



Department of Water and
Environmental Regulation

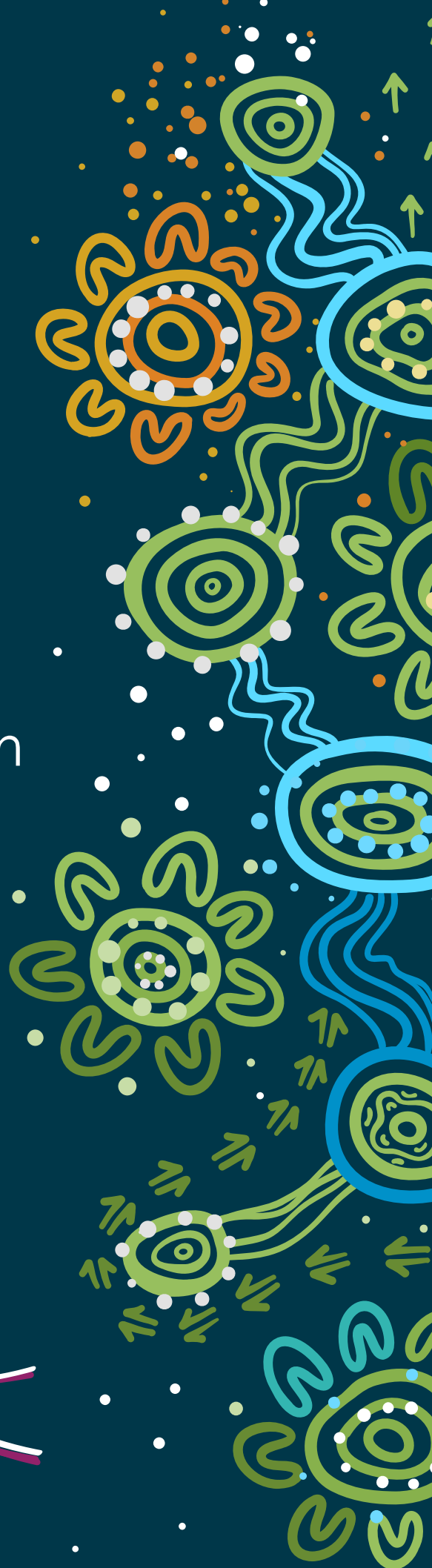
2027 DWER Graduate Program

Recruitment Information Pack

Your pathway to a meaningful career in
environmental sustainability.

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Our 12-month Graduate Program aims to build the skills, experience and networks required for a successful career in the Western Australian (WA) public sector.

About the department

The Department of Water and Environmental Regulation (DWER) is responsible for protecting and managing Western Australia's environment and water resources, while supporting sustainable development and climate action.

We offer meaningful work, diverse career opportunities and the chance to contribute to projects that have a lasting impact on communities across the State. Our culture is guided by our values and a commitment to collaboration, inclusion and continuous learning.

With offices in Perth CBD, Joondalup and regional locations across Western Australia, graduates may also have opportunities to gain experience in regional areas as part of their development journey.

Our graduates contribute to projects that help protect the environment, manage water resources, support sustainable development and respond to climate change across Western Australia.

Permanent appointment from commencement

Successful applicants will commence as permanent Level 3 employees in February 2027, subject to probation.

During your first 12 months, you will participate in a structured graduate program designed to build the skills, experience and networks needed for a successful career in the WA public sector. You will complete 3 rotations, with opportunities to experience different teams, projects and areas of work across the department and, where available, other public sector agencies.

Your rotation plan will be tailored to balance organisational priorities with your qualifications, interests and development goals. At the conclusion of the program, you will transition into an ongoing role within your portfolio, based on organisational needs and your skills, experience and development throughout the program.



Choose your portfolio pathway

Graduates will be recruited into 1 of 3 portfolio pathways. Each pathway offers unique experiences, projects and career opportunities while contributing to meaningful outcomes for the state.



Climate and sustainability

Help shape Western Australia's response to some of its most significant environmental challenges.

Graduates in this pathway may contribute to work relating to climate change, sustainability, water security, waste avoidance, resource recovery and the transition to a circular economy. You could be involved in policy development, strategic planning, research, stakeholder engagement, program delivery, data analysis and cross-government initiatives.

This pathway is particularly suited to graduates from environmental, sustainability, water, science, policy and related disciplines who are passionate about creating long-term environmental and community outcomes.

Potential career pathways include:

- Climate Policy Officer
- Sustainability Officer
- Water Planning Officer
- Environmental Policy Officer
- Program Officer
- Project Officer

Approvals

Be part of the decisions that support responsible development while protecting Western Australia's environment.

Graduates in this pathway may gain exposure to environmental impact assessment, licensing, native vegetation clearing, water licensing, compliance advice, technical assessment and regulatory reform. You will work with legislation, science, technical information and stakeholder feedback to inform evidence-based decision-making.

This pathway is well suited to graduates with qualifications in environmental science, engineering, hydrogeology, hydrology, geology, spatial science, data science and related disciplines.

Potential career pathways include:

- Environmental Officer
- Assessment Officer
- Licensing Officer
- Hydrogeologist
- Environmental Engineer
- Compliance Officer

Choose your portfolio pathway

Graduates will be recruited into 1 of 3 portfolio pathways. Each pathway offers unique experiences, projects and career opportunities while contributing to meaningful outcomes for the state.



Strategy and performance

Support the people, systems and services that help our department deliver environmental and water outcomes for Western Australia.

Graduates in this pathway may gain experience across corporate services functions including human resources, governance, business improvement, technology, organisational performance and financial management. You will help solve practical business challenges, contribute to organisational initiatives and build skills that are highly transferable across government.

