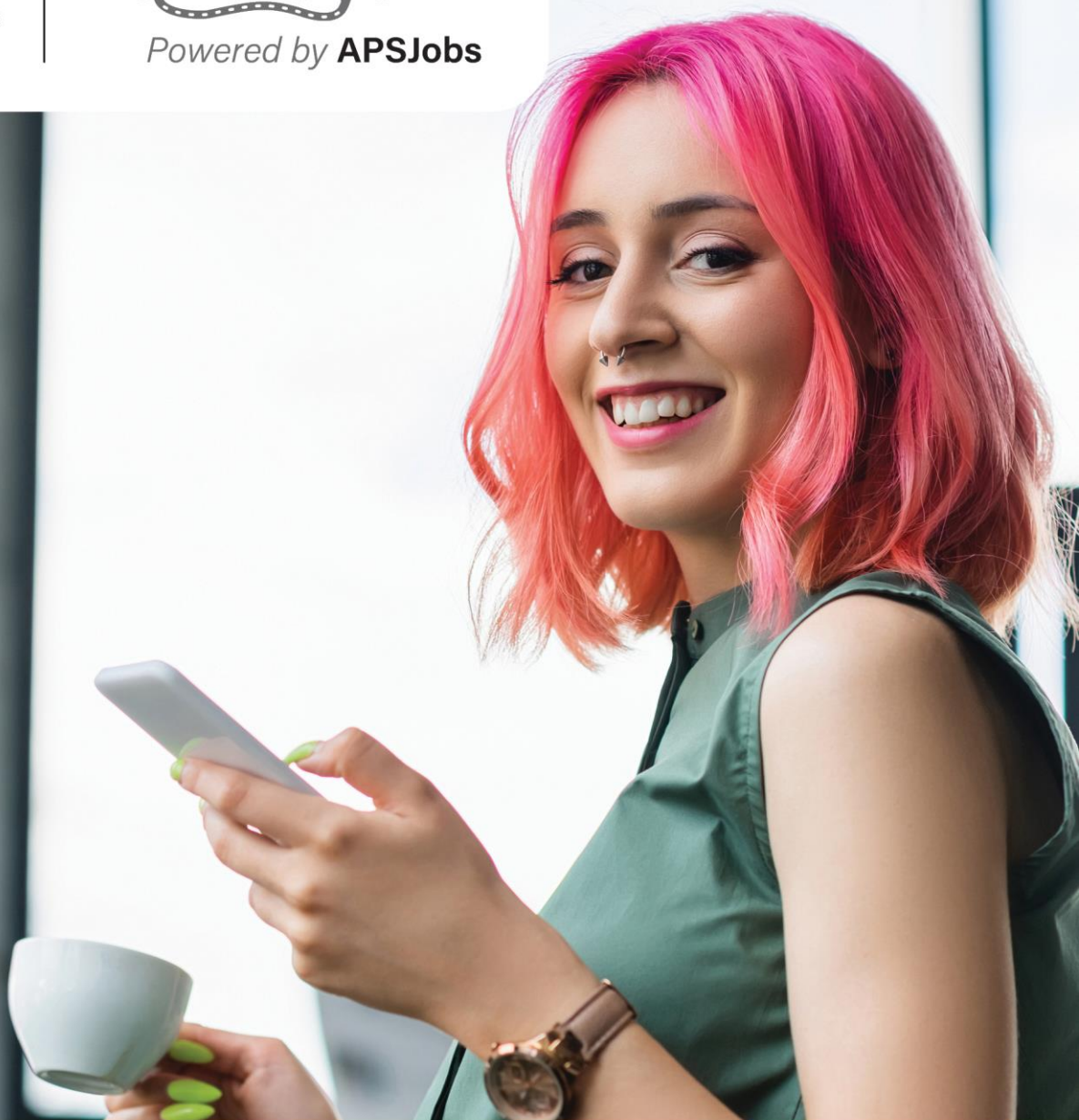**Australian Government**

Career Pathways
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2024 Australian Government Graduate Program (AGGP) - Data Stream

Information for Applicants

Discover. Analyse. Thrive. Advance.

Become a Data Graduate!

If you are looking for an opportunity to make a difference in the current data landscape as well as gain a permanent role in the Australian Government, why not become an APS Data Graduate?

The Australian Government is looking for recent university graduates (those who have completed their degree within the last five years) and who are passionate about data.

Over 40 agencies are part of the data stream, so one application really does means endless opportunities.

Positions are available in all major capital cities in Australia as well as Geelong, Newcastle, and Townsville. In 2024, we are expanding our program to include the regional centres of Ballarat, Griffith, Mildura, Orange, and Traralgon, where limited positions will be available. There is also the opportunity to work in one of the APS Academy Campuses at regional Australian universities in Newcastle, Darwin, Townsville, and Launceston, making it even easier to start your career in data without having to leave your local community.

