

itnews

2015/2016

Graduate Guide

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Welcome

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

As Australia's best 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. You need to be willing to constantly learn and adapt to keep up with changes in the market.

IT outsourcing and cloud computing have resulted in a surplus of IT professionals on the market, meaning employers are becoming more specific about the skills they are seeking, and more willing to wait until the perfect candidate arrives.

Skills in mobile applications, cloud technology and business intelligence are most in demand, while strong non-technical skills, such as project management, business acumen, communication and problem solving, will also push you to the front of the pack.

According to the Department of Employment, most IT employers don't see qualifications (such as a university degree) as a key requirement - they're more focused on certifications in software and relevant experience.

As you'll see in the guide below, there are plenty of big and influential companies willing to take a chance on an IT graduate.

Several organisations do not publicly disclose details on 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. Congratulations on your upcoming graduation, and good luck.

Allie Coyne, news editor, iTnews

A word from our sponsor

The Australian Computer Society is proud to support the iTnews Graduate Guide. It is critical that the graduates of today are adequately skilled to become the digital leaders of the future as we work to position Australia as a leading digital economy.

The ACS has a long history of supporting IT professionals from their studies right through their careers, with professional development and networking opportunities which help enhance skills and job readiness.

The iTnews Graduate Guide is a great way to help graduates kick-start their career plan, and we wish them luck as they grow and develop into Australia's digital leaders.

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TECH SECTOR

ATLASSIAN

With its motto “open company, no bullshit”, Atlassian is one of Australia’s top enterprise software successes, and it prides itself on its focus on staff and innovation.

Atlassian was built by two UNSW students who dropped out of science and IT degrees to take a risk with the startup.

Mike Cannon-Brookes and Scott Farquhar now sit atop the BRW Young Rich List (2013) with a combined worth of \$550 million after pillaging their credit cards of \$10,000 in 2002 to create their vision.

Website: www.atlassian.com/graduates

Organisation size: Atlassian has more than 1000 staff globally.

Vacancies: Opportunities are available for more than 70 graduates. Most of the positions will be in engineering and infrastructure, with around 20 positions open in design and product management. Atlassian is also offering a new software developer internship program that will involve multiple areas of the business.

Requirements: Applicants must have qualifications in a relevant degree or course (such as computer science or software engineering). Graduates need to be either in their final year of study or already graduated. They must also have a passion for software, Atlassian says.

Hiring process: Candidates go through a three-part process: an online application is followed by an online coding assessment (for engineering and infrastructure roles) or a tailored exercise for product management and design roles. Applicants then take part in an interview day which involves a further tailored exercise for PM and design roles, or a pair programming assessment for engineering roles, as well as a whiteboard exercise and technical interview.

Support and perks: The company has made it onto the BRW Best Places to Work list thanks to initiatives such as five days paid leave to volunteer for a cause; Shiplt days (quarterly events that encourage staff to think up and deliver innovative solutions within 24 hours); 20 percent time for pet projects; paid vacation after five years; reimbursement packages for continuing study, and onsite fitness classes, among others.

Salary: Undisclosed but “competitive”. Atlassian also offers relocation allowances for successful candidates located outside of NSW.

Important dates: Applications open on March 2.

MICROSOFT

Microsoft has gained a fresh lease on life under new CEO Satya Nadella, who has been dipping into the company's war chest to help fuel a company revival.

A number of recent acquisitions - such as email client Acompli and calendaring app Sunrise - as well as a shock decision to make Office free on iOS and Android show Nadella has recognised the need to have a consistent experience across various operating systems in order to retain Microsoft's software dominance.

Website: www.msccareers-ice.com/

Organisation size: Around 1000 in Australia.

Vacancies: 15-20 in IT.

Requirements: Undergraduate applicants must have more than 12 months of experience post-graduation.

Hiring process: An online series of questions is followed by an online video interview, assessment centre and interview with hiring managers.

Support and perks: Comprehensive curriculum throughout the two-year program, peer mentoring, training and alumni community.

Salary: Not disclosed.

Important dates: The next round of intern hiring will open in July.

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.

It has moved beyond its legacy of developing punch card data processing equipment to be one of the world's largest providers of IT hardware, software and services.

