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# Graduate Guide

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# Welcome

Welcome to the second annual ***iTnews Graduate Guide***, a comprehensive resource for ICT university graduates on the hunt for employment.

As Australia's enterprise IT resource, we've combined our knowledge of the most exciting projects underway in the industry with insights into the hiring processes and requirements of some of the nation's largest IT employers.

A career in the IT industry, while rewarding, is not without its challenges. It requires consistent re-training to keep up with changes in the market.

IT outsourcing and cloud computing are proving a challenge to many traditional roles, while the skills most in demand - in areas like analytics, software development, virtualisation and security - are difficult for employers to find.

There has also been a steady decrease in the number of enrolments in pure IT courses - offset by the number completing dual degrees.

But there is light at the end of the tunnel - since 2010, ICT enrollments are beginning to buck the trend and have experienced modest increases.

Also, those graduates who did manage to find employment experienced a slightly higher salary than 2012 graduates - starting at a median of \$53,000 compared to \$52,500 last year.

And as you'll see below, there are plenty of big and influential companies willing to take a punt on an IT graduate.

Several organisations do not publicly disclose details on the number of vacancies available and average starting salaries, but we've done our best to hunt down information from previous years' graduates, recruiters, financial reports and industry members.

We hope you find this guide useful in your hunt for a placement and welcome feedback at [editors@itnews.com.au](mailto:editors@itnews.com.au). Congratulations on your upcoming graduation, and good luck.

# TECH SECTOR

## ATLASSIAN

Arguably Australia's best enterprise software export, Atlassian was founded by two UNSW students studying science and IT degrees. They dropped out to take a risk with the startup, financed it with only \$10,000 and haven't looked back. Mike Cannon-Brookes and Scott Farquhar now sit atop the BRW Young Rich List (2013) with a combined worth of \$550 million. The company also came second in the BRW Best Places to Work list for 2013 - no doubt its company motto of "open company, no bullshit" had something to do with that.

**Website:** <https://www.atlassian.com/company/careers/graduates/?tab=the-job>

**Organisation size:** 750 globally and 300 in Australia. Australia is Atlassian's development base - most of the 300 local employees are developers and software designers.

**Vacancies:** Still under consideration, but Atlassian expects to hire more than last year's 18 graduates, which was its highest intake yet.

**Requirements:** A suitable candidate must have a bachelor's degree in computer science or software engineering/design. Most important is an applicant that has a great passion for making software.

**Hiring process:** An online application is followed for an online coding test, technical interview and a whiteboard exercise. Once accepted, the graduate process begins with a one-week intensive training session known as "HackHouse" at a beachfront property. The end of HackHouse week culminates in a graduate ShipIt, Atlassian's 24-hour hackathon innovation program. Grads are challenged to build and ship their first feature or add-on and present their projects to Atlassian on Friday, the last day of their induction program. Grads then undergo a three-week bootcamp where they are given a crash course in the company.

**Support and perks:** Atlassian offers five paid leave days a year for employees to support the cause of their choice, quarterly 'ShipIt' innovation days, and 20 percent of employee time to work on personal projects related to work. The company also offers a fully stocked kitchen with various beers on tap, a young, innovative and dog-friendly environment, and most recently - a fresh towel service for exercise nuts.

**Salary:** Undisclosed, but 'competitive'.

**Important dates:** Applications open in March 2014.

## CISCO SYSTEMS

Cisco Systems began its life as the switching and routing startup that powered the early internet, but has since diversified into several related areas including servers (UCS), IP Telephony and video conferencing kit (telepresence). The company's Australian clients range from small to medium businesses all the way up to government and large enterprise.

Cisco enjoys a large number of channel partners in Australia and certifies many of Australia's top networking engineers. Cisco's latest marketing aims is to use its strength in networking to promote the "internet of things", the concept of using its switches and routers, in combination with sensors and embedded chips, to IP-enable a far broader range of physical devices.

**Website:** <http://www.cisco.com/web/about/ac40/univ/index.html#~tab~tab-b,acc~services>

**Organisation size:** Cisco has over 1000 employees in Australia and New Zealand

**Vacancies:** Varies, as Cisco hires per available position. Vacancies are listed here:

<https://www.cisco.apply2jobs.com/ProfExt/index.cfm?fuseaction=mExternal.searchJobs>

**Requirements:** Dependent on the position. A bachelor's degree in technology-related fields, completed within the last 12 months, is generally required. Prior IT work experience and demonstration of relevant skills will put candidates in higher stead.

**Hiring process:** An online application is followed by a telephone interview.

**Support and perks:** Cisco also offers IT training to students worldwide through its Cisco Networking Academy Program. It helps students prepare for recognised certifications and entry-level IT careers across a variety of industries, and has educated 86,000 IT professionals in Australia over the past 10 years.

<https://www.netacad.com/web/about-us/about-networking-academy>

**Salary:** Varies depending on position.

**Important dates:** Positions become available on an ongoing basis.

## COGNIZANT

One of the world's largest providers of IT, consulting and business process outsourcing services, Cognizant started life as the technology unit of business information provider Dun & Bradstreet, based in India.

It began catering to external clients in the mid-nineties before going public in 1998.

Cognizant's initial gains were made as an outsourced provider of application maintenance, but the company has since expanded into systems integration, consulting, and app development.

Cognizant is now a member of the S&P 500, Forbes Global 2000, and NASDAQ-100.

**Website:** <http://www.cognizant.com/>

**Organisation size:** 165,000 globally

**Vacancies:** 15 Graduates

**Requirements:** Cognizant is seeking graduates pursuing a career rather than a 'just a job' in the IT Industry, attracted to the opportunity and prestige of working for a Fortune 400 Company straight out of university. Cognizant wants self-motivated go-getters with a strong desire to achieve and those with excellent communication skills to complement technical capability.

Applicants must have completed an undergraduate degree totalling four years in the field of either Engineering, Computer Science or IT and graduated in the year of applying. Candidates must hold permanent residency or be an Australian citizen to be eligible.