The Australian Government has access to some of Australia's largest and most unique data sets, and provides endless opportunities for data professionals. As part of the graduate program, you will have the chance to work across all aspects of government such as policy development, program management and service delivery.

We are recruiting Data Generalists and Data Specialists. Which stream best suits you?

Data Generalist Stream

Data roles filled through this stream include **Data Analysts, Data Engineers, Data Managers** and **Geospatial Analysts.**

Recent work undertaken by APS data analyst graduates included exploring tertiary educational attainment by equity groups, child development by childcare access, and building models using school NAPLAN data. Using departmental and government integrated datasets, Graduates prepared, analysed, and communicated the results bringing insights to policy makers and stakeholders.

Qualifications and Experience: There are no requirements for any degrees or disciplines, though people who have undertaken data subjects are more likely to be successful. The types of backgrounds our graduates are from include analytics, actuarial studies, data science or mining, demography, economics, econometrics, engineering, finance, mathematics or mathematical modelling, machine learning, psychology, risk and intelligence analysis, social sciences, and statistics.

Data Specialist stream

Specialist roles filled through this stream can include **Data Scientists** (applied data science, data science developer, data modeller) and **Statistical Methodologists** (Data Collection Methodologist & Mathematical Stats Specialist).

Recent work undertaken by APS Data Scientists includes the development and application of a range of advanced statistical, graph-theoretic, natural language processing (NLP) and AI / machine learning techniques, systems and pipelines for: automatically classifying and extracting information from text; combining and analysing heterogeneous multisource data for new insights into important policy problems; identifying and characterising complex relationship structures in survey, administrative and 'big' data sets; leveraging the information value of novel data sources to augment and transform statistical production; and automating the editing of large administrative data sets.

Recent advice provided by APS Statistical Methodologists has focused on time series analysis to understand the impact of COVID -19 on economic time series; constructing optimisation algorithms to improve the quality and efficiency of national accounts outputs; developing methods to create new timely economic indicators using new data sources; researching and developing methods to improve data linking; developing solutions to enhance surveys and reduce burden on respondents; and developing confidentiality solutions to assist with the safe dissemination of statistical products.

Qualifications and Experience: While we consider most degree types, formal qualifications in data science, statistics, computer science, mathematics, econometrics, actuarial studies, physics, engineering, or other disciplines with a strong quantitative component are required.

Eligibility requirements

To be eligible for the 2024 AGGP Data Stream you must:

- be an Australian citizen at time of application.

- have completed at least an **Australian Qualifications Framework** Level 7 qualification (a Bachelor degree), or higher equivalent by 31 December 2023*.

- Have completed your most recent eligible qualification between 1 January 2019 to 31 December 2023.

- be able to obtain and maintain a valid Australian Government security clearance if required.

- be willing to undergo any police, character, health, or other checks required.

As part of the application process you will be required to include your latest academic transcript.

About the AGGP Data Stream

Who we are

The Australian Government Graduate Program (AGGP) - Data Stream includes Australian Public Service (APS) and other Commonwealth agencies seeking to recruit recent university graduates who are interested in pursuing a career in data and contributing to Australian society.

The Australian Bureau of Statistics (ABS) is managing the AGGP Data Stream recruitment process on behalf of over 40 Australian Government and Commonwealth agencies across Australia. There will be more than 300 positions across the participating agencies.

For a full list of agencies that are participating in the Data Stream, click **here**. By submitting one application it will open the door to opportunities in all these agencies.

Candidates rated suitable will be placed in a merit pool that will be considered by Australian Government & Commonwealth agencies. While there is no guarantee of placement in a specific agency, you will be asked for your agency and location preferences, and these will be taken into consideration. Please note that Departments and Agencies will offer different employment conditions and Graduate Program features.

What could your data grad year look like?

Each participating agency will offer unique opportunities and experiences as part of their graduate program. Some of the things you could look forward to are:
- access to extensive and unique datasets to inform decision making,
- group graduate projects,
- coaching and mentoring programs/opportunities,
- social networking with other grads,
- career development workshops/sessions

To read more about what each agency offers, click **here**.

Why join the Australian Government?

As a graduate in the Australian Government you'll do meaningful work from day one. You will be asked to contribute, be recognised for your perspective, and see the impact you can make in the Australian community we serve. We are looking for people who have a passion for data and want to use and hone their skills to build a better Australia.

The employment conditions with the Australian Government make it a leading employer of choice, and include:

- attractive salaries starting at **$61K to $78K** with additional superannuation entitlements
- strong commitment to inclusion and diversity of our workforce
- permanent employment
- flexible work practices
- excellent leave conditions and entitlements
- opportunities to move between agencies during your career
- strong focus on learning and development.