IBM has a global distribution model with 12 research and development labs across the globe. Its strongest play in enterprise software applications include business intelligence (Cognos) and analytics (SPSS), an IT security practice (ISS) and its traditional web application server software (WebSphere).

Website: www.ibm.com/employment/au/graduates/whatwedo.html

Organisation size: More than 400,000 globally.

Vacancies: IBM is looking to recruit more than 100 graduates across a range of categories including IT, business consulting, sales and project management

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

Hiring process: An online application is followed by a phone interview, an online computer adaptive test, a face-to-face or phone interview, a group interview and assessment session.

Support and perks: Graduates receive comprehensive training and development, mentoring sessions, regular peer network and social events, and recognition awards.

Salary: Undisclosed.

Important dates: Applications open early March 2015.

CISCO SYSTEMS

Cisco Systems began life as the switching and routing startup that powered the early internet.

It has since expanded into providing servers (UCS), IP Telephony and video conferencing kit (telepresence) to everything from a small business to a large enterprise.

Cisco's latest marketing push 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: www.cisco.com/go/universityjobs

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

Vacancies: Varies, as Cisco hires per available position. Vacancies are listed here: 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: Online applications are followed by a recruitment process in which candidates meet several Cisco managers via WebEx interviews and in-person assessment centres.

Support and perks: Cisco offers a new hire orientation program, flexible work culture, and health and wellbeing programs. Students worldwide can also access IT training through the Cisco Networking Academy Program, which helps students prepare for recognised certifications and entry-level IT careers across a variety of industries.

Salary: Undisclosed, but "competitive".

Important dates: Applications open twice a year, in February and August. Opportunities vary depending on business requirements.

TATA CONSULTANCY SERVICES

You'll often find Indian outsourcer Tata Consultancy Services behind some of the country's biggest IT shops and projects, including Qantas, Woolworths and Telstra.

TCS makes use of a global network of consultants to service its large client base. Working with TCS will see you housed within one of these clients delivering IT services, consulting and business solutions.

Website: www.tcs.com/careers/Pages/Graduate-Program-Australia

Organisation size: TCS has over 2400 employees in A/NZ, and over 310,000 consultants globally.

Vacancies: There are ten vacancies available for business analysts, analyst programmers, and system analysts.

Requirements: TCS asks for experience in software engineering, business intelligence, mobility, Java programming and general business skills.

Hiring process: An online application is followed by a human resources interview, technical interview, and a management/HR interview.

Support and perks: The three-month program includes an expenses paid trip to the TCS training program centre in India. Once training is complete, graduates return to the Australian operations to join a TCS client.

Salary: Undisclosed, but "above market rate".

Important dates: Applications are currently open, and will close around October 30. Intake is expected to commence in January 2016.

GOVERNMENT

AUSTRALIAN GOVERNMENT ICT GRADUATE PROGRAM

The Australian Government launched its ICT graduate program initiative in 2011 in an effort to recruit Australia's youngest and brightest into the public service. It is a collaboration between the Finance department, the Australian Public Service Commission (APSC) and the Australian Computer Society (ACS).

The program runs for 12 months and covers agencies across the whole of government. Graduates usually end up 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.

Successful applicants work full time in a federal government agency, based in Canberra, while completing a Postgraduate Diploma in Government.

Website: www.australia.gov.au/ictentrylevel

Organisation size: Varies.

Vacancies: Varies. This year there are 31 IT graduates starting the program across 13 federal agencies.

Requirements: Applicants must be an Australian citizen, must have completed a minimum of an undergraduate degree in ICT (engineering - computer/software, information systems, IT, ICT disciplines) within the last seven years, and must be willing to undergo security and health assessments.

Hiring process: Once the candidate is put through certain selection criteria, they will participate in an assessment centre, which is held in Canberra and involves an interview with a panel of agency representatives as well as a team-building activity with other program applicants.

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: Graduates are employed as a full-time, ongoing employee at the participating agency's APS 3 or APS 4 (or equivalent) classification. Salaries range from \$53,653 to \$75,000, and the starting salary is dependent on the participating agency's salary scale.

Important dates: Applications open on March 6.

AUSTRALIAN BUREAU OF STATISTICS

If facts, figures, spreadsheets and percentage signs push your buttons, a job at the Australian Bureau of Statistics could be just what you're looking for.