**Hiring process:** The hiring process is three-tiered: Graduate program candidates are asked to submit their resume and a copy of their academic transcript for consideration directly to HR at [kate.edson@cognizant.com](mailto:kate.edson@cognizant.com). Cognizant suggests only including work experience that is relevant to the industry, and showcasing leadership skills and extracurricular activities. If successful, candidates will be contacted to take part in an online assessment and invited to a panel interview with HR and a business unit stakeholder.

**Support and perks:** Graduates are given access to a range of internal and external training programs through webinars, instructor-led training and online modules. The training programs blend on-the-job and formal training tailored to the individual and their job role. Graduates also gain exposure to networking opportunities with peers, internal Cognizant leadership and within the industry at large.

**Salary:** \$51,000 package for the first year plus "top of the range" health coverage with Medibank and benefits free of charge to the employee.

**Important dates:** Applications open at the beginning of the year and close after suitable candidates are positioned.

## FUJITSU

One of Australia's largest suppliers of IT and communications to government and the private sector, Fujitsu has been in business for over 70 years. Fujitsu spends a chunk of its annual revenues on research and development - around \$US2 billion each year on software and systems. Fujitsu uses a third party to source potential new graduate workers. Recruiters routinely seek out candidates for a two-year graduate program, the success of which determines future employment.

**Website:** Fujitsu uses a third-party to source appropriate candidates for its graduate program. Interested applicants can register their interest through Fujitsu's careers portal at <http://careers.fujitsu.com.au/jobSearch.asp>

**Organisation size:** 5000 in Australia.

**Vacancies:** Six graduates in the project management, sales and finance divisions.

**Requirements:** Candidates must have an IT-related bachelor's degree.

**Hiring process:** Short-listing is conducted by an external graduate recruitment agency. Successful candidates are asked to complete a behavioural psychometric test prior to a panel interview.

**Support and perks:** Fujitsu provides a tailored development program that includes mentoring, training and practical experience. It also connects graduates with grads from other regions around the world to help build global networks.

**Salary:** Undisclosed 'competitive' salary that is regularly reviewed.

**Important dates:** Recruitment is ongoing.

## HEWLETT PACKARD

Hewlett Packard boasts assets across data centre hardware (servers, storage and networking equipment), enterprise software (OpenView, Autonomy), printing and imaging devices, personal computers and other client devices, and a range of professional services including IT outsourcing and data centre hosting. The company's last few years have been categorised by a period of significant internal upheaval - possibly the most turmoil it has ever faced since it was established in 1935.

HP has swapped out chief executives frequently. Since joining as CEO in 2011, Meg Whitman has sought to refocus HP on its core hardware and services businesses, after previous CEO Leo Apotheker announced plans to sell off the company's long-standing PC division. Her vision of 'One HP' aims to bring its hardware, software and services businesses together with a consistent message to customers. Whitman has also promised to boost the investment into research and development to reassert HP as one of the world's most innovative organisations.

**Website:** <http://au.gradconnection.com/e/hp/13589/>

**Organisation size:** 317,000 employees globally.

**Vacancies:** HP hired 26 graduates across Australia and New Zealand last year, and expects to increase the intake this year.

**Requirements:** Graduates need to have completed a university degree from the IT discipline within the last 12-18 months. Other disciplines, including marketing, commerce and business will also be considered.

**Hiring process:** Initial application screening, assessment and face-to-face interview.

**Support and perks:** HP graduates are rotated throughout a range of departments and roles to maximise their exposure to the organisation and the industry, and to help them decide the career path they would like to take. They receive a comprehensive induction upon joining, as well as training and mentoring throughout the two year program.

**Salary:** Undisclosed

**Important dates:** Applications open in February/March for four weeks.



**Ryan McCreedy, HP Graduate Program**

Ryan joined HP's Graduate Program in March 2012 after completing his Bachelor of Information Systems degree at the University of Wollongong. As part of the program, he has so far worked in account management for a large Australian customer, service delivery for the Regional Cards Utility, and sales for HP's Enterprise Services division. Potential career paths for Ryan at HP include sales and bid management.

"The HP Graduate Program has enabled me to experience many different facets of working in the technology industry by rotating me to a new role every six months and giving me exposure to key accounts and strategic deals. Through the exploration of these various roles, as well as participating in relevant internal courses, I have been able to develop my skill set and grow professionally," Ryan said.

"The HP Graduate Program has also allowed me to network, work with and learn from key executives within HP locally and globally, through the extended support network. Based on these broad experiences and the invaluable 'foot in the door' that has been given to me, I am hoping to secure a position within HP at the completion of the program."

## IBM

Big Blue is the world's oldest IT company. It celebrated a centenary year in 2011, has the record for the most patents generated for 20 straight years, and has produced five Nobel Prize winners. The company's legacy might be in developing punch card data processing equipment, but today there is little IBM doesn't do. It is one of the world's largest providers of IT hardware, software and services. IBM boasts a global distribution model with 12 research and development labs across the globe - including one in Melbourne, which it opened in 2011 to study solutions for global issues such as natural disasters, resource management and human disease.

In recent years, IBM has worked to move up the value chain - selling off both its server and PC hardware businesses to China-based Lenovo and investing US\$1.2 billion in cloud services and a similarly large investment in SoftLayer (provider of infrastructure-as-a-service). IBM's strongest play in enterprise software applications include its business intelligence (Cognos) and analytics (SPSS), an IT security practice (ISS) and its traditional web application server software (WebSphere).

**Website:** <http://www-07.ibm.com/employment/au/graduates/whatwedo.html>

**Organisation size:** More than 430,000 globally.

**Vacancies:** This year IBM will be looking to recruit a few hundred graduates into its Grad program.

**Requirements:** Applicants must be an Australian or New Zealand citizen or permanent resident and must have completed a bachelor's degree prior to commencing the program.

