

Little Black Book

The essential resource for all the best graduate jobs.



Thinking about life after uni? Then make MyCareer your next step, where you will find all the graduate jobs and information you need to get your career moving. Visit mycareer.com.au/graduate today.

mycareer.com.au/graduate



Welcome!

Welcome to MyCareer's Little Black Book!

Our team have been out scouring the country to cram this compact handbook full of top tips and advice on how to get the best graduate job out there.

We chat to Peter Murray, Managing Director of Blazer who gives us fashion advice for the all-important interview.

'Turbo', TripleM super DJ spends 60 seconds with us, where he shares the key to his success.

The team finds out whether your salary expectations really are realistic, and other bits and pieces to get you excited about your new career. Plus we also get both sides of the story from graduates and employers on what life's really like after uni.

You'll also find some of these employers in the back of the book, so flip through and happy reading!

The MyCareer editorial team

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THE INSIDE SCOOP

60 seconds with: TURBO - Radio Announcer

What do you do and how long have you been doing it for?

I play music and talk a lot of crap. I'm currently the afternoon announcer from 1-4pm weekdays on Triple M Melbourne.

What was your first job?

My first official job out of school was a Friday night announcing position on SunFM at Mt Buller in Victoria. I was only in that position for a couple of weeks before being moved into a permanent position with the company, hosting the brekky show on weekdays. I loved it so much up there in the snow! Skiing everyday... LOVED IT!

What did you want to be when you grew up?

I've always had a passion to be involved in the Radio or Music industry, but never thought it could happen. I couldn't be happier.

Any funny workplace 'incidents' you'd like to share?

There was an incident when I was interviewing Chad from Nickelback. He must have got out of the wrong side of bed because he had no sense of humour when I started asking him about his hair. It resulted in him walking out... but seriously, he is one ugly man!



What do you love about your job now?

The opportunities and fun that it can bring. Just the other week for instance, I was given a chance to take a helicopter to the Phillip Island Race Track to take a hot lap in a HSV (Holden Special Vehicle) and then race go-karts before flying back! Cool hey? Not only that, I get to see and speak to the greatest bands (excluding Nickelback).

If you could do any job in the world, what would it be?

Radio is cool, but I often dream of a job that would take me around the world. Maybe a photographer, or perhaps even a music reporter interviewing bands.

What settles your stomach when you've got the 4 o'clock munchies?

I just crack open a can of Red Bull and have a chocolate.

What's the key to your career success?

Just never lose sight of your goals. If I can follow my dream, anyone can! It might seem pointless at times, but make sure you do what it takes and never give up. It will all be worth it in the end! Go for gold!

YOUR TOP DRAWER...

Girls...

- Blotting Papers – If your office air-con isn't cutting it, keep a shiny face under control with these powder-coated papers. No need for a huge powder compact! Try MAC Blot Film from Myer stores nationally
- Fragrance Purse Spray – When you need to freshen up before an after-work event, a little stash of your favourite fragrance will do the trick. Go for an eau de toilette so as not to over-power. Try Philosophy Amazing Grace from www.meccacosmetica.com.au
- Long-lasting Lippie – You don't want to be re-applying all day long, so choose a lip colour that is long-lasting but shiny for a fresh look. Try Clinique Stay the Day lip colour in Endless Rose from David Jones

Guys...

- A Tie – Choose a classic, quality tie to keep as a back-up. You never know when you might face a pre-meeting spillage or need to up the ante on a casual Friday. Try www.herringbone.com.au
- Hair Product – Whether you need to control those locks after a lunchtime swim or keep looking hot to impress one of the girls in Marketing, hair product will keep you looking polished. Try Kevin Murphy Rough Rider from salons nationally
- Deodorant – Well it is an obvious one, but you don't want to be *that* guy! Make sure you top-up in the bathrooms so as not to gas your workmates! Try an anti-perspirant like Rexona Confidence

INSPIRATIONAL