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: www.abs.gov.au/graduates

Organisation size: 3000 nationally.

Vacancies: As yet undecided. The ABS hired five graduates for Technology Services in 2013.

Requirements: Candidates must be an Australian citizen and must have completed an undergraduate degree in a relevant IT-related discipline with a credit average 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: \$59,368.

Important dates: Applications open March 27 and close on April 20. The program commences in February 2016.

AUSTRALIAN SIGNALS DIRECTORATE

There's no glamour to be had in this spy organisation - working for the ASD is challenging, difficult and "critically important" to Defence and other national government agencies.

The ASD's Altitude@ASD program seeks graduates with strong academic records across a range of disciplines to undergo a "rotation-based development and training regime" over 12 months.

Once your program is complete you're likely to end up either as an intelligence and technical analyst or an IT or information security specialist.

Website: www.asd.gov.au/careers/graduate-program/

Organisation size: Not disclosed.

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 the 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: \$63,236 - \$69,038 plus 15.4 percent superannuation.

Important dates: The ASD begins accepting applications from February 23, and closes entries on April 13. Successful applicants will be screened in May, June and July. Candidates who accept employment offers will commence in either September 2015, February 2016 or mid-2016 depending upon the program and commencement date accepted.

AUSTRALIAN TAX OFFICE

Australia's national tax collection body has an annual IT spend of about \$770 million.

IT graduates accepted into the Australian Tax Office's 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

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: www.destination.ato.gov.au/our-programs/graduate-development-program/

Organisation size: Over 23,000 nationally.

Vacancies: Varying, but usually above 200 across the entire organisation.

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; and must pass a police and medical check.

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.

Important dates: Applications open March 17 and close April 20. Offers for successful applicants will be made in September, and the program will start in early February 2016.

BANKING & FINANCE

COMMONWEALTH BANK

The Commonwealth Bank is one of Australia's big four banks and has positioned itself in recent years as a leader in its field for innovation.

The bank completed its billion dollar, five-year core banking overhaul in late 2012, and since then has been leveraging its investment to deliver products such as cardless cash, card-free ATM withdrawals and other services such as virtual reality in its innovation lab.

Website: www.commbank.com.au/about-us/careers/graduate-recruitment-program

Organisation size: 52,000 employees across the company, and more than 6000 employees in the Enterprise Services division.

Vacancies: 25-30

Requirements: Candidates must have Australian or New Zealand citizenship or a permanent residency, a minimum credit grade point average, and completion of a university undergraduate or postgraduate degree in the past 12 months. CBA will consider graduates with degrees in, but not limited to, Business and Information Technology, Information Science, Computer Science and Software Engineering.

Hiring process: An online application is followed by a phone interview, an online assessment and a face-to-face interview. All graduates who successfully complete the 18-month program are offered a permanent role within Enterprise Services. Roles include business analyst, change analyst, software engineer, project officer and technical analyst.

Support and perks: Graduates are able to access training and development, a mentor and a buddy as well as networking opportunities and a breakfast with CBA's CEO and senior executives. Corporate discounts and benefits in employee banking, investments and insurance services are also on offer, are community initiatives.

Salary: Undisclosed, but "competitive". Performance incentives are also on offer for certain roles.

Important dates: Applications for the 2016 graduate program open in February 2015.

NAB

Another of Australia's 'big four' banks, NAB is currently working on a long-running and major IT infrastructure and applications overhaul.

The transformation touches everything from data centres and IT infrastructure to voice systems, call centres, desktops and its legacy core banking system, with a new solution based on Oracle apps and middleware.

Website: www.nab.com.au/about-us/careers/graduate-careers

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

Vacancies: NAB will be looking to recruit approximately 10 technology graduates (Melbourne-based) for its 2016 Graduate Program.

Requirements: Applicants will need to have completed a degree within the past three years - in Business Information Systems, Commerce, Computer Engineering, Electrical Engineering, IT, Science or Software Engineering - and have a credit grade point average or higher. Australia/ New Zealand citizenship or Australian permanent residency is also required.

Hiring process: An online application is followed by online testing, a video interview, assessment centre and face to face interview. Successful candidates will then need to undertake a probity check.

