

# 2019 careers guide.



**Tasmanian University Business & Economics Society**

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# Message from the President

## Mollie Berry

Welcome everyone to the new semester, and a particularly warm welcome to all the new students just starting their studies in business and economics.

TUBES has had a busy start to semester, with lots of new members signing up and several events in the first few weeks. Keep an eye on our Facebook page for updates about career events running over the next month. It pays to get along and talk to employers!

Our career guide is a yearly publication that summarises major employers in business, economics, management, marketing, accounting and finance. We have content from our sponsors who you might see at our events and on campus, and from a host of other companies who operate graduate and vacation programs. The guide also includes interviews from professionals, and students who have completed internships and cadet programs.

Graduate and vacation programs offer students the opportunity to break into the workplace and receive high class training in their profession. Graduate programs often lead to full time employment, so it's worth spending the extra time on those applications and making sure they're as polished as possible.

Thank you to the TUBES members who've worked hard to put this guide together. We look forward to running lots of events and content throughout the semester. Please get in touch with us by email or through the Facebook page if you're looking to get involved or need some advice! We're happy to help. Good luck everyone with your applications!

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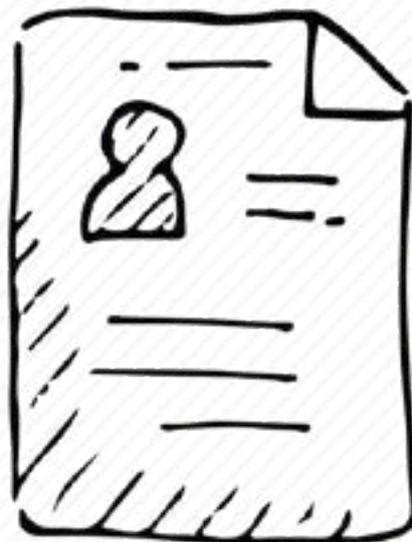
**Recruitment  
process.**

# Resume

A resume is a concise document typically one - two pages in length containing a brief and targeted list of skills and achievements.

Your resume can be a powerful marketing tool. This document is your first introduction to an employer as a job seeker and will assist them to decide whether you are qualified for the next stage of the application process.

Your resume needs to highlight your key qualifications, work and extracurricular experience relevant to each position. This is also an opportunity for employers to judge your interest in their company, making you the best applicant for the job.



## Basic Tips

### Resume Do's

**Do** prioritise your first page. Include the information that is most relevant to the role you are applying for.

**Do** highlight your achievements.

**Do** know what information to exclude. Only list the activities that support your application.

### Resume Don't's

**Don't** include obvious skills. Use your resume to highlight skills that actually make you stand out.

**Don't** try to hide gaps. Be honest and confident when explaining any unemployment periods.

**Don't** try to squeeze as much information as possible into one page.

# Cover Letters

For any professional positions or internships, you need to include a cover letter. The cover letter is a chance for you to highlight your most relevant skills and experience and express your motivation for the position. A cover letter sends a message to an employer with more than just the words on a page and you want to demonstrate that you are a motivated, results oriented applicant and that you are willing to put more effort into securing a role.

## Basic Tips

### Do's

**Do** maintain a confident, positive tone.

**Do** customise each cover letter for different company and position.

**Do** ask others to critique and proofread your cover letter.

**Do** highlight the most impressive accomplishments and the story behind them.

### Don't's

**Don't** try to be funny. It can make you seem unprofessional rather than personable.

**Don't** submit a generic cover letter where you have just replaced the name of the organisation and the job title.

**Don't** assume spell-check will catch all errors.

**Don't** simply repeat your resume.

# Aptitude, Personality and Psychometric Testing

There are three main aptitude and psychometric tests:

**NUMERICAL** - measures your ability to interpret, analyse and draw logical conclusions from numerical information in graphs and tables

**VERBAL** - measures your ability to use the English language, understand verbal information and convey information to others in a clear and logical manner

**LOGICAL** - measures your ability to draw logical conclusions based on statements or arguments and to identify relevant strengths and weaknesses of those arguments.

## **PERSONALITY TESTS:**

Personality tests are designed to assess how you operate and are becoming increasingly prevalent as part of the hiring process. They are designed to measure your behavioural style, opinions and motivations.

If you wish to get some practice or get an idea what the tests are like, hop on to <https://www.shldirect.com/en/practice-tests/>

# Interviews

## Interview Preparation Checklist

### 01.

#### Do an online search

Study the company and review the job description so you know which skills best align with the position requirements.

Check if the company lists the specific hiring unit and the names of the related staff and their titles. You can also research their LinkedIn Profiles so you can ask relevant questions about them at the interview.

### 02.

#### Practice answering questions

Practice answering possible interview questions and prepare specific examples in mind of past experiences that you can bring to this new role. Some possible examples include:

Tell me about yourself.

Why do you want to work for this company?

Why are you interested in this role?

Where do you see yourself in the next 5 years?

Tell me about a time when you have supported, led or effectively worked with others.

Describe a time when something did not go as you planned. What did you do and what did you learn?

Give an example of a time when there was a decision to be made, but no precedures in place. What did you do? What was the outcome?

### 03.

#### Interview day

Make sure you arrive at the venue 10-20 minutes earlier than your scheduled interview time, you want to make the best impression you can.