**Hiring process:** Applicants fill out an online application, followed by a phone interview, an online computer adaptive test, a face-to-face or phone interview, a "fast track" group interview and assessment session.

**Support and perks:** IBM's official graduate program incorporates mentoring sessions, orientation days, business training and social events. Applicants also have the opportunity to participate in enterprise leading training and development programs where they can acquire accreditations, certificates and other qualifications relevant to a chosen area of expertise.

**Salary:** Undisclosed

**Important dates:** Applications open early March 2014.

# FEDERAL AND STATE GOVERNMENT

Due to the varying size of governments across Australia, not all of them offer whole-of-government programs for IT graduates. For the purpose of this study we've chosen to only include those that do.

The West Australian government, while not offering one program across its numerous agencies, offers an excellent resource on graduate programs across the public sector via its [Getting a Job webpage](#). This site lists all the state agencies offering graduate opportunities and the streams involved.

Western Australia's Department of Health, State Library, Department of Housing, Regional Development, Treasury, Landcorp, and Main Roads all offer programs for graduates in IT streams, with guaranteed employment following successful completion of the program. Of those, Housing, Regional Development and Treasury all offer starting annual salaries of \$62,894.

The NSW Government similarly has no state-wide program in place. Individual clusters of agencies and departments offer graduates their own opportunities. Most advertise through the [jobs.nsw.gov.au](http://jobs.nsw.gov.au) website as required.

Individual agencies within the South Australian Government also manage their own programs as required. Graduates can register through the SA Government graduate register at [www.graduate.sa.gov.au](http://www.graduate.sa.gov.au), and will be contacted when positions become available. They remain on the register for three years.

Vacancies fluctuate, and if successful, most graduates will be employed for 12 months, with some agencies offering ongoing employment. Graduate salaries range from \$47,187 to \$58,843 depending on the role and the candidate's experience. Most agencies will require Australian citizenship and permanent residency, a three-year minimum bachelor degree within the last three years, and a criminal history check.

## AUSTRALIAN GOVERNMENT ICT GRADUATE PROGRAM

This year will be the second in the Australian Government's ICT graduate program initiative. It was launched in 2011 - with the first round of applicants accepted last year - as part of an effort to recruit Australia's youngest and brightest into the public service. The one-year program runs across whole-of-government and separate to individual department graduate programs. It was designed for graduates who have completed an IT-related degree in the last seven years.

Successful applicants work full time in a federal government agency, based in Canberra, while completing a Postgraduate Diploma in Government. Graduates are likely to work in areas such as infrastructure support and development, IT security, development and support of statistical modelling and geospatial tools, solution architecture and design and business process automation. The program is a collaboration between AGIMO, the Australian Public Service Commission (APSC) and the Australian Computer Society (ACS). The latter offers a complimentary membership to successful graduates.

**Website:** <http://australia.gov.au/topics/ict-graduate-program>

**Organisation size:** Varies

**Vacancies:** Varies. The program led to the hire of 32 graduates in 2013 and 24 in 2014.

**Requirements:** A candidate must be an Australian citizen and must have completed a minimum of an undergraduate degree in ICT (engineering - computer/software, information systems, IT, ICT disciplines) within the last seven years.

**Hiring process:** Candidates must complete an online application, followed by an interview at an assessment centre in Canberra, a second interview with a panel and team building activities.

**Support and perks:** Comprehensive training including IT-focused Diploma of Government; ACS membership (including ACS Masterclass and networking events), competitive starting salary, flexible working arrangements and ongoing employment.

**Salary:** Salaries range from \$53,653 to \$74,277 and starting salary is dependent on the participating agency's salary scale.

**Important dates:** Applications for the 2015 program open March 2014.

## AUSTRALIAN BUREAU OF STATISTICS

If you're attracted to all manner of facts, figures, spreadsheets and percentage signs, a job at the Australian Bureau of Statistics might be for you. As Australia's national statistics agency, the ABS conducts the country's five yearly Census of population and housing, and provides data on a range of societal and economic issues to assist in decision making within government. Successful applicants will join the ABS' Technology Services Division, helping to use and apply technology across all areas of the business over the 10-month program.

**Website:** <http://www.abs.gov.au/websitedbs/corporate.nsf/home/Graduate+Development+Program>

**Organisation size:** 3000 across the country.

**Vacancies:** Undecided. The ABS hired five graduates for Technology Services last year.

**Requirements:** Candidates must be an Australian citizen and must have completed an undergraduate degree within three years of the program commencing.

**Hiring process:** Candidates submit to an online application followed by an online written assessment and interview.

**Support and perks:** Twenty days of annual leave, 18 days' personal leave, an option to purchase four additional annual leave weeks per year, an option to cash out annual leave, a flexible working arrangement, study support.

**Salary:** ICT graduates start at APS Level 4 salary (around \$60,000) and rise to the top of the classification (around \$65,000) when the program is completed.

**Important dates:** Applications are expected to open in March and close in April. The ABS will publish exact dates here: <http://www.abs.gov.au/websitedbs/corporate.nsf/home/Key+Dates>

## AUSTRALIAN SIGNALS DIRECTORATE

Don't be lured by the false glamour of working for a 'spy organisation' - this is the ASD's message to aspiring future employees. The work is difficult, challenging and "critically important" to Defence and other national government departments. The ASD's Altitude@ASD program seeks graduates with strong academic records across a range of disciplines. Candidates undergo a "rotation-based development and training regime" over 12 months, with the career path for an IT graduate either as an intelligence and technical analyst, or as an IT or information security specialist.

**Website:** <http://www.asd.gov.au/careers/altitude/index.htm>

**Organisation size:** Unknown.

**Vacancies:** Undecided.

**Requirements:** A bachelor's degree, 10 years' checkable background and a security clearance.

**Hiring process:** Successful online applicants first go through screening, then are required to attend an assessment centre in Canberra, and later attain security clearance. The ASD asks for applicants with a high level of proficiency in their academic pursuits, higher than average intellectual competencies and high standards of personal integrity. The agency similarly seeks individuals that are adventurous, creative, and able to respond positively to obstacles and setbacks.