Support and perks: The program includes a structured 18 month learning and development agenda. NAB graduates are provided access to the bank's employee benefits program which includes flexible work options, 16-hours yearly leave for volunteer work, discounts on leisure and social activities and access to discounted financial services.

Salary: Undisclosed, but "competitive".

Important dates: Applications for the 2016 graduate program open on Monday 2 March 2015 at 9am (AEST) and close on Sunday 29 March 2015 at 11pm (AEST).

WESTPAC

Australia's oldest bank Westpac is 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 of 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.

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 under a new CIO.

Website: www.graduates.westpacgroup.com.au

Organisation size: Westpac employs around 36,000 people globally. Group technology consists of approximately 3500 employees.

Vacancies: Around 25-30 positions are available in the technology business this year.

Requirements: Applicants must either be completing their studies this year or have graduated within the past two years. Westpac wants grads from all degree disciplines, but with a passion for technology.

Candidates also need to be an Australian or New Zealand citizen or a permanent resident.

Hiring process: An online application is followed by online culture, aptitude and behavioural assessments, an online video interview and finally an assessment centre.

Support and perks: Graduates get a designated placement manager, mentor and buddy coupled with a development plan per rotation. There's also a graduate training curriculum and access to an online learning library, as well as various social and networking groups.

Salary: Undisclosed but "competitive".

Important dates: Applications open 24 February and close in stages between 27 March and 2 April.



Penny Johnson, Westpac technology graduate

Penny had her first Westpac experience during a work placement within her UTS Bachelor of Information Technology degree. She later applied, and was accepted, for the 2014 intake of technology graduates.

Penny is now in her third rotation, and has so far worked in business analysis with the bank's BT advice technology division, as well as communications management and animation.

She's now working with the Westpac Institutional Bank, and will spend three months with the WIB Asia program in Singapore.

"I'm incredibly excited for the future here at Westpac, and especially can't wait to see Westpac in a global context within Singapore in the coming months.

"Although I have only been with the company for a short time, seeing achievements such as the establishment of the Westpac Bicentennial Foundation, and initiatives such as the Women in Technology group, has made me immensely proud to call myself a member of the Westpac Group."

ANZ

ANZ operates in over 30 countries and offers its graduates the opportunity to complete six months of their 18-month technology graduate program overseas.

The bank's technology team is under new leadership as of last November, and is currently working through a long-running technology transformation.

It opted against a complete overhaul of its core systems, instead focusing on upgrading its online and mobile frontends. ANZ has said expects to spend up to \$100 million annually for a while on the digital aspect of its transformation.

Website: www.anz.com/graduates

Organisation size: Around 50,000 staff globally, with more than 6000 in technology.

Vacancies: Expected to be around eight graduate positions.

Requirements: ANZ is after students studying or who have completed degrees such as Bachelor of Computer Science, or degrees in Engineering or Science that have included IT subjects, preferably as majors, and degrees in Information Systems. It also looks favourably on sporting achievements, community work, travel, achievements and experience which add to knowledge and ability.

Hiring process: An online application is followed by online assessments, and finally an assessment centre with a competency-based interview.

Support and perks: ANZ's technology graduates have the opportunity to go on international rotation - two of the bank's 2014 grads went to India to complete their final six month rotation in Bengaluru.

Salary: Undisclosed, but "competitive".

Important dates: Applications will open on February 23 and close on March 20.



Michelle Dobson, ANZ graduate program

Michelle joined ANZ in August last year after completing a Bachelor of Business/Bachelor of Information Systems at La Trobe Uni.

Michelle has become heavily involved with efforts to promote women in technology and was ANZ's graduate ambassador for Go Girl for IT, which aims to encourage more female students to enrol in IT degrees.

SUNCORP

Queensland-based Suncorp Group has grown to become Australia's largest general insurance group.

The institution started life as a state government-owned entity, but now offers customers a range of services across wealth, banking and insurance.

The insurer is a big advocate of agile software development. It has adopted agile over the last few years for the bank's major IT projects, and has also extended the method to other areas of the business.

Website: www.suncorpgroupgraduates.com.au

Organisation size: 14,500 across Australia and New Zealand.

Vacancies: Between 40 and 60 annually.

Requirements: Applicants must be penultimate year students, minimum pass marks, studying at an Australian university.