Dress appropriately:

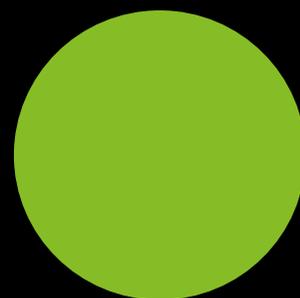
For men – it's recommended that you wear a suit, button up shirt and a tie

For women – it's recommended that you wear a skirt or pant suit with a button up shirt or blouse

Try to remember the names of your interviewers and thank them individually for their time for the interview.

**Professional  
services.**

# Deloitte.



## Your future starts with us.

From cyber security and tech innovation through to accounting and advisory, we're looking ahead and building industries of the future. As one of the largest professional services firms in the world, our services are as diverse as the graduates we hire.

### **Our student programs**

#### **Graduate Program**

The most innovative graduate program in Australia. A full-time, 12-month role involving purpose-led projects, networking and learning opportunities.

#### **Summer Vacation Program**

A 3-8 week paid internship that gives you the chance to land a full-time role with us before you even graduate!

**Applications open 4 February to 17 March.**

**What impact will you make?  
[yourfuture.deloitte.com.au](https://yourfuture.deloitte.com.au)**

# Profile of a Graduate employee Consultant at Deloitte Consulting

## Gus Balcombe

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### 01.

**Tell us a bit about yourself, what did you study at uni?**

I grew up in Tasmania and studied a Bachelor of Business, majoring in Accounting and Finance. I graduated in August 2018 from the University of Tasmania whilst working part time at Deloitte.

### 02.

**Did you know what you wanted to do as a career while you were in uni?**

No, not really. There were subjects/ lecturers that were of interest to me and I definitely benefitted as an individual from both. I didn't have a sound career path in my head I just wanted to take one semester at a time. There were areas outside of university that I enjoyed (e.g. numerous jobs and recreational activities) that provided direction for my career, even if I didn't know it at the time.

### 03.

**What is your current role and how did you get your start in it?**

I am an Analyst at Deloitte Touche Tohmatsu (Deloitte) and work within the Commercial Advisory/ Consulting service line.

I started my career at Deloitte in the summer of 2017/18 to which I succeeded the vacationer program. During this time I divided my time equally across two service lines 1) Consulting, and 2) Advisory, and I found both were vastly different. I was then offered an undergraduate position whilst I was still completing my studies, which was then followed by a full-time graduate position once I graduated.



### 04.

**Why did you choose Deloitte?**

As an individual not really having a clear inclination of my future career whilst studying, I wanted to find a workplace that held similar values and moral to me but provided a vast range of opportunities... and the main thing was "fun" to work at. After researching a variety of professions that were relevant to my degree, Deloitte was the only one that asked the question "what can we do for you?" This at the time was a question I was not expecting. However, after going through the application process and talking with Deloitte employees during this period, it was clear to me that the firm had an interest in aligning my passions and traits with an area of business that I was interested in.

### 05.

**What do you enjoy the most about your current role?**

Working with a range of different people from different background, cities, countries and learning from them through the engagements we succeed.

Working with Tasmanian clients which make a difference to the state and city I was brought up in.

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## 06.

### **What is the best thing about working in Consulting?**

Diversity – all engagements are different which makes the work we complete rather challenging but very rewarding. This excites me as the skills I learn from these engagements will provide me with a sound foundation for my career in Consulting.

## 07.

### **What is your career aspiration and how does Deloitte support you in achieving it?**

I wish to expand my knowledge within the Consulting service line and aim to specialise in an area in the foreseeable future. I plan on travelling with work and seeing how Deloitte offices operate in other countries with their international clients; in comparison to the Deloitte offices in Australia with Australian clients.

Deloitte is supportive of either short or long term secondments and/or international/domestic transfers.

## 08.

### **What advice would you offer to undergraduate in terms of career choices?**

Find out what makes you tick!

If there is something you are passionate about (it might not even be something you're studying e.g. a hobby or current job) then dig a little deeper and find out what areas of the workforce thrive on those strengths of yours.

If you work in a profession that aligns you to your best-self, you'll benefit more as an individual whilst having fun with your career, and will do better work as you're passionate about it. As a millennial living in a fast-paced society it may be hard to feel 100% satisfied at times, and choosing a career path may be daunting. However, working in a profession that embraces change and provides a wide range of opportunities is a great starting point in finding out more about yourself.

Apply here: [Graduate Program](#)

# Profile of a Summer Vacationer

## Deloitte Access Economics

### Hamish Burrell



#### 01.

##### What made you want to pursue a career in economics?

Economics really appealed to me because of the impact it has on society, whatever the level, economics impacts everyone in Australia, whether we realise it or not. This was the key reason I wanted to pursue a career in economics, knowing that one day I will be able to make an impact that could potentially change society for the better.

#### 02.

##### How did you prepare for your interview?

Going into the interview I did a lot of research online about what potential questions employers may ask you, particularly looking at various 'behavioural interview questions', this gave me a brief understanding of what may be asked.

I then sat down and compiled a list of my achievements, volunteer work, work experience, major assignments, etc. This helped me develop a good representation of what I have achieved and done in the past to use as possible examples in the interview process.

I then just kept repeating the process. If possible, it would be good to practice with someone you feel comfortable with to give you some experience of answering on the spot questions.

#### 03.

##### What is your favourite aspect of working in economics?

I really enjoy the variety of work you can do as an economist, that no day is like the other. This allows you to develop a range of technical skills and gain a wealth of experience in many different areas.