This pathway is particularly suited to graduates with qualifications in business, commerce, accounting, finance, human resources, employment relations and related disciplines.

Potential career pathways include:

- Human Resources Officer
- Employee Relations Officer
- Payroll Officer
- Talent and Culture Officer
- Workforce Strategy Officer

Who we are looking for:

We recruit graduates from a range of degrees and qualifications completed in the current or preceding year, and welcome applications from graduates across a broad range of disciplines.

Some positions may require or prefer particular qualifications because of the technical nature of the work. The job advert identifies the qualifications relevant to each portfolio pathway.

As part of your application, you will be asked to nominate the portfolio pathway that most closely aligns with your qualifications, interests and career goals.

Beyond your qualifications, we are looking for graduates who are collaborative, analytically minded, action-orientated, have an inquisitive mindset, are culture and values-driven, solution-focused and are enthusiastic and eager to learn.



Eligibility requirements

To be eligible for our graduate program, you need to:

1. be an Australian citizen or have permanent residency status in Australia;
2. have completed your bachelor's degree in 2025, or be in the final year of study in 2026*; and
3. have achieved consistently good academic results.

The graduate program is a diversity and inclusion employment initiative, and we are therefore actively looking for recent university graduates who fall into any of the following diversity groups to be a part of our February 2027 intake:

- people 24 years and under;
- people with disability; and/or
- Aboriginal and/or Torres Strait Islander peoples.

The Program

During the 12-month program, you will complete 3 rotations of approximately 4 months each. Your first rotation will be within your home portfolio, where a manager and buddy will support your introduction to the department and the program.

Your subsequent rotations may be completed in other teams across the department or, where suitable opportunities are available, with another WA public sector agency, such as DEED, DMPE, LGIRS. Rotation planning will consider program requirements, organisational priorities, your qualifications and your development interests.

Throughout the program, you will be supported by our Graduate Coordinator, who will work with you, your home manager and buddy to develop a rotation plan.

The program offers extensive learning and development opportunities to advance the key skills and capabilities you will need to thrive in the WA public sector and DWER.



Why Work at DWER?

We offer a supportive, flexible, and rewarding workplace with benefits that help you thrive both professionally and personally.



Remuneration & Financial Benefits

- Competitive salary
- 12% superannuation
- 17.5% annual leave loading 'bonus'
- Salary packaging options

Learning & Development

- On-the-job training and mentoring
- Study leave and supported education
- Leadership programs and mobility placements
- Access to the Public Sector Launch program
- Carbon Literacy program

Work-Life Balance

- Flexible hours and flexi days
- Cumulative annual and personal leave days
- Generous leave entitlements (e.g. cultural, blood donors, or study)

Regional Benefits (for specified locations)

- District allowances and air-conditioning subsidies
- Additional leave and travel concessions
- Subsidised government housing
- Travel to Perth for induction and networking

Health & Wellbeing

- Wellness program and occupational safety support
- Employee Assistance Program (EAP)
- Optical subsidy (up to \$220 every two years)
- Corporate health memberships
- Social club and departmental choir

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The Application Process

Tip: You may find it useful to undertake some additional research about the Department by reviewing our website and checking out our latest Annual Report.



1. Prepare an up-to-date CV with two referees (academic or work-related).

Your resumé will need to provide a summary of any relevant work experience, education, and training.

Include a brief description of your duties and responsibilities for each job and outline your key achievements for each role. You may like to outline any activities that you have undertaken outside of work such as any relevant volunteer work or field work as part of your studies which are relevant.

Referees may be contacted at any stage of the selection process. Let your referees know that you have nominated them and provide them with a copy of the job advertisement so they understand the opportunity.

2. Include your academic transcript.

Everyone's pathway to a degree is different, and it can help us to know what units of study you undertook throughout your studies. If you are anticipating to successfully complete in 2026 then provide us with the most recent transcript you have (e.g. Semester 1 2026). We may ask you to provide your final transcript and evidence of successful completion before finalizing any offer.

3. Write a concise one-page cover letter explaining your interest and alignment with DWER.

Submit a concise, 1-page cover letter explaining why you are interested in the program, your preferred portfolio pathway, and how your skills, values and career interests align with the department's work.

4. Submit your application online by 12:00pm (AWST) on Thursday 22 October 2026.

Applications that are in progress or submitted after the closing time will not be accepted. We welcome applications from people with disabilities and are committed to providing reasonable adjustments throughout the recruitment process. If you require any adjustments throughout the recruitment process, please let us know and we will work with you to meet your needs.



The Selection Process

Suitable applicants may be considered by portfolio hiring managers before permanent employment offers are made. Appointment to the suitability list does not guarantee an offer of employment.



1. Consultant **reviews applications** for completeness and eligibility.
2. Selection panel **assesses applications** and shortlists candidates.
3. Shortlisted candidates complete a **one-way video interview**.
4. **Referee checks are conducted** for applicants proceeding.
5. Proceeding candidates complete short **panel interview**.
6. **Panel review** and creates a graduate recruitment suitability list.
7. Selection report is finalised and **applicants are notified** (November 2026).
8. Hiring managers **contact shortlisted graduates** for informal meet and greet.
9. Program **offers sent out** (December 2026).
10. Graduate **program commences Monday, 1 February 2027**.
11. Unplaced applicants remain on a **suitability list for 12 months** for other opportunities.



Department of Water and Environmental Regulation

8.30am - 4.30pm

Prime House, 8 Davidson Terrace Joondalup, Western
Australia 6027 Tel: +61 8 6364 7000

Website: wa.gov.au/dwer

Email: graduates@DWER.wa.gov.au