Hiring process: An online application is followed by cognitive ability testing, video interview and an assessment centre.

Support and perks: Suncorp provides graduates with a mentor and buddy, alongside professional and personal development, staff discounts and other benefits. Successful participants in the program are offered a permanent role with the company.

Salary: Up to \$61k (annual full-time) including superannuation.

Important dates: Applications open on August 3 and close on August 28.



Chloe Maher, Suncorp graduate program

Chloe started as an IT graduate with Suncorp in 2012. After she completed the two-year program she was hired as an iteration manager for key projects.

"I focus on internal delivery for my team, co-ordinating with other iteration managers, leaders and programs to ensure the team has what they need to deliver," Chloe said.

"I work with the team to develop release plans, forecast workload, manage dependencies, risks and resources, and make incremental changes as part of continuous improvement."

Each day her team has a stand-up to ensure every member is across the day's planned activities, and to go through the events of the previous day. Chloe will then review the release plan, dependencies and risks to ensure everything is on track. Once she has an understanding of the latest picture of the project, she meets with other iteration and project manager to review progress.

"We'll work on 5 or so projects at once, so this can mean a lot of organisation and communication with stakeholders. I'll head to catch ups with upstream teams, product owners, customers and leaders."

DELOITTE

Professional services firm Deloitte acts as a consultant to organisations to create and deliver their IT and business strategies. The company is Australia's second largest professional services firm with revenue of \$1.1 billion.

Deloitte's consulting teams work with some of the biggest organisations in Australia, many of which 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.

Website: www.yourfuture.deloitte.com.au

Organisation size: More than 6000 nationwide.

Vacancies: Deloitte doesn't specify how many IT vacancies are available as IT is embedded into each business unit, but it does take in over 400 graduates each year across the wider business.

Requirements: A degree in business/IT, information systems, statistics or psychology statistics, computer science and engineering.

Hiring process: After online applications are assessed, graduates participate in a phone interview, an assessment centre, in some situations a case study assessment or interactive interview (at which the candidate is encouraged to ask questions and offer ideas), and then finally an interview with a manager in the service line the candidate is looking to join.

Support and perks: Deloitte offers the option to purchase 10 days' leave on top of the annual 20 days; health and well-being benefits; flexible working arrangements; secondment opportunities; employee discounts for goods and service; participation in charity events; and \$500 for graduates to spend on corporate wardrobe, among other things.

Salary: Undisclosed, but "market competitive".

Important dates: Applications open February 23 for graduate and summer vacation opportunities, and close for grads on April 6 and for summer spots on April 19.



Toni-Rose Elinon, Deloitte graduate program

Toni-Rose joined Deloitte as part its summer vacation program in 2012 after completing a double degree Bachelor of Engineering (Software) and Bachelor of Commerce (Accounting), and joined the company as a graduate in 2014.

During her placement she represented Deloitte at the International Student Business Forum held in Bangkok in 2013, where students from around the world competed in a business case challenge.

As part of Deloitte's consulting line, Toni-Rose has worked across the public sector, healthcare and financial services.

"Most of my work experience has challenged my technical abilities (which is where my passion lies), from data architecture and data modelling, to my current role as a Java software developer," she said.

"I have always known I wanted to pursue a career in technology, and Deloitte has not only offered me this – but it has done it in a way that I have always been challenged, exposed to variety, and been able to work with a talented and inclusive team. It is this combination of learning and career progression, people and culture that is why I love working here."

EY

Most IT graduates employed at professional services organisation EY (you'll probably know it as Ernst & Young) end up joining the company's IT Advisory practice, where they work with client CIOs to look at the business impact and consequence of IT transformation, architecture and strategy.

There are also employment opportunities in EY's risk and assurance and enterprise intelligence business units.

If you're more of a jack-of-all-trades, enterprise intelligence is likely for you - here you'd develop custom solutions for clients, which involves programming, process analysis, data analysis and visualisation skills.

The risk and assurance team provides solutions to client issues around risk management, infrastructure risk, IT assurance and application risk.

Website: www.ey.com/au/careers/apply

Organisation size: Over 5,000 in Australia.

Vacancies: EY expects to hire around 450 graduates across Australia and New Zealand in 2015. Positions are available across IT advisory, IT risk, data analytics, enterprise intelligence, advanced security centre, forensic technology services and research and development.