**Support and perks:** Relocation assistance for successful applicants' move to Canberra, further study and professional development opportunities, 'interesting and highly valued work', and pathways for advancement. The ASD also offers an internal training program for graduates to access technical and development training, as well as further university study following the 12 month program (through internal programs, Studybank and the Australian Defence Force Academy).

**Salary:** \$61,694 plus 15 percent superannuation.

**Important dates:** The ASD begins accepting applications from February 24. Successful applicants will be screened in March, participate in an assessment centre (canberra-based) around June/July, and go through security clearance from August. The first intake of applicants will begin in February 2015, and the second wave in July.

## AUSTRALIAN TAX OFFICE

Australia's national tax collection body has an annual IT spend of about \$770 million. The ATO spent the last ten years simplifying its IT environment before settling on a nonetheless complex end-state environment of 200 core and 1200 supported applications.

IT graduates accepted into the Australian Tax Office's recognised graduate program will be housed within its Enterprise Solutions and Technology division, which is responsible for the solutions that underpin much of the ATO's large and complex works, including the national tax and superannuation systems.

While challenging, the work is rewarding, according to the ATO. Grads undertake rotational placements in a number of areas covering IT strategy, architecture design processes, information management, applications development, risk management, project management, and information security over 12 months.

**Website:** <http://destination.ato.gov.au/our-programs/graduate-development-program/>

**Organisation size:** 25,903 across the agency.

**Vacancies:** Varying, but usually above 200 across the entire organisation. The ATO filled 235 graduate positions this year.

**Requirements:** Candidates must be an Australian citizen; must have completed a degree in IT, computer science, software engineering, business informatics, business systems or other relevant IT disciplines; must pass a police and medical check; and must have achieved at least half of university subjects at a credit level or above.

**Hiring process:** Candidates submit to an online application, followed by an online cognitive ability assessment, an online activity (skills, behaviour and competency assessment), and a final face-to-face interview.

**Support and perks:** The 12 month-program offers two work rotations in relevant areas, potential client contact experiences, a dedicated program manager and mentors, flexible working conditions, and a permanent job upon completing the program.

**Salary:** Starting at \$57,000, increasing to \$64,000 upon completion of the program and placement.

**Important dates:** Applications for the 2015 program open in March and close in April.

## QLD GOVERNMENT

The Queensland Government is undergoing a significant period of change and pushing forward into a new era of IT. Marred by the disastrous IBM Health payroll project and several damning reports condemning the state of IT in the government, Queensland has since instituted a number of strategies and initiatives designed to avoid project blowouts and deliver a more agile IT workforce.

**Website:** <http://www.qgcio.qld.gov.au/initiatives/ict-career-graduate-development-program>

**Organisation size:** Around 194,000 full time equivalents across the state.

**Vacancies:** The Department of Science, Information Technology and the Arts is scoping information from other Queensland Government agencies on the number of vacancies available for the graduate program for 2015, and will publish the results online at [www.qgcio.qld.gov.au](http://www.qgcio.qld.gov.au) from mid-2014. The program has placed 203 graduates since 2007 - an average of just under 30 per year.

**Requirements:** Applicants must have completed a degree, graduate diploma, masters or PhD at an Australian university within the last three years. Applicants must also be Australian citizens or permanent residents.

**Hiring process:** Applicants submit to online testing, followed by an interview process directly with the employing agencies.

**Support and perks:** Two-year full-time position with Qld government, ongoing professional development and training, flexible working conditions, coaching and mentoring.

**Salary:** Starts from \$53,280 and varies between agencies.

**Important dates:** Recruitment for the 2015 graduate programs starts in mid-2014.

## VICTORIAN GOVERNMENT

Victoria is moving towards a cloud-first model over the next few years in order to cut down on costs, avoid complex systems and put aside lower-priority projects in a tight fiscal environment. The government's statewide GRADS program offers graduates 12 months working across three departments or agencies to learn about how the public service operates.

Grads work across a handful of agencies but are guaranteed a position with the "home" department as well as a promotion after successfully completing the program. The business and technology stream within the GRADS program is specifically relevant to IT graduates, offering positions for those interested in program or project management, procurement, contract management, data analysis and general IT.

**Website:** <http://graduates.vic.gov.au/opportunities-for-graduates/grads-overview>

**Organisation size:** Around 267,000 workers across the state public sector.

**Vacancies:** Varying, usually around 100 each year.

**Requirements:** At a base level, graduates must not have received redundancy from the Victorian public sector, must have a minimum three-year undergraduate degree in any discipline as at the end of last year, and must agree to a police check.

**Hiring process:** Applicants are asked to submit an online application before February 28, 2014. Successful first round applicants will be asked to attend a half-day assessment centre session in Melbourne, during which time they will be asked to complete a role play, case study exercise, and behavioural interview to assess their capabilities.

The final step for successful applicants involves face-to-face interviews (also in Melbourne) with one or more departments/ agencies.

**Support and perks:** Guaranteed employment, promotion and salary increase upon successful completion of the program. A flexible 38-hour work week.

**Salary:** Salary as a VPS Officer Grade 2.1.6 (graduates in the 2015 VPS GRADS) starts at \$50,075 (plus super), and on completion of the program moves to \$60,551, as a VPS Grade 3.

**Important dates:** Online applications close February 28, 2014. Applications will be assessed until the 17th April. The half-day assessment centre session in Melbourne will start from 22 April to May 6.

Round one interviews will start from June 3, and offers made from June 24. Round two interviews will begin from July 22, and offers made from August 6. The 2015 GRADS will commence work on 2 February 2015 and finish on 22 January 2016.

# FINANCE AND BANKING

## ANZ

The Australia and New Zealand Banking Group operates in over 30 countries, and is the third largest bank in Australia and the biggest in New Zealand. The ANZ has been in business for over 175 years and currently operates under a regional strategy in which it offers Australian customers retail distribution, wealth, and commercial and corporate banking products.

