
68,442

Commences
TBA

Website
https://defencecareers.nga.net.au/cp/?audiencetypecode=gdp

Reference code
0885JD

Occupations
Engineering, Technology or Computing

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