Requirements: Applicants must either be in the final year of their degree (IT, Information Systems and Computer Science) or have completed their studies within 18 months from the time of application. Graduates must also be an Australian or New Zealand citizen or Australian permanent resident.

Hiring process: An online application is followed by a situational judgement test and a timed online verbal, numeric and diagrammatic reasoning test. Applicants then attend a recruitment day which involves meeting EY staff, an interview and group activity.

Support and perks: The program includes a buddy and counsellor to help graduates transition in the role. EY also offers flexible working and the option to purchase up to six weeks extra leave, health and well-being initiatives like membership to in-house gyms (only available for specific offices), study assistance, discounts on various services including banking and travel, and a social club.

Salary: Undisclosed but "competitive".

Important dates: Applications for the 2016 graduate program open on February 23.



Blair Hudson, EY graduate program

Blair is an enterprise intelligence consultant with EY. He joined the company's graduate program after completing a semester-long software development and analytics project with the firm during his Bachelor of Information technology degree at Macquarie University.

He later accepted a permanent graduate position in the advisory business, and has spent the past year travelling around Australia working with clients across a number of industries.

OPTIVER

If you want to work for trading firm Optiver, you'll not only have to bet at the top of your academic game, you'll need to be a driven and creative individual passionate about software and eager to work in a fast-paced environment.

Optiver's 120-odd IT team develop reliable and highly flexible systems to ensure they can buy and sell faster and more efficiently than anyone else.

The company's approach to work/life balance has seen it consistently featured in BRW's "Best Places to Work" list.

Website: www.optiver.com/sydney/careersoptiver/grads/

Organisation size: 800 employees globally, with 260 in Sydney and further growth plans. Optiver currently has over 120 people in IT, but is in a continual state of growth.

Vacancies: 12 trainee traders, 8 IT developers, 6 IT development interns and 2 trading systems engineers.

Requirements: Optiver is after penultimate, final-year/Honours students or recent graduates with a distinction/high distinction average in Computer Science, Computing or Software Engineering, but more importantly, after people who "eat, sleep, and breathe clean code and elegant design". You also need to be an Australian/New Zealand citizen or permanent resident.

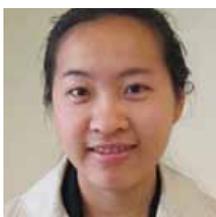
Hiring process: A phone interview is followed by an aptitude test, a technical role-specific test, a human resources interview and technical interview. The process usually takes about 12 weeks.

Specifically for Computer Science students, Optiver will ask applicants to complete a numerical test alongside their application, then complete a phone interview and second numerical test before participating in a first round face to face behavioural, cultural and technical interview. Candidates then attend an interview day which involves a series of behavioural and technical interview, a group activity, and a simulated trading environment.

Support and perks: Continuous development opportunities, such as innovation days, are on offer, but it's hard to beat the gym membership, personal training sessions, daily breakfast and lunch, onsite barista, annual company trip, casual dress, weekly massages, and in-house competitions such as pool, poker and ping-pong.

Salary: \$75,000 plus super and performance driven profit share.

Important dates: Graduate applications open February 23 and internships open in June.



Joyce Cheng, Optiver graduate program

Joyce joined Optiver in January 2014 after completing a Bachelor of Science with Software Systems at the University of Melbourne.

She was hired as a developer and spends most of her time developing, maintaining and testing code.

"I find myself looking forward to work each morning, excited about working on new problems, or solving an old one. What surprised me was that a large part of the role is data analysis, mainly to improve performance," she said.

"On top of commonly used development software such as version control and IDEs, we also have in-house developed solutions for code review, task management and data analysis."

KPMG

KPMG is a big believer in graduates. The accountancy firm - one of the world's big four auditors - hires hundreds of graduates each year across its audit, tax and advisory services.

It's also dipped its toes into the agile method of software development, and has an executive role dedicated entirely to innovation.

Website: www.kpmg.com/au/grads

Organisation size: Approximately 5,000 around Australia and 155,000 globally.

Vacancies: KPMG expects to hire around 300 graduates, and 250-300 to its vacation program.

Requirements: KPMG requires a university degree with an IT-related specialisation or demonstrated working experience in IT.