#### 04.

##### Can you describe a day as a vacationer at with Deloitte Access Economics?

No day was like another, the work is really diverse, giving you great exposure to lots of different areas and useful skills for future employment. I found this especially beneficial, just starting my career, as this gave me lots of different hands-on experiences to learn new technical skills. The program also gave me a great insight into the work that is done within Deloitte Access Economics and the areas I could potentially move into one day as an economist.

The vacation program was an amazing opportunity to get exposure to the professional workforce while still studying at Uni; I highly recommend the program to current students looking to make the transition into the professional workforce.

#### 05.

##### What is your next plan?

I just started my honours year in economics which I will finish in December. Deloitte has offered me a graduate position with Deloitte Access Economics upon completion of this year, so once I finish my honours, I will be starting with them next year, which I am extremely excited about!

Apply here: [Vacation Program](#)

## About KPMG

KPMG are a global network of professional firms providing Audit, Tax and Advisory services across a wide range of industries, Government and not for profit sectors. KPMG Enterprise provides a full range of services tailored to meet the unique needs of mid-sized, fast growing and family owned businesses. In Australia, KPMG has approximately 6,700 people, including over 400 partners, with 13 offices around the country.

## Your career choices

- Audit & Assurance
- Commercial Law
- Deal Advisory
- Enterprise
- Management Consulting
- Risk Consulting
- Tax



### 2020 Graduate Program

Applications open 18 February to 24 March 2019.

[Graduate Program](#)

### 2019/2020 Vacationer Program

Applications open 18 February to 7 April 2019.

[Vacationer Program](#)

## About EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services EY delivers help build trust and confidence in the capital markets and in economies the world over. EY develops outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, EY plays a critical role in building a better working world for our people, for our clients and for our communities.

## Your career choices

- Advisory
- Assurance
- Transactions
- Tax
- Indigenous Sector Practice
- Student Programs
- Technology careers



### 2020 Graduate Program

Applications open 18 February to 28 March 2019.

### 2019/2020 Vacationer Program

Applications open 18 February to 28 March 2019.

### Cadet Program

Applications open 18 February to 05 April 2019.

[Information](#)

**About PwC**

PwC is one of Australia's leading professional services firms, bringing the power of their global network of firms to help Australian businesses, not-for-profit organisations and governments assess their performance and improve the way they work.

PwC's people are energetic and inspirational and come from a diverse range of academic backgrounds, including arts, business, accounting, tax, economics, engineering, finance, health and law.

**Your career choices**

- Risk Assurance
- Assurance
- Consulting
- Private Clients
- Technology
- Deals
- Tax
- Legal
- IUR

**2020 Graduate Program**

Closing dates are as follows:

- Sydney & Melbourne - Applications close 3 March, 2019
- Brisbane & Perth - Applications close 17 March, 2019
- Adelaide, Canberra & Newcastle - Applications close 24 March, 2019

[Graduate Program](#)

**2019/2020 Vacationer Program**

Closing dates are as follows:

- Sydney & Melbourne - Applications close 17 March, 2019
- Brisbane & Perth - Applications close 17 March, 2019
- Adelaide, Canberra & Newcastle - Applications close 24 March, 2019

[Vacation Program](#)

**About WLF**

WLF Accounting & Advisory is Tasmania's largest independent firm of Chartered Accountants, with more than 70 Hobart-based specialists. Formerly Wise Lord and Ferguson, WLF has an impressive legacy of knowledge, with more than 125 years of experience.

**Graduate Accountant Program**

Applications open March 2019.

**Undergraduate Cadetship Program**

Applications open September 2019.



[Information](#)

# Crowe Horwath

## About Crowe Horwath

Crowe Horwath has over 80 offices across Australia and New Zealand, and more than 2,500 staff. With international ties to one of the largest global account firms in the world, discover how you can progress your career and grow with one of Australasia's leading financial service firms.

## Your career choices

- Audit & Assurance
- Business Advisory
- Corporate Finance
- Global Business Desk
- Insurance
- Performance Consulting
- Risk Consulting
- Specialist Tax
- Credit Consulting
- Wealth Management



## 2020 Graduate Program

Applications close end of March 2019.

[Information](#)

# Collins SBA

## About Collins SBA

Collins SBA is a complete financial solutions company, based in the humblest of cities — but recognised as a national leader.

Helmed by adventurers, explorers and folk who live extraordinary lives.

Not just achieving targets, but surpassing them — time after time.

Helping businesses and individuals achieve the financial security and prosperity to be all they can be.



## Graduate Program

Ongoing.

[Information](#)

# MAKE YOUR CAREER MOVE.

APPLY FOR THE CPA PROGRAM

At CPA Australia, our program teaches not only accounting, but also the skills to help you reach the next level - leadership, strategy and business. The world is waiting to hear from you. So to take your career anywhere, take one step today.

[cpaaustralia.com.au/now](http://cpaaustralia.com.au/now)



**About BDO**

BDO is the fifth largest full-service audit, tax and advisory firm in the world. BDO has over 64,000 people working out of 1,400 offices in 154 territories. BDO offers ongoing training to develop your technical abilities and build your consulting, leadership and management skills. BDO's international network provides exceptional opportunities to travel, work, and learn with secondment prospects available globally.

**Your career choices**

- Audit & Assurance
- Tax
- Advisory
- Business services

**Graduate Program**

Ongoing.

[Information](#)

# Profile of a Summer Vacationer

## BDO

### Loveth Ochayi

#### 01.

**Tell us a bit about yourself, why did you choose your major?**

I'm in my 4th year in my double degree in Bachelor of Economics and Bachelor of Science. I chose this because I am very interested in both aspects and think they intertwine well.