ANZ CIO Anne Weatherstone is known for her preference towards an “architected approach” to IT projects as opposed to the core banking replacement favoured by a number of her rivals. Over the past few years Weatherstone and her IT team have focused on revamping ANZ’s customer-facing services rather than its legacy systems under the \$1.5 billion ‘Banking on Australia’ program.

The bank has spent around \$150 million on digital initiatives so far and expects to spend over \$100 million per year for several years to come. ANZ is preparing to launch new mobile applications and online banking website on a new multi-channel SAP platform in early 2014.

**Website:** <http://www.anzgraduates.com.au/?newsID=102381>

**Organisation size:** ANZ has 47,000 staff globally across the company and ANZ Technology employs around 6000 across the globe.

**Vacancies:** Usually around 100 across Australia and New Zealand.

**Requirements:** ANZ is interested in candidates with a strong technical ability, critical thinking skills, a strong academic record and willingness to be a team player. Students with a bachelor in Computer Science, Engineering or Science degrees which included IT subjects as majors will be considered, as will those with Information Systems degrees. A diverse extra-curricular record will also be looked on favourably.

**Hiring process:** Candidates must fill out an application, followed by a talent simulation assessment - a psychometric test and a job match personality questionnaire. If successful, candidates attend an assessment centre followed by a one-on-one interview and business-related case study.

**Support and perks:** The 18-month program involves three six-month placements across the Technology division, designed to expose grads to how the division runs and advances the bank. The program also promises to provide networking and education opportunities.

**Salary:** Undisclosed, but ‘market competitive’.

**Important dates:** Applications open 24 February 2014.

## COMMONWEALTH BANK

One of Australia's "big four" banks, the Commonwealth Bank is one of the largest companies listed on the ASX and has operations across New Zealand, the US, UK and Asia. Its range of services spans retail, business and institutional banking, as well as insurance, superannuation, investment, funds management and broking.

The bank completed its billion dollar, five-year core banking overhaul in late 2012. Commbank CIO Michael Harte is famous for pushing boundaries within the finance sector, and has for several years campaigned for wider take-up of cloud services within the industry to achieve contestability for banking workloads. Harte has previously spoken of his desire to recruit "troublemakers" - risk-takers who are willing to challenge the status quo of banking technology.

**Website:** <https://www.commbank.com.au/about-us/careers/graduate-recruitment-program.html>

**Organisation size:** 52,000 workers across the group, and 6500 employees in the Enterprise Services division.

**Vacancies:** 20.

**Requirements:** Candidates must have Australian or New Zealand citizenship or a permanent residency for either, a minimum 65 percent grade point average, and completion of a university undergraduate or postgraduate degree in the past 12 months with qualifications in IT, IT/Business or IT/Engineering.

**Hiring process:** Candidates must submit to an online application followed by a phone interview, an online assessment and a face-to-face interview.

**Support and perks:** All graduates that successfully complete the 18 month program are offered a permanent role within Enterprise Services, typically business analyst or developer roles. The bank also offers ongoing support and training for graduates to successfully integrate into the workforce.

**Salary:** Undisclosed, 'competitive in the market'.

**Important dates:** Applications for the 2015 grad program open in February 2014.

## DELOITTE

Professional services firm Deloitte acts as a consultant to local organisations to create and deliver their IT and business strategies. The company last year broke the billion dollar barrier and moved two spots up the list of Australia's largest professional services firms, coming in second behind PriceWaterhouseCoopers with revenue of \$1.1 billion.

Deloitte's consulting teams work with some of the biggest organisations in Australia and many of those projects have a large ICT component. As an IT graduate employed at Deloitte, candidates have the choice of working within either the company's internal IT team or as a contractor to external clients within Deloitte Consulting.

**Website:** <http://mycareer.deloitte.com/au/en/students/programs/graduateprogram>

**Organisation size:** Over 6000 employees across the Australian organisation, including almost 900 in the technology service line and over 600 across Deloitte Consulting Technology.

**Vacancies:** 170 (both graduate and internship positions) across the technology service lines, and over 140 (graduate and internship) across Deloitte Consulting Technology.

**Requirements:** Candidates require a bachelor's degree in an IT-related field.

**Hiring process:** After online applications are assessed, graduates participate in a phone interview, then a "numerical reasoning online assessment", then an assessment centre and a one-on-one interview, a case study assessment or interactive interview at which the candidate is encouraged to ask questions and offer ideas. The final step is a behavioural-based interview.

**Support and perks:** Mentoring, peer support, e-learning events, online training and the Deloitte D.Academy development program.

**Salary:** Undisclosed but varied, consistent with market rate.

**Important dates:** Online applications for the 2015 Graduate Program open on Wednesday 19 February 2014. Graduates begin work in early March and early July 2015.

## ERNST & YOUNG

The majority of IT graduates employed at professional services organisation Ernst & Young join the company's IT Advisory practice, where they work alongside client CIOs to look at the business impact and consequence of IT transformation, architecture and strategy. The company also offers employment opportunities in its IT risk and assurance and enterprise intelligence business units.

In IT risk and assurance, graduates provide solutions to address client issues in areas like IT assurance, application risk, risk management and infrastructure risk. Enterprise intelligence is for the "jack-of-all-trades". These professionals develop custom solutions - requiring programming, process analysis, data analytics and visualisation skills - for clients to allow them to make better strategic and operational decisions.

**Website:** [www.ey.com/au/careers](http://www.ey.com/au/careers)

**Organisation size:** 5000 staff across Australia, around 400 in IT service offerings.

**Vacancies:** Ernst and Young expects to hire 350 graduates overall across the entire business for its 2015 graduate program. The precise number of IT vacancies are not specified.

**Requirements:** Applicants must be either in the final year of a degree or within 18 months from when the degree was completed. Applicants also need to be an Australian or New Zealand citizen or Australian permanent resident.