Hiring process: Candidates undergo a numerical, logical and verbal reasoning abilities assessment as well as a one-on-one interview.

Support and perks: KPMG offers overseas secondment to its network of global offices, and supports graduates with training, development programs and a dedicated mentor.

Salary: Undisclosed.

Important dates: Applications open February 23.

TELCO

TELSTRA

Australia's largest telco services 16.4 million mobile customers, 7.4 million fixed voice customers and three million retail fixed data services. It's also the major player behind the rollout of Australia's national broadband network.

In recent years Telstra has been pushing heavily into the cloud market, aggressively expanding into Asia, and rolling out and improving its 4G network - and experienced strong growth in its customer base as a result, where its two competitors have flatlined.

Website: www.optioncity.com.au/Home

Organisation size: Telstra employs 32,000 people across 15 countries.

Vacancies: Varies based on demand. There are 150 roles available nationally across each graduate stream (being IT, finance, business, engineering, HR and marketing).

Requirements: Candidates must have completed a minimum of a three-year undergraduate university degree in 2013 or 2014, or expect to successfully complete an undergraduate degree by the end of 2015.

Applicants will also need to be an Australian or New Zealand citizen, an Australian permanent resident, hold a valid working visa or be completing studies on a student visa subclass 573 or 574.

Hiring process: Applicants submit an online application form. If successful, applicants undergo online aptitude testing, a recorded video interview, an assessment, and final interview.

Support and perks: The 18-24 month program includes a dedicated buddy and mentor, a range of development workshops, site visits and job shadowing, and employee benefits like a 25 percent discount on Telstra products, salary packaging, and entertainment benefits, among others.

Salary: Undisclosed but "competitive".

Important dates: Applications open Wednesday 4 March at 9am and close Thursday 2 April at 11.55pm.

VODAFONE

The country's third largest telco is turning itself around after a difficult few years. Vodafone has been working hard and investing heavily to shed the negative perceptions that linger after the Vodafail movement - and it's making big strides.

Under new CEO Inaki Berroeta, Vodafone has improved its net promoter score and completed its turnaround efforts (which included heavy network restoration and investment), and is now focusing on delivering more value to users through efforts like new content partnerships with video and media providers and services such as voice-over-LTE (VoLTE).

Website: www.vodafone.com.au/careers/office and www.vodafone.com.au/careers/jobs?categoryId=34160144276&category=graduatecareers

Organisation size: Vodafone employs around 3500 staff. About 650 work in the technology team.

Vacancies: The telco expects to hire 15 technology grads in 2015.

Requirements: A degree in IT, telecommunications or engineering. While experience is not essential, any relevant work experience that has been completed will be looked upon favourably.

Hiring process: Includes online and video assessments to help determine eligibility followed by face-to-face interviews and reference checking.

Support and perks: Successful applicants will be offered a permanent appointment at Vodafone and complete a tailored graduate program. This includes a week-long induction and opportunities to participate in learning and growth experiences throughout their graduate year. Vodafone also gives its staff a mobile phone and a laptop.

Salary: Undisclosed, but "market comparable".

Important dates: Applications open in June 2015.

OPTUS

Optus is Australia's second largest telco and is owned by Singaporean national provider SingTel. It offers mobile, fixed telephony, internet and cable television services, among others.

The telco has been investing significantly in its network in recent years to combat rival Telstra's increasing growth in mobile, while streamlining internally to improve profitability and cut costs.

Website: www.optus.com.au/about/careers/working-at-optus/learning-development/graduate-development-program

Organisation size: More than 9,000 nationwide.

Vacancies: Two roles available in IT this intake, but varies year to year.

Requirements: Applicants need to be 2014 or 2015 University Graduate with a minimum credit average. They must also have Australian permanent residency or Australia/NZ citizenship.

Hiring process: Applicants apply online by completing the online questionnaire. Those who are successful are offered a phone interview, then a select number are invited to assessment events which includes an interview and group activities.

Support and perks: Graduates have the opportunity to do a rotation in Singapore with Optus' parent company SingTel. The potential for an international rotation opportunity is also included in the two-year program, which involves up to four rotations spanning six months in specialist areas.

Salary: Undisclosed, but "market comparable".

Important dates: Expressions of interest open on 1 July 2015 and close on 30 September 2015.

