

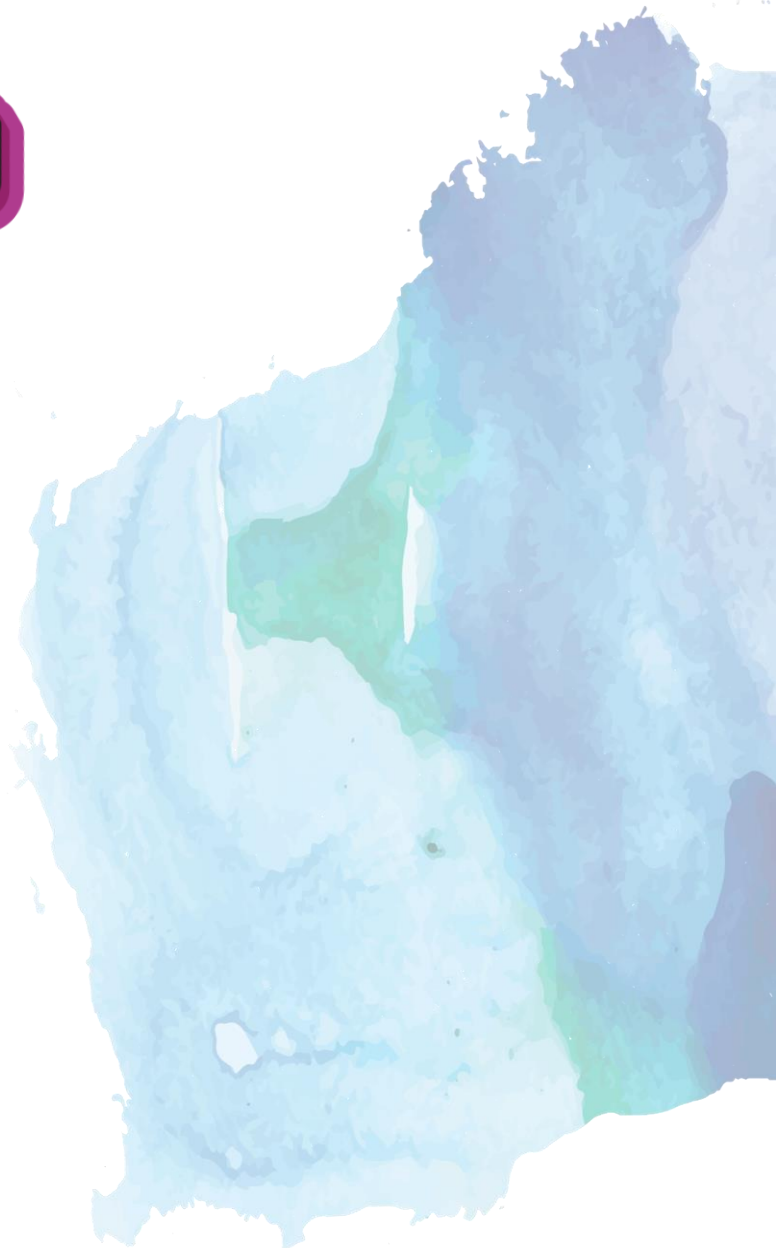


Government of **Western Australia**  
Department of **Water and Environmental Regulation**

# 2026 DWER Graduate Program

## Recruitment Information Pack

Your pathway to a meaningful career in environmental sustainability.





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

Our work culture is based on our values, and the department is committed to a vibrant workforce where people are inspiring and committed to working collaboratively.

Our department can offer you a range of employment benefits including attractive remuneration, options for work/life balance and numerous development opportunities.

Placement in our program will lead to permanent appointment at the end of the 12-month development program subject to successful completion.

We have places in both Joondalup, Albany, Geraldton, and Bunbury on offer with the opportunity for all graduates to spend time in a regional office as part of their rotation plan.

### About the Department

The Department of Water and Environmental Regulation is on the forefront of environmental legislation, sustainability and developing responses to climate change. We are a place of opportunity where the work is meaningful as Environmental sustainability is one of the fastest growing sectors within the world employment market, and vital for just about every field of work.

### Your final role could be:

- Natural Resource Management Officer
- Environmental Officer
- Scientific Botanist
- Water Planning Officer
- Science Communications Officer
- Policy Officer
- Data Analyst
- Compliance Officer
- Pollution Response Officer

With a customised rotation plan, designed around our needs and your interests, you are provided the opportunities to experience and work on state-wide projects and initiatives.

## Who we are looking for:

We recruit graduates from a range of degrees and qualifications completed in the current or preceding two years. Graduates from all disciplines are welcome to apply, however, certain degrees will be highly desirable or required for certain positions.

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.

## Graduate 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 tertiary degree qualification of three or more years in 2023, 2024, or be in the final year of study in 2025\*; 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 January 2026 intake:

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

*\* Applicants with qualifications obtained outside Australia are responsible for ensuring these are assessed by the Overseas Qualifications Unit, Department of Training and Workforce Development. See [here](#) for more information.*



## The Program

Graduates will start the program in early-February of each year. The initial 3-month rotation is with your home agency and team, where you will have a manager and buddy to support you throughout the program. During the first few weeks, you will participate in various orientation and induction activities with your graduate cohort.

Following your home rotation, you will move on to other rotations over the next 8 months within other diverse areas of DWER, DEED, DMPE, LGIRS, or other WA public sector agencies.

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

## Work-Life Balance

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

## 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

## 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

## 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



# The Application Process

## How to Apply

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.

As your referees may be contacted at any stage of the recruitment process, you are strongly encouraged to inform them that they may be contacted in relation to your application. It may assist your referees to know what opportunity you are applying for so why not send them a copy of the advert.

2. Include your academic transcript and proof of graduation (2023–2025).

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 2025 then provide us with the most recent transcript you have (e.g. Semester 1 2025). We will ask you to provide your final transaction and proof of successful completion before finalizing any offer.

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

This is your opportunity to tell us a little about yourself and help us see how you will fit in with the team. Before applying, you should feel reasonably confident that your own values and career objectives align with our purpose and the way we commit to our work and each other.

4. Submit your application online by 12:00pm (AWST) on Monday 22 September 2025.

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](#).



# The Selection Process

1. External consultant **reviews applications** for completeness and eligibility.
2. Selection panel **assesses applications** and shortlists candidates.
3. Shortlisted candidates complete a **written case study** and one-way video interview.
4. Panel **reviews responses** and creates a graduate recruitment pool.
5. Referee **checks are conducted** for recommended applicants.
6. Selection report is finalised and **applicants are notified** (October 2025).
7. Hiring managers **contact shortlisted** graduates for informal meet and greet.
8. Program **offers sent out** (November 2025).
9. Graduate **program commences** Monday 2 February 2026.
10. Unplaced applicants remain in the **pool for 12 months** for other opportunities.

## Other Requirements

- Australian citizenship or permanent residency.
- New Zealand citizens with unrestricted stay and work rights.
- 100-point ID check and possible criminal record screening.



Government of Western Australia  
**Department of Water and Environmental  
Regulation**

8.30am - 4.30pm

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

**Online**

Website: [www.DWER.wa.gov.au](http://www.DWER.wa.gov.au)  
Email: [graduates@DWER.wa.gov.au](mailto:graduates@DWER.wa.gov.au)