**Hiring process:** Candidates must submit to an online application, followed by a situational judgement test and timed online verbal, numerical and diagrammatic reasoning tests. Successful applicants will then attend a recruitment day where they will complete an interview and group activity.

**Support and perks:** Flexible working and leave arrangements, health and well-being initiatives, a social club, study assistance, discounts on services including insurance and travel, and contributions to membership for professional bodies.

**Salary:** Undisclosed.

**Important dates:** Applications open Monday 24 February for the 2015 Graduate Program (calendar year).

## KPMG

As one of the world's biggest accountancy firms, KPMG understands the operations of the most powerful organisations down to the smallest detail. It is a big believer in graduates - 369 grads hired last year contributed to the firm's audit, tax and advisory services. The firm also last year introduced a new executive role to focus on innovation within the company, and piloted the agile method of software development with over 200 staff.

**Website:** <http://www.kpmg.com/AU/en/careers/Graduates-Students/Graduates/Pages/default.aspx>

**Organisation size:** 5200 employees across Australia, 155,000 globally.

**Vacancies:** KPMG recently moved from hiring graduates in batches to hiring on a rolling basis. Across the entire business, KPMG hires between 400-500 graduates each year.

**Requirements:** A university degree with an IT related specialisation or demonstrated working experience in IT during university. KPMG recruits graduates that can develop advanced IT skills along with a sound knowledge of business and who appreciate how IT can be used to attain key business goals.

**Hiring process:** Online applications are followed by an assessment of applicants' numerical, logical and verbal reasoning abilities. Selected candidates then have an opportunity to demonstrate their talents through a one-on-one interview with business leaders. The half-day session also includes the opportunity to interact with recent KPMG graduates and senior business leaders. Successful candidates will be presented with an offer to join KPMG.

**Support and perks:** KPMG supports graduates with training, development programs and a dedicated mentor in addition to offering a career pathway that allows graduates to develop at their own pace. KPMG also offers opportunities for overseas secondments in its global offices.

**Salary:** Undisclosed.

**Important dates:** Applications are open from February 24.

## NATIONAL AUSTRALIA BANK

One of Australia's 'big four' banks, NAB operates in a number of regions around the world but derives two-thirds of its revenue from Australia. It provides a range of retail and commercial banking services, as well as superannuation, investments, insurance, broker and wealth products. It was born in 1893 and employs over 42,000 staff members worldwide.

The bank is five years into a major IT infrastructure and applications overhaul, which is expected to take up to ten years. NAB is refreshing and replacing everything from its data centres, IT infrastructure, voice systems, call centres and desktops and aims to replace a legacy core banking system with a new solution based on Oracle apps and middleware.

**Website:** <http://www.nab.com.au/about-us/careers/graduate-careers>

**Organisation size:** 42,000 employees, over 2600 in the Technology team.

**Vacancies:** Between 8 -10 positions on the Technology Graduate Program each year.

**Requirements:** Candidates must have completed an undergraduate or postgraduate degree within the past three years, must be an Australian or New Zealand permanent resident or citizen, and must have a credit average or above.

**Hiring process:** Candidates submit an online application followed by online testing, video interviews, an interview at an assessment centre, an offer and a probity check.

**Support and perks:** Graduate networking events, graduate committee (social gatherings and networking), flexible work options, 16 hours yearly leave for volunteer work, discounts on leisure and social activities and access to NAB employee benefits program including discounted financial services.

**Salary:** Undisclosed but 'competitive'.

**Important dates:** Applications for the 2015 Graduate Program (which runs for 18 months) open Monday 17 February 2014.

## OPTIVER

Trading firm Optiver - the poster boy for modern finance - places a big emphasis on getting the right people for the job. Not only do graduates have to be at the top of their academic game - they also need to be a hungry, driven and creative individual that is passionate about software and eager to work fast and get their hands dirty. Optiver's 200-odd traders and IT developers use automated software to trade stock, options and future in a matter of seconds. The trading firm took out the top spot in BRW's "Best Places to Work" list for 2013.

**Website:** [www.optiver.com/sydney/careersoptiver/grads/](http://www.optiver.com/sydney/careersoptiver/grads/)

**Organisation size:** 700 employees globally, with over 200 in Sydney. Optiver has more than 100 people in IT and is a continual state of growth.

**Vacancies:** 10 traders, six IT developers, six IT development interns and three trading systems engineers.

**Requirements:** Optiver wants people who "eat, sleep and breathe clean code and elegant design" and who possess "brilliant minds". Graduates need to be penultimate or final-year/Honours students or recent graduates with a distinction/high distinction average in computer science, computing or software engineering. Graduates must also be Australian/New Zealand permanent residents or citizens.

**Hiring process:** The recruitment process is robust - after submitting the application online, graduates undergo a phone interview, an aptitude test, a technical role-specific test, a human resources interview, and finally, a technical interview.

**Support and perks:** Optiver offers continuous development opportunities, including innovation days and regular internal training sessions. It also supports further educational studies. The company also attempts to balance work with play - providing gym membership, personal training sessions, an on-site barista, weekly massages, in-house competitions (pool, poker, ping-pong), paid maternity and paternity, casual dress and an annual company trip. Breakfast and lunch are also provided daily.

**Salary:** \$75,000 plus superannuation + performance driven profit share.

**Important dates:** Graduate applications open 24 February 2014.



**Robert Newey**, Optiver Internship Program

**Qualifications:** Two years into a combined Bachelor of Computer Science and Science (Statistics) at UNSW.

**Experience:** Currently completing a 12 week internship at Optiver, with previous experience at a leading technology firm.

## SUNCORP

Queensland-based Suncorp Group started life as a state government-owned entity, but after a number of acquisitions and re-brandings, has grown to become Australia's largest general insurance group, offering customers a range of services across wealth, banking and insurance. It is also the parent company of insurance provider GIO. Suncorp CIO Jeff Smith is a noted advocate of agile software development. The team has been using agile for the last few years for the bank's major IT projects, and has also extended the method to other suitable areas of the business.