RETAIL

WOOLWORTHS

Woolworths has become one of Google's star Australian customers after making the decision to go wall to wall Google in 2013.

It ditched Exchange for Google Apps and rolled out 8,000 Chromebooks to replace Windows desktops as part of its Project Leap.

The move has allowed the retailer to spend more of its IT budget on new capabilities rather than on routine upgrades and patches.

Website: www.wowgrads.com.au

Organisation size: Woolworths employs more than 198,000 people including more than 1,000 IT professionals across Australia and New Zealand.

Vacancies: There are 20 IT graduate positions available for 2016.

Requirements: Candidates must be in their final year of study or have completed an undergraduate degree within the last two years with a credit average. Degrees with an IT or computing focus are required.

They must also have demonstrated work experience, the flexibility to work full-time from the start of the program in February 2016, and hold Australian/New Zealand citizenship or Australian permanent residency.

Hiring process: An online application is followed by online abilities testing and an online recorded video interview. Applicants then proceed to an assessment centre and interview with IT management.

Support and perks: Training and development programs combined with mentors and buddies assist grads with career advice and guidance.

Salary: Undisclosed but "competitive".

Important dates: Applications are currently open and close March 29. An information night will be held on March 24, registrations can be made through www.wowgrads.com.au

COLES

One of Australia's big two supermarkets, Coles operates more than 2,300 stores nationally and last year celebrated its 100th birthday.

Coles' supply chain and retail systems - which recently underwent a \$100 million overhaul alongside its IT architecture - are now managed offshore after the retailer signed a deal with Accenture mid last year.

The retailer offers a digital graduate program that seeks to find creative young innovators "up for a challenge".

Website: www.colescareers.com.au/graduates

Organisation size: More than 99,000 nationally.

Vacancies: Coles has between 10 and 15 roles available for digital graduates per year across IT, Flybuys and Coles Online.

Requirements: Candidates will need a minimum bachelor degree, completed within three years of starting the Coles graduate program, and will also need Australian/New Zealand citizenship or permanent residency.

Hiring process: An online application is followed by an assessment centre (which includes group activities at the Coles support centre) and a meet and greet informal interview.

Support and perks: Coles' digital graduate program runs for two years and involves rotations through a number of areas including operations, digital services and Flybuys. A six-person strong support network is provided per graduate, and grads complete a major project in their second year that is then presented to the board of directors.

Salary: Undisclosed, but "competitive".

Important dates: Intakes commence in February and August of each year. Applications for the August 2015 and February 2016 intakes open on February 16 and close on April 26.



Kaeden Trinh, Coles digital graduate

Kaeden joined Coles in 2012 as a digital graduate, but rolled off the program early into an analyst role within the retailer's NextGen IT team, tasked with innovating within IT.

He has since delivered a range of initiatives including a new partnership with enterprise tech start-up hub the York Butter Factory, Coles' first hackathon, and a digital catalogue that allows customers to shop online directly from the catalogue.

MINING & RESOURCES

WOODSIDE

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. The company has invested an initial \$500,000 into the Xeon-powered supercomputer to use seismic data to improve the accuracy of its exploration efforts.

Website: www.woodside.com.au/careers/graduates

Organisation size: Around 3,000 globally.

Vacancies: Generally between four and six graduates in its information services and solutions division.

Requirements: Applicants must be either an Australian or New Zealand citizen or an Australian permanent resident, or international student currently studying in Australia; either in their final year of uni or no more than two years post graduation; be completing or hold bachelors degree in areas such as computer science, information systems or information management, commerce, and engineering, among others.

Hiring process: Online application, online cognitive ability test, 30 minute phone interview, half-day assessment centre (activities include interviews, group exercise and written exercise), and screening.

Support and perks: Woodside offers support from senior leaders and mentors as well as its graduate community and a dedicated graduate buddy for day to day advice. The program runs for three years and includes structured job rotations and activities. All Woodside employees are also offered one day of community leave a year. Perth-based employees get subsidised access to the Woodside Plaza gym and free bike locker facilities.

Salary: Undisclosed but "competitive". Includes performance-based incentives, health insurance allowance and flexible work options.

Important dates: Applications open February 23 and close April 2. Summer vacation program applications open in mid July and close a month later.