#### 02.

**What is a day in the life of an intern at BDO like? What did you most enjoy at BDO?**

A day in a life as an intern at BDO started with checking emails, combining a list of work to be completed and diving into those tasks in order.

Often a few cups of tea/coffee would be consumed throughout the day. But breaks were also encouraged in between which boosted productivity.

I enjoyed the independence but team work atmosphere. Working on particular tasks individually which would then be combined into a client file was always fulfilling.



#### 03.

**What is the most important skill for interns to possess?**

The most important skills for interns would be initiative. Due to an intern's limited time in a company I think it's important to always make sure you are of use and remain part of the company's proceedings even if you don't formally have work to do at times.

#### 04.

**Any tips/advice you would give to students looking for similar position as yours?**

Apply, be confident and honest during your interview and that's the best you can do.

# Grant Thornton

## About Grant Thornton

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. These firms help dynamic organisations unlock their potential for growth by providing meaningful, forward looking advice. Proactive teams, led by approachable partners in these firms, use insights, experience and instinct to understand complex issues for privately owned, publicly listed and public sector clients and help them to find solutions.

### Your career choices

Audit & Assurance  
Financial Advisory:  
- Corporate Finance  
- Forensic Advisory  
- Recovery and Reorganisation  
Grant Thornton Consulting  
Private Advisory  
Tax



### 2020 Graduate Program

Applications open 18 February to 31 March 2019.

[Graduate Program](#)

### 2019/2020 Vacationer Program

Applications open 18 February to 31 March 2019.

[Vacation Program](#)

# Pitcher Partners

## About Grant Thornton

Accounting and business advisory experts sharing insights about issues impacting family-controlled and privately owned businesses, high net-worth individuals, the public sector and NFP organisations. Several Pitcher Partners partners and directors are represented on high profile committees where it particularly represents and advocates for the interests of the middle market.

### Your career choices

Tax Consulting  
Business Advisory  
Corporate Advisory and Transaction Services  
Audit and Assurance  
Private Business and Family Advisory  
Business Recovery and Insolvency  
Risk Services  
Superannuation  
Wealth Management  
Consulting Services



Applications open various dates during the year.

[Information](#)

# RSM Australia

## About RSM Australia

RSM Australia is a member of RSM, the world's 6th largest network of audit, tax and consulting firms. In Australia RSM has over 1,200 staffs in 30 offices.

### Your career choices

- Audit & Assurance
- Business Advisory
- Consulting
- Outsourcing
- Restructuring & Recovery
- Risk Advisory
- Specialist Services
- Tax
- Transactions
- Wealth Management



### Graduate Program

Applications close in March 2019.

[Graduate Program](#)

# Tasmanian Audit Office

## About Tasmanian Audit Office

The Tasmanian Audit Office provides independent assurance to the Parliament and community on the performance and accountability of the Tasmanian Public Sector.

### Your career choices

- Assistant Auditor
- Financial Auditor
- Performance Auditor



### Graduate Program

Applications close 28 April 2019.

### Cadetship Program

Check <http://www.jobs.tas.gov.au/> for updated information.

[Information](#)



CHARTERED ACCOUNTANTS  
AUSTRALIA • NEW ZEALAND

Chartered Accountants Australia and New Zealand is the professional body for Chartered Accountants across the Trans-Tasman and represents more than 100,000 current and future professionals and business leaders operating throughout the world.

A Chartered Accountant has not only acquired the most highly-regarded professional qualification one can achieve in the industry, but they have a discerning educational background that will forever set them apart. The Chartered Accountants Program (CA Program) has been designed to turn you into a difference maker. This dynamic education program will help to equip you with the unique perspective, insight and diverse business, finance and leadership skills required to approach complex business challenges in a uniquely effective and ethical way.

With a post-graduate qualification that blends training with practical experience, a Chartered Accountant will start their career with a distinct advantage. Use it to stand out from your peers, and be in demand by top employers both here and overseas.

# Profile of a CA Member

## Diocesan Accountant

### Anglican Diocese of Tasmania

#### Audrey Chin

#### 01.

**Tell us a bit about yourself, what did you study at uni? Why did you choose UTAS to do your degree?**

I studied Master of Professional Accounting in UTAS. I selected UTAS to do my degree based on good feedback from alumni students, attractive fees and was pleasantly surprised with the beauty of Tasmania and the conducive study environment of UTAS.



## 02.

### **Did you know what you wanted to do as a career while you were in uni?**

When I first started my Master degree, I wasn't fully sure if I wanted to pursue an engineering job based on my Bachelor qualification, or to pursue an accounting career. However, one month of working experience as a vacationer with Deloitte prior to my penultimate year of studies sparked a great interest in external audit work for me. It was at this point that I decided to start off my career by focusing in the external audit field.

## 03.

### **What was your position at Deloitte and how did you get your start in it?**

After completing my vacation work with Deloitte, I was offered a graduate position in the audit department upon graduation. I was really appreciative for this great opportunity to join such a prestigious company at the start of my career. Working with Deloitte gave me the chance to learn and apply auditing best practices while being exposed to a variety of clients in different industries. There was always opportunity to learn and progress in my journey from a Graduate to Experienced Analyst with Deloitte.

## 04.

### **What is your current role and the reason you choose to work here?**

I currently work with the Anglican Diocese of Tasmania as the Diocesan Accountant. The Anglican Diocese of Tasmania is a Not-For-Profit, which functions as the central hub of services supporting all the Anglican Churches state-wide in terms of administration and ministry leadership. I was first introduced to the Anglican Diocese in my capacity as an external auditor, which provided me with an insight to the great learning work culture, the balance between accountability, spreading ministry while maintaining partnership with the Anglican churches state-wide. This resonated greatly with my personal beliefs and values, which was a great motivation for me to join the organisation when the opportunity arose.

## 05.

### **What was the thing you found most challenging when breaking into Australian industry?**

Having spent most of my formative years and even completing my Bachelor degree in Malaysia, what I found most challenging was the work life balance emphasis placed at the workplace. In the Australian Industry work life balance was greatly encouraged. Admittedly, this was quite different to the work culture I was exposed to in Malaysia but it was certainly a good challenge. This is because in order to have work life balance, I had to manage my time more efficiently and work with shifting priorities to ensure that deadlines were met to minimise working extra hours which in turn made time for family and travel.

## 06.

### **Can you tell us your story of becoming a Chartered Accountant (CA ANZ)? Which module did you find the most challenging?**

I commenced my Chartered Accountant (CA) Modules 6 months into my graduate position with Deloitte. I realised from the onset that studying for CA was quite a different ball game to studying for exam in university mainly because the modules were designed for candidates to apply careful analysis and intellection as part of response to assessment questions of the various modules. As a rule of thumb, responses were usually required to be supported with explanations to demonstrate the understanding in applying a certain standard quoted, rather than just quoting the standard and stopping there. I found the taxation module to be most challenging mainly because of the extensive topics and materials required to be covered as part of the module. In saying so however, all the topics covered were very useful and important to develop core competencies as a well-rounded qualified accountant.

# Profile of a CA Ambassador

## Mehak Bagga

### 01.

**Tell us a bit about yourself and why you decided to be a CA Ambassador?**

I am currently a fourth year Bbus/ LLB student. I became a Chartered Accountants Australia and New Zealand Student Representative in my third year at University. I had been a part of the CA Achiever Program twice by this time and wanted to become a part of the organisation itself. I stumbled upon this opportunity by a quick browse of the CA website and applied immediately. I wanted to become a CA Ambassador as I feel that UTAS students do not have great exposure to the opportunities available to them while they are undertaking their university studies and my role is to provide for that. I believe that enhancing the image of CA is also important for undergraduate students to enable them to plan their future ahead.

### 02.

**What aspects of the position do you find most rewarding?**

The feeling of satisfaction and accomplishment. When students approach me for CA enquiries and any opportunities that are available and being able to provide for them makes me feel like 'a difference maker'. This in turn increases my drive to take more initiatives and create an even bigger presence of CA in Tasmania. In the past, this has included not just approaching university audiences and connecting them with prospective employers but also helping high school and college students in potentially choosing an undergraduate business degree.

### 03.

**What is the most memorable experience as a CA Ambassador?**

Attending the CMAP meeting last year as a CA Ambassador. The meeting was attended by various employers in Hobart, academics and speakers from Navitas, Untapped and Project Enterprise Coaching.



Some of the topics discussed were the development of graduate programs, what employers look for in a candidate including the increasing desire of soft skills that a candidate holds, the impact of social media on students etc. There were also discussions on the World Congress of Accountants, the work of Navitas in the Professional Year program to assist international students in developing skills for the workplace and the work of Untapped, which is an institution that bring together organisations that are passionate about neurodiverse talent. Being at this meeting gave me a great insight into the developments of corporate markets.

### 04.

**What is your dream job and your plan in achieving it?**

My dream job would be where I can utilize both my business and law degree. My plan on achieving it is by continue to work hard, actively seek opportunities and work my way up.

### 05.

**Are you planning to be a CA member? What would be the benefit of becoming a CA?**

I am most definitely planning on becoming a CA member. It is my ticket to play in global markets with an internationally recognised designation. It gives me the skills and knowledge to accomplish my goals and be financially stable at the same time. Most importantly, it puts me in a different position to those who don't hold a CA membership.

**Public services.  
(Federal)**

# ABS

## About ABS

The Australian Bureau of Statistics (ABS) is Australia's national statistical agency, providing trusted official statistics on a wide range of economic, social, population and environmental matters of importance to Australia. ABS has an important leadership role, coordinating statistical activities and collaborating with official bodies in the collection, compilation, analysis and distribution of statistics.



### ABS Graduate Program

Applications close 30 April 2019.

[Information](#)

# APRA

## About APRA

The Australian Prudential Regulation Authority (APRA) is an independent statutory authority that supervises institutions across banking, insurance and superannuation, and is accountable to the Australian Parliament. APRA oversees:

- authorised deposit-taking institutions (such as banks, building societies and credit unions)
- general insurers
- life insurers
- friendly societies
- private health insurers
- reinsurance companies, and
- superannuation funds (other than self-managed funds).



### 2020 Graduate Program

Applications open 25 February to 31 March 2019.

[Information](#)

# ACCC/AER

## About ACCC/AER

The Australian Competition and Consumer Commission (ACCC) is an independent Commonwealth statutory authority whose role is to enforce the Competition and Consumer Act 2010 and a range of additional legislation, promoting competition, fair trading and regulating national infrastructure for the benefit of all Australians.



### 2020 Graduate Program

Applications close 31 March 2019.

[Information](#)

# Profile of a Summer Vacationer

## ACCC/AER

### Mollie Berry



#### 01.

**Tell us a bit about yourself, why did you choose your major?**

I am a Hobart local, starting my fourth year of a Combined Degree in Economics and Science. My economics major is economic analysis, and my science major is geography and environmental studies with a minor in statistics and operations research.