**Website:** <http://www.suncorp.com.au/corporate/careers/vacation-program>

Organisation size: 15,000 employees across Australia and New Zealand, including 1400 in technology.

**Vacancies:** Between 30 and 50 roles each year, in software engineering, systems engineering, testing, information security and business intelligence. The roles are based in Brisbane, Sydney and Melbourne.

**Requirements:** IT graduates are recruited through the Suncorp Vacation Program which runs from December to February each year. Applications open in August, and successful Vacation Program interns are offered graduate roles.

**Hiring process:** Initial applications are accepted online followed by online and face-to-face assessments. The entire process takes around five weeks to complete. Applicants should have an updated resume and a copy of their academic transcript ready to upload when applying.

**Support and perks:** Mentoring, online and face-to-face training throughout the two year program. Professional skills workshops are conducted with other graduates across the business. All Suncorp employees complete development plans to encourage self reflection, and receive on-the-job and formal training.

**Salary:** Undisclosed, commensurate with skills and experience.

**Important dates:** Applications for the Vacation Program open in August. Successful applicants will start work in November until mid February.

## WESTPAC

Westpac is also one of the top five-listed companies by market capitalisation on the ASX, with a market cap of around \$96 billion. Westpac operates a number business units for its 8.2 million customers, including retail and business banking, institutional bank, product and operations, its BT Financial Group wealth management division, and more recently, the acquired St George Bank Group and Bank of Melbourne. Earlier this year Westpac also splashed \$1.5 billion to buy the Australian assets of British banking giant Lloyds. Westpac has of late been working on its new online and mobile banking platform while shaking up the way IT reporting lines are run within the organisation.

Westpac has partnered with Telstra in an IT graduate swap program. The program is only open to selected graduates, and offers Telstra grads the opportunity to experience engineering and design, security, operations and project management at Westpac, and Westpac grads the opportunity to work on cloud engineering and design and network applications and services within Telstra.

**Website:** <http://graduates.westpacgroup.com.au/>

**Organisation size:** Around 36,000 people globally.

**Vacancies:** Undisclosed.

**Requirements:** Applicants must be an Australian citizen or permanent resident or New Zealand citizen at the time of application. Applicants require need a bachelors degree (not necessarily IT-related) - either completed within the last few years or due for completion this year. It accepts applicants from a broad range of disciplines if they clearly demonstrate their ambition of a successful career in Technology.

**Hiring process:** Candidates fill out an online application followed by an online culture-fit assessment, a behavioural and ability online assessment, a video/phone interview, an interview at an assessment centre and reference and background checks. Westpac's graduate programs sit within four key business areas and most of these areas accept a degree in any discipline. Graduates are able to choose which area they would like to work in, whether its commercial and retail banking (include digital), BT financial group, institutional banking, or Group Services - in which risk and technology sit. Graduates are offered rotations to try out multiple areas. Most positions are located in Sydney, but Westpac offers a relocation package for any graduates required to move.

**Support and perks:** Westpac offers graduates a placement manager, mentor, buddy and 'business champion' during the program, as well as on the job technical training and a soft-skills development program. Grads can also access a number of clubs, committees and groups, including the Youth Network and GradWrap Social social media campaign and newsletter group, and discounts on a range of services including mobile phone packages, computer equipment, home loans, interest rates and health insurance.

**Salary:** Undisclosed.

**Important dates:** Applications for Westpac's 2015 Graduate Program open on March 3, 2014.

# MINING AND RESOURCES

## FORTESCUE METALS GROUP

Western Australia is Fortescue's stomping ground, and its holdings of over 87,000km<sup>2</sup> make it the largest holder of iron one tenement in the state. The company only started operations in 2006, but is already the world's fourth largest iron ore producer. Billionaire founder Andrew Forrest got the company off the ground using large loans to build up a stockpile of land assets, power and water infrastructure, and rail and port facilities in the Pilbara region.

The company's focus now is on repaying those debts. Candidates will need to get in early to secure a spot in Fortescue's exclusive two-year graduate program. There are only one or two positions open for this year's round, so keep an eye out in March to get your application in early. The company wants passionate, motivated graduates that are keen to step up to the challenge and help drive innovation. Successful graduates undertake a number of rotations working on a variety of sites, including the Fortescue Centre in Perth, and will be mentored by Fortescue's leading executives.

**Website:** [http://www.fmgil.com.au/people\\_and\\_careers/Graduates](http://www.fmgil.com.au/people_and_careers/Graduates)

**Organisation size:** 4100 across Australia (not including contractors), and 112 in the IT team.

**Vacancies:** 1-2 roles in IT.

**Requirements:** Applicants must be an Australian citizen and must have completed an undergraduate or postgraduate degree in IT in the last two years. Students due to complete their degree by the end of 2014 can also apply.

**Hiring process:** Candidates fill out an online application, submit to an assessment process and an interview.

**Support and perks:** Structured rotational development program with training and mentoring.

**Salary:** Undisclosed but 'market competitive'.

**Important dates:** Applications open in March and close at the end of April.

## WOODSIDE PETROLEUM

Publicly-listed Woodside is the biggest oil and gas production operator in Australia. Its flagship Australian project, the North West Shelf, has been in operation for 28 years, and it also operates six of the seven liquefied natural gas processing trains in Australia, and four oil floating production storage and offloading vessels.

The oil and gas giant is among the few to boast its own supercomputing. Last year the company put an initial \$500,000 into the Xeon-powered supercomputer (which it plans to scale up to Petaflop-levels by next year) to crunch seismic data to improve the accuracy of its exploration efforts.

**Website:** <http://www.woodside.com.au/careers/graduates/Pages/default.aspx>

**Organisation size:** Around 4000 across the company, 200 in the IT team.

**Vacancies:** Varies, but usually around 4-6.

**Requirements:** Candidates must be an Australian or New Zealand citizen or Australian permanent resident; or an international student currently studying in Australia. Applicants must also be either in the final year of university completing a bachelors degrees in computer science, information systems/ management, commerce or engineering; or have completed a degree within two years.

**Hiring process:** Candidates submit an online application followed by an online cognitive abilities test, a 30 minute phone interview, a half-day at Woodside's assessment centre, and employee screening (medical, national criminal record, sanctions, reference and academic transcript check).

**Support and perks:** Woodside offers a graduate 'buddy' to support candidates through the transition from university into the workplace, as well as support from senior leaders and mentors. The graduate program offers three years of structured development with job rotations. Woodside also offers workers one day of volunteer leave per year, and Perth-base employees have subsidised access to the Woodside Plaza gym and bike locker facilities.

**Salary:** Undisclosed but 'competitive'.

**Important dates:** Applications for the 2015 Graduate Program open in February 2014.

# TELCO

It's an interesting time to start a career in Australia's telecommunications sector. All three of the major players are grappling with the growing data demands of users and the future of mobile ahead of the broader adoption of LTE services later this year. Of Australia's three major telcos, two have dedicated graduate programs, which are listed below.

Vodafone has its own internal development program for front-line workers, recently graduated staff and employees after career development. It is currently looking at whether to offer a graduate program in the future which would potentially cover a range of segments, including IT.

## OPTUS

Australia's second largest telco, owned by Singaporean national provider SingTel, celebrated its 20th birthday in 2012. Optus offers mobile, fixed telephony, internet and cable television services, among others, and has been taking the fight to market leader Telstra in recent years, pouring significant investments into improving its existing 3G network and pushing forward into 4G, to combat Telstra's increasing growth in mobile. The company has worked to improve its network while simultaneously undergoing several years of streamlining in order to cut costs and improve profitability, relying heavily on offshoring and workforce reduction. Consumer CEO Kevin Russell has spearheaded the internal restructuring, which also involved a renewed fixed-line push, major retail store revamp and offering more services online.

**Website:**

<http://www.optus.com.au/aboutoptus/About+Optus/Careers/Optus+Graduate+Development+Program>

**Organisation size:** 8600 across the Optus Australia business.

**Vacancies:** Varies yearly. Most recently Optus took in eight graduates in IT and engineering.

**Requirements:** Applicants must have completed a university degree in the last two years with a minimum credit average, and must be an Australian permanent resident or A/NZ citizenship.

**Hiring process:** Online applications are followed by a phone interview (in August), and assessment events including an interview, group activities and a three-minute presentation on a pre-determined topic.

**Support and perks:** During the two-year program, Optus offers some graduates the opportunity to do a rotation with its parent company SingTel in Singapore. Participants undergo up to four rotations per six months in relevant business lines.

**Salary:** Undisclosed, but 'market comparable'.

**Important dates:** Expression of interest opens on 1st Feb and closes on 31st July.

## TELSTRA

Australia's biggest telco has been on a bid to improve customer service and build out cloud services since CEO David Thodey took the reins in 2009. Telstra's aggressive 2010 \$1 billion investment in boosting its customer base in specific market areas has secured growth in mobile at a time that its two competitors have flatlined. Telstra in recent years has rebranded, opened over 100 new retail stores, rolled out 4G services, worked on the nation's biggest ever infrastructure project (the NBN), and is over two years into a five-year, \$1 billion cloud push.

Telstra has partnered with Westpac in an IT graduate swap program. The program is only open to selected graduates, and offers Telstra grads the opportunity to experience engineering and design, security, operations and project management at Westpac, and Westpac grads the opportunity to work on cloud engineering and design and network applications and services within Telstra.

**Website:** <http://www.optioncity.com.au/telstra-option-city-IT-info.html>

**Organisation size:** 38,000 employees around Australia.

**Vacancies:** Upwards of 30/40 IT graduates in each year's intake.

**Requirements:** Australian/NZ citizenship or Australian permanent residency, graduating in 2012, 2013 or 2014 for the 2015 program and a GPA average of credit and above.

**Hiring process:** Candidates submit to online testing, phone screening, a visit to Telstra's assessment centre, and a final 45 minutes behavioural-based interview.

**Support and perks:** Provided laptop and smartphone, support network (buddy, manager and mentor), learning and development sessions; plus other benefits and discounts open to Telstra employees including discounted gym memberships, shopping travel, accommodation and holidays.

**Salary:** Undisclosed, 'competitive market rate'.

**Important dates:** Applications for the 2015 program close March 14, 2014.

# AIRLINES

## QANTAS

Australia's national airline offers a two-year "career start and development path" for IT graduates that gain at least a credit average. Qantas' grad program consists of four six-month rotations, giving graduates the opportunity to work with a variety of technology and systems in several areas of the business. Graduates with relevant work experience, academic honours, or leadership experience tend to be highly regarded.

The roles are primarily based in Sydney, but Qantas does offer a relocation assistance package for those willing to move. Graduates will typically work on IT service issues and escalation management, tracking of IT strategic objectives, service-level administration and analysis, operational process improvement, training development and facilitation, and site acceptance testing, among others. Qantas' software development, infrastructure and technical administration functions are all outsourced.

**Website:** <http://www.qantas.com.au/travel/airlines/graduate-overview/global/en#information-technology>

**Organisation size:** Around 33,600 employees, 250 in the IT department.

**Vacancies:** Undisclosed.

**Requirements:** A credit average or higher in an IT related degree, or a business degree with a strong interest in IT.

**Hiring process:** Applicants are asked to fill out an online application followed by stream-specific questions, an online assessment, a telephone interview, an online ability assessment, a meeting at Qantas' assessment centre, a face-to-face interview and a personality assessment.

**Support and perks:** Development sessions and formal training programs in software, project management, communication and motivation and customer service. Qantas' performance planning and review process offers graduates constant feedback and assistance.

**Salary:** Undisclosed.

**Important dates:** Applications for 2015 will open in mid-February this year.