An inclusive and diverse environment

The Australian Government recognises the importance of a diverse and inclusive work culture and appreciates the experiences, skills, and perspectives of all individuals. It helps the Government provide better customer service, develop a greater capacity for problem solving and higher levels of performance.

We strongly encourage applications from people of all diversity groups, in particular:

- Aboriginal and Torres Strait Islander people
- all genders
- people who are neurodivergent
- people from culturally and linguistically diverse backgrounds
- people with disability
- LGBTI+
- mature aged workers

How to apply

Click here to apply for the Australian Government Graduate Program – Data Stream.

To complete your application form you will be required to:

- upload your resume
    - we suggest a maximum of 2 pages
- provide a copy of your most recent academic transcript
- select which stream you would like to be considered for (you can choose one or both streams) and answer up to 15 multiple choice data questions
    - if you select the Data Generalist stream you do not need to answer all 15 questions
    - your score on this task forms a crucial part of the initial assessment process
- provide a written response to a general question
    - we use your response here to assess your written communication.

If you have a disability or disabilities, you can:

- Opt in to the **RecruitAbility Scheme** on your application. If you meet the minimum role requirements, you will progress to the next step of the recruitment process.

- Request a reasonable adjustment/s. We will ask you at each assessment step if you need a reasonable adjustment (e.g. access, equipment, or material in other formats).

The online application form allows you to save your responses so that you can return to your application at a later stage, and you should save often so you don't lose any of your application. We encourage you to start your application early, well before the deadline.

Once you have submitted your application, you **CANNOT** edit the responses in your application form. You will receive a confirmation email if your application has been submitted successfully.

Selection criteria

To be found suitable you should have most of the following skills and qualities.

Data skills	• You demonstrate technical knowledge and/or experience in one of the streams as outlined above. For example, in the Data Generalist stream you may be asked to demonstrate your ability to analyse a data set, tell the story about the data or produce a data visualisation. In the Data Specialist stream, you may be asked to demonstrate how you have undertaken data wrangling or managed large datasets.
Communication skills (written, verbal and presentation)	• You speak confidently, clearly, fluently and expressively, and adapt your interpersonal communication style to suit different people and situations. • You write simply, clearly and concisely in a well-structured and logical way. • You communicate opinions, information and key points convincingly to gain the agreement of others.
Interpersonal skills	• You can quickly develop a positive rapport with people at all levels in an organisation. • You are able to build, maintain and use networks of contacts. • You show respect and sensitivity towards all forms of diversity.
Research skills (analytical and thinking)	• You can gather and analyse data from multiple sources of information and seek further information where required. • You make rational and clear-sighted judgements and decisions. • You apply analytical thinking to draw out relationships, causations, predictions and trends.

Selection process

This is a general outline of the assessment method. The ABS may alter the way we assess candidates during this process, including skipping some steps for certain candidates. You will be given prior notice of the assessment stages during the process.

Key dates and selection steps

Step	Date
Applications close	**Monday 17 April 2023 at 11:30PM (AEST)**
Shortlisting: your application will be assessed using a combination of i. eligibility confirmation; ii. written communication; iii. data skills assessment; iv. academic transcript; v. resume.	April 2023
Online testing*: This will be made up of a work preferences and cognitive test.	April - May 2023
Panel interview: via video conference with two or three members of the selection panel (typically around 30 minutes duration).	June – July 2023
Referee checks*: will be undertaken with your nominated referees via a web-based interface. Referees may be sought during the Interview stage. Note, contacting referees does not guarantee a suitable outcome.	June - July 2023
Candidates advised of outcomes and placement preferences sought	Late July 2023
Offers made	From August 2023
Graduate Development Programs commence**	February 2024

* A third-party provider may be used, who has been confirmed to follow the Australian Privacy Principles of the *Privacy Act 1988*. In order to facilitate these processes, we provide your name and email address to these third-party providers.

** Graduates may be given the opportunity to start as a non-ongoing or permanent employee earlier. Your availability to start early will have no bearing on your assessment of suitability.

Communication method

We will primarily communicate with you by email and SMS so please check your emails regularly and ensure you enter a valid mobile number in your registration.

Have questions?

Attend the virtual Ask Me Anything (AMA) session on Thursday 23rd March from 11:00AM to 12:00PM AEDT. This session will discuss the 2024 Australian Government Graduate Program (AGGP) - Data Stream application process and will have some participating agencies there to provide information about their data graduates. You will have the opportunity to ask any questions you may have. Register for the session **here**.

Contact us!

For any questions contact the ABS Recruitment team at **recruitment@abs.gov.au** or 1800 249 583.

Applications must be submitted by **11:30PM AEST, Monday 17 April 2023.** Late applications will not be accepted unless there are exceptional extenuating circumstances.