



Australian Government
Department of Finance

GRADUATE PROGRAM

Could Finance be the right spot for you?

Starting your career at
the Department of Finance



About Finance

The Department of Finance assists the Australian Government to achieve its objectives by advising on expenditure through the federal Budget process, managing sustainable public sector resources and delivering efficient services to, and for, the government.

Finance also assists government across a wide range of areas. More than just a 'numbers' department, Finance manages public assets such as Commonwealth law courts and quarantine centres, advises on a range of strategic priorities and guides exciting initiatives such as APS Net Zero. Finance, together with the two other central agencies (Treasury and the Department of the Prime Minister and Cabinet), supports the government in its deliberations.

If you're looking for a dynamic and rewarding career path, Finance offers

the opportunity to work on a diverse range of projects that will challenge and inspire you. You'll learn from engaged professionals and be able to tap into our extensive networks and influential connections.

Finance is a participant in the Australian Government Graduate Program. We recruit from a number of streams including Generalist, Accounting and Financial Management, Digital, Human Resources, Data, STEM, Economist and Legal. Finance also recruits staff through the Indigenous Graduate Pathway.

We're looking for people who are innovative, ambitious and adaptable, responsive and comfortable with change, who want to be challenged in a flexible and fast-paced environment. If you have a positive attitude and a desire to learn we'd love you to join Finance!



Finance Graduate Program

As a graduate in Finance, you'll be supported through two six-month work placements. You'll work in areas where your skills and capabilities will be valued and developed, and where you can contribute to meeting Finance's priorities.

You will join the department as an ongoing employee at the APS3 level. During the program your knowledge will grow, your skills will develop and your capabilities will increase to equip you to advance your career. You'll have the opportunity to apply for promotion to the APS4 and APS5 classifications during your graduate year.

In your graduate year you'll undertake a structured learning and development program tailored to your needs.

The training will focus on enhancing your existing skills and developing new skills and capabilities to support your career in Finance and the broader Australian Public Service. In addition to training, you'll have regular networking opportunities with your graduate cohort and with graduates from other agencies. There are also opportunities to engage with senior executive staff and Finance's ministers.

Our graduate positions are based in Canberra and each year we get a number of graduates who move from all over the country for a career with Finance. To help get you settled, we offer reasonable relocation expenses and temporary accommodation support.





Nathan Cowie

2022 Graduate Program, Generalist Stream
Bachelor of Commerce (Economics and Finance),
Melbourne University

I had a year of fulltime work experience before joining Finance, but I really wanted to join a graduate program to take advantage of the opportunities you can get to progress your career. I've been really surprised how varied the work is – there are technical roles but it's far more important to have interpersonal and critical thinking skills. I work in budget policy – there's a small amount of number crunching, but it's mostly about stakeholder management, working with other departments and communicating effectively with our parliamentarians. Your graduate year is a free pass to decide how much you want to step up – to ask questions and ask for more responsibility. Finance offers you the opportunity to network across the public service – if you're interested in health or climate change, we work in those areas too!



Bronte Thompson

2022 Graduate Program, Human Resources Stream
Bachelor of Business Management, UQ

I was interested in joining a graduate program to take advantage of the training and support to help me figure out where I wanted my career to go. Coming through a specialised stream, I valued the specific and relevant training, as well as access to a personal mentor. It was a wonderful surprise to have this complemented with a placement in procurement, which is an area I never thought I would work in as a HR graduate. I was able to develop a whole new skill set and an invaluable understanding of how the public service functions. I now have a much clearer vision for my career path and the tools to get there. And if you're nervous about relocating for the graduate program, Canberra is an amazing city with so much to do and see, which I now call home.



Tom Cotterill

2022 Graduate Program, Generalist Stream
Master of International Relations, ANU

I don't know about numbers, I don't go to pivot table conventions, and my previous jobs involved more tree climbing than data analysis. Thankfully (for me!), I discovered there is so much more to do at Finance than just traditional financial work. I scouted out a role in the international section of the department, where I was placed for my second rotation and is now my ongoing position. It's a role related to my studies and where I get to engage with stakeholders from a range of international governments on varied, interesting work. The highlight of the graduate program was meeting my fellow graduates and discovering their backgrounds and hidden talents – everything from knowing multiple languages to tenacious football defence. No matter your interests, Finance is an ideal place to get a handle on a diverse range of government work.



Finance is an inclusive organisation where diverse skills, perspectives and backgrounds are appreciated, valued and relied on. We strive for, and celebrate, diversity in our workforce.

Finance has a range of Staff Diversity Networks that aim to increase awareness of diversity-related matters and provide a safe, open forum of support for staff to share views and experiences. Each network aspires to continuously strengthen our workplace culture by fostering a sense of belonging and inclusivity, empowering all staff to bring their whole selves to work.

Our Diversity Networks act as consulting bodies and actively propose changes to the department to benefit and support staff.



The Sir Frederick Wheeler Cup is an annual soccer match played between Finance and the Treasury. As usual, Team Finance (pictured) claimed the prize in 2022.



Contact us

Phone 02 6215 1717 (opt. 2)

Email entrylevelprograms@finance.gov.au



Department of Finance

One Canberra Avenue
Forrest ACT 2603

finance.gov.au