I enrolled in a combined degree because I love studying both science and economics and I thought they would complement each other well. There is a lot of crossover between statistics and econometrics, and between geography and economics.

Economic analysis has the in-depth modelling classes that are not taught everywhere, and appeal to employers. Having those technical skills is an advantage in getting a job, but also expands the number of interesting jobs available.

I chose geography as my science major because the topics of human welfare and environmental health are important to me and I would like to work in these areas. I also just enjoy learning about landscapes, ecosystems and cultural phenomena.

#### 02.

**How did you find your internship, including how you applied and what the process was like?**

Two representatives from the ACCC came to UTAS during a TUBES event to promote their graduate program, but they also mentioned an internship program. I found their description of work at the ACCC very interesting, and I made a note of when applications for the internship would be open.

When applications opened later in the year I applied, and I was lucky enough to be offered a place. The application process began with uploading my resume, transcript and completing a work history form. There was a small quiz about the ACCC and some of their more recent major cases, and I found the answers online.

Then I had to write a 200 word summary and analysis of an article about an ACCC case. There was a choice of three cases, and I chose one about digital wallets and banks competing with tech companies. Once that was submitted, I was emailed an aptitude test. It was based around pattern recognition and understanding, with a time limit. Once I had finished that my application was complete, and I was contacted a few weeks later for an interview.

The interviewers were in Melbourne so I went to the Hobart ACCC office and had the interview by video link. The questions were sent to my email 20 minutes before the interview. The interviewers didn't stick to the questions exactly but asked for more detail about my answers. They were happy to answer questions and clarify what they were looking for. It was a very positive interview experience even though I didn't answer everything perfectly.

I actually went to Melbourne for my internship, so when they made me an offer they gave me time to organise accommodation and transport before accepting.

### 03.

#### **Which interview question you found most difficult to answer?**

The interview questions were sent out 20 minutes before the interview, so I had some time to look at them and think about answers. The questions that caught me the most was "Why do we regulate monopolies?". Market failures and monopoly markets are two of the first things taught in economics classes, and I was worried that the interviewers would want an in-depth answer about different regulation strategies using high level economic language. In the end, the interviewers explained they wanted a textbook analysis of the flaws of monopolies, simple and well communicated. Sometimes it pays not to overthink.

### 04.

#### **Can you describe what your role was?**

I was working in the Distribution branch of the Australian Energy Regulator. Energy companies like TasNetworks and Ergon Energy submit proposals to the AER about what they plan to spend in the next five years. The divisions of the AER investigate this spending and model it against costs and past spending, to make sure that companies don't spend more than they need to. This helps to stop energy prices and household energy bills from increasing more than they need to.

My role as an intern was basically to learn as much about the agency structure as possible, and to assist the team I was assigned to. I did a lot of reading, combing through cost benefit analysis and reports from energy companies to see how they justified their spending. I also learnt about the models the AER uses to forecast costs and spending.

### 05.

#### **What are the benefits of undertaking an internship whilst still at university?**

There are a lot of reasons to do an internship in the summer between university years. The most obvious is that it looks great on your resume, you make connections within the agency or company you work for and often get extra information about their grad programs.

The main benefit for me was working with a government agency and in particular the ACCC/AER would be like. I was able to experience the work culture, learn about the agency structure and hear about the variety of work available in different divisions. As someone who has worked mostly casual jobs, it was also a great experience to work 9 to 5 for the first time.

### 06.

#### **What is your plan after graduation? What is your dream job?**

Currently, I'm planning to travel and apply for graduate programs. I haven't decided on a career path, but I would love to work in science policy advice or science communications. Watching scientific discoveries move from theoretical to practical to implemented in government policy would be very satisfying. I am also interested in economic consulting, and I aim to get more experience in the field. Consultants often work on a variety of different projects, and I look forward to seeing the breadth of problems that economic thought can be applied to.

# Australian Treasury

## About Australian Treasury

The Treasury is a respected and influential central economic agency. Australian Treasury provides authoritative advice and analysis to the Australian Government on a broad range of economic, fiscal, structural, financial and tax policy issues. Australian Treasury also monitors global economic conditions to make sure Australia is well placed to respond to emerging trends.



Australian Government  
The Treasury

### 2020 Graduate Program

Applications open 4 March 2019.

[Information](#)

# ATO

## About ATO

ATO is the Australian Government's principal revenue collection agency. ATO aims to manage and shape the revenue systems that lead to social and economic policy, and fund services for Australians. ATO manages revenue through a range of collection systems, including income tax, goods and services tax (GST), super and excise. ATO administers a range of benefits and refunds, including income tax and GST refunds, excise grants, family tax benefits and the super guarantee.



Australian Government  
Australian Taxation Office

### 2020 Graduate Program

Applications close 28 March 2019.

[Information](#)

# Prime Minister & Cabinet

## About PM&C

PM&C is the team that supports the Prime Minister, Cabinet, Portfolio Ministers and Assistant Ministers. The role of PM&C is to provide fresh thinking and creative advice to government. PM&C contributes ideas on the many and varied issues facing Australia, taking into consideration the views and opinions of a range of stakeholders across the private, public, not-for-profit and community sector.



Australian Government  
Department of the  
Prime Minister and Cabinet

### 2020 Graduate Program

Applications open 25 March to 28 April 2019.

[Information](#)

## Productivity Commission

### About Productivity Commission

The Productivity Commission is an advisory body. It does not administer government programs or exercise executive power. It contributes by providing quality, independent advice and information to governments, and on the communication of ideas and analysis. The core function of the Commission is to conduct public inquiries at the request of the Australian Government on key policy or regulatory issues bearing on Australia's economic performance and community wellbeing.



Australian Government  
Productivity Commission

[Information](#)

### 2020 Graduate Program

Applications close 7 April 2019.

## Reserve Bank of Australia

### About RBA

The Reserve Bank of Australia (RBA) is Australia's central bank and derives its functions and powers from the Reserve Bank Act 1959. Its duty is to contribute to the stability of the currency, full employment, and the economic prosperity and welfare of the Australian people. It does this by setting the cash rate to meet an agreed medium-term inflation target, working to maintain a strong financial system and efficient payments system, and issuing the nation's banknotes.

### Career Pathways

Accounting  
Economics and Finance  
IT Analyst



RESERVE BANK  
OF AUSTRALIA

### 2020 RBA Graduate Development Program

Applications close March 2019.

### 2019-20 RBA Vacationer Program

Applications open March 2019.

[Information](#)

## Other Federal Public Service

### Australian Public Service Commission

<https://www.apsc.gov.au/aps-agency-listing-agencies-covered-public-service-act-1999>

### Australian Government Departments and Agencies

<https://www.directory.gov.au/departments-and-agencies/a/#paginationControl>

### Australian Public Service jobs portal

<https://www.apsjobs.gov.au/index.aspx>

### Federal Government jobs portal

<http://federal.governmentcareer.com.au/jobs>

### Australian Government jobs portal

<https://www.australia.gov.au/information-and-services/jobs-and-workplace/australian-government-jobs>

**Public services.  
(States)**

# Department of Treasury and Finance

## About Department of Treasury and Finance

The Department of Treasury and Finance is the central agency that manages the Tasmanian Government's financial resources and implements strategies to achieve the Government's economic and fiscal objectives.

The Department of Treasury and Finance is responsible to the Treasurer. It:

- provides the Government with objective advice on the economic and financial management of the State
- implements Government policy
- performs financial analysis, monitoring and reporting functions on behalf of the Government, and
- supports statutory bodies that administer:
  - State revenue collection
  - the regulation of gaming and liquor, and
  - the economic regulation of the electricity and water and sewerage sectors.

## Career Pathways

Economics  
Accounting  
Administration  
State revenue collection  
Property management  
Regulation  
Public policy  
Legislation development and compliance  
Budgeting and financial management  
Project management  
Information technology  
Human resources  
Contract management  
Information management  
Customer service

## Current Vacancies

All current vacancies within the Department are listed on the [Treasury Job's page](#).

## Cadet Program

[Information](#)

## Finance Graduate Program

[Information](#)



# Profile of a Cadet

## Assistant Research Officer (Cadet)

### Department of Treasury and Finance

## Izabella Spizick

### 01.

**Tell us a bit about yourself, why did you choose a double degree?**

I'm in my second year part-time, studying a Bachelor of Business and Bachelor of ICT. I chose a double degree because I felt that it would allow me to diversify my professional capabilities.

### 02.

**What made you chose the Cadetship program at Tasmanian Department of Treasury and Finance?**

I heard about the program when I was in Year 12, and I was hooked straight away! I was keen to give my career a jumpstart and learn more about the public sector.

### 03.

**Can you describe what your role is and what it is like to work in Treasury?**

In my current 12-month rotation, I work in the State Revenue Office as a compliance officer, mostly on the First Home Owner's Grant. Previously I was on a team that worked on Tasmanian tax policy. The Department of Treasury and Finance is an engaging and supportive workplace. When I started my first rotation 18 months ago, I was surprised how easily I was able to become part of a team and provide significant contributions to important tasks and projects.



### 04.

**What is the most challenging part of working while studying? And the most rewarding part?**

At times, it can be a challenge to develop strong study support networks at university, since I usually spend about 6 contact hours per week for lectures and tutorials. However, a really rewarding aspect is that I am now notably more confident in my soft skills such as time management and interpersonal communication.

### 05.

**What are the vital skills to success in this role?**

As a cadet, we're not expected to commence our positions with a full degree behind us. In fact, I started at Treasury during my gap year. I think the most vital skills for success as a Treasury cadet are described well by our departmental values. Integrity, excellence, respect, camaraderie and passion.

### 06.

**Where next for you?**

I still have four and a half years left of my cadetship, so I guess the next thing will be a new rotation in 6 months' time!

## Department of Premiere & Cabinet

### About DPAC

The Department of Premier and Cabinet (DPAC) is the central agency of the Tasmanian State Government. The Department provides a broad range of services to Cabinet, other members of Parliament, Government agencies and the community.

The Department works closely with the public sector, the community, local government, the Australian Government and other state and territory governments. The Department also provides administrative support to the Tasmanian Community Fund which is separately accountable and reports directly to Parliament.

### Jobs with the Department

Vacancies in the Department of Premier and Cabinet can be found at: [www.jobs.tas.gov.au](http://www.jobs.tas.gov.au)



## Department of Primary Industries, Parks, Water and Environment

### About DPIPWE

The Department of Primary Industries, Parks, Water and Environment (DPIPWE) is responsible for the sustainable management and protection of Tasmania's natural and cultural assets for the benefit of Tasmanian communities and the economy.

The Department's activities guide and support the use and management of Tasmania's land and water resources and protect and promote its natural, built and cultural assets. The Department is also responsible for delivering the services that support primary industry development and for the protection of the State's relative disease and pest-free status.

### Jobs with the Department

Vacancies in the Department of Premier and Cabinet can be found at: [Job vacancies site](#).



## Hydro Tasmania

### About Hydro Tasmania

Hydro Tasmania is Australia's leading clean energy business and largest generator of renewable energy. Hydro Tasmania stand ready to help make Tasmania the renewable energy battery of the nation and create an energy future that's clean, reliable and affordable.

[Graduate opportunities](#)



# Tas Networks

## About Tas Networks

Tasmanian Networks Pty Ltd (TasNetworks) delivers electricity and telecommunications network services to customers in Tasmania. TasNetworks is owned by the State of Tasmania and is a commercial business with assets of over \$3 billion.

## Career Pathways

- Business
- Finance
- Electrical Engineering
- People
- Technology

## 2020 Graduate Program

Applications open 1 March to 18 March 2019.

## 2019-20 Summer Holiday Program

Applications open early September 2019.



# Other Public Services

## About the Public Services

Apart from the specific departments listed in this guide there are a huge array of public service positions available throughout Australia.

[TAS Public Service](#)

[ACT Public Service](#)

[NSW Public Service](#)

[VIC Public Service](#)

[SA Public Service](#)

[QLD Public Service](#)

[WA Public Service](#)

[Federal Public Service](#)

# Industries.

# ALDI

## About ALDI

The Australian ALDI expansion has grown strong from day one of our debut store in 2001, to building a presence of more than 270 stores throughout NSW, ACT, VIC and QLD. In our short time, ALDI has come to be one of the top 10 Australian retailers. ALDI has also influenced grocery prices, improved the perception and quality of private label goods with our own exclusive brands philosophy and introduced a number of market-leading initiatives never before seen in Australia.

### 2020 Graduate Program

Applications close 12 March 2019.

[Graduate Program](#)



# Australia Post

## About Australia Post

Australia Post Group (including Australia Post, Startrack, Decipha & Securepay) is one of the most trusted brands in Australia. Employing over 30,000 people across their integrated delivery, logistics and e-Commerce network. Through their huge range of services, they help communities stay connected, businesses reach new customers and people stay in touch. Australia Post is committed to helping their people, customers and communities build a better future.

### Graduate Streams

- Business Generalist
- Human Resource
- Marketing and Communications
- Finance
- Information Technology
- Digital



[Graduate Program](#)

# Coles

## About Coles

For over 100 years, Coles has continued to deliver quality products, outstanding customer service and great value to millions of Australians. Today, Coles long term commitment to helping Australia grow means Coles is working towards a sustainable future, forming lasting relationships with Aussie farmers, and supporting local jobs in the food industry.

### Graduate Program

Applications open 25 February to 5 April 2019,

[Graduate Program](#)



# L'Oréal

## About L'Oréal

L'Oréal Australia is part of the L'Oréal Group – the world's largest pure beauty company with over 100 years of history and experience. L'Oreal is a passionate team in a growing market, working to deliver their mission of Beauty for all through their local portfolio of 25 brands.

### Graduate Program

Applications close in March 2019.

[Graduate Program](#)

The L'ORÉAL logo is displayed in a bold, black, sans-serif font. The letters are uppercase, and the 'É' has a diacritical accent. The logo is positioned to the right of the L'Oréal text block.

# Proctor & Gamble

## About Proctor & Gamble

P&G history dates back over 180 years. They are committed to building lasting partnerships with their customers, shareholders and communities in 34 countries in Australia, New Zealand, throughout Asia and the Pacific, and in the Middle East, Europe and America. P&G provides a range of banking and financial products and services to over 9 million customers.

[Information](#)



# Telstra

## About Telstra

Telstra is Australia's leading telecommunications and technology company, offering a full range of communications services and competing in all telecommunications markets. Telstra strives to serve and knows their customers better than anyone else – offering a choice of not just digital connection, but digital content as well.

### Graduate Program

Applications open 3 March to 24 March 2019.

[Graduate Program](#)



## Woodside

### About Woodside

Woodside is Australia's largest independent oil and gas company with a global presence, recognised for our world-class capabilities – as an explorer, a developer, a producer and a supplier. Their producing LNG assets in the north west of Australia are among the world's best facilities. Today, Woodside exploration portfolio includes emerging and frontier provinces in Australasia, the Atlantic margins and Sub-Saharan Africa. They have significant equity interests in high-quality development opportunity.

[Graduate Program](#)



## Qantas

### About Qantas

Qantas is proud to be Australia's leading premium airline. And as the Spirit of Australia, Qantas exists to champion the best of our country's life, style, attitude and people, and share it with the rest of the world. To stay ahead in such a competitive and constantly changing landscape, Qantas needs to keep pushing ourselves to new heights.

### Graduate Program

[Graduate Program](#)

### Qantas Apprenticeship Program

[Apprenticeship Program](#)



## Woolworths

### About Woolworths

Founded in 1924, Woolworths Group is Australia's largest retailer with more than 3,500 stores across Australia and New Zealand employing more than 200,000 people. Woolworths manages some of Australia's most recognised and trusted brands. Woolworths endeavours to create a world class experience for their customers across all of their stores and platforms.

### Graduate Streams

- Information Technology
- Property
- Quality Assurance
- Strategy, Insights and Customer Experience

### 2020 Graduate Program

Applications open 27 February 2019.

[Graduate Program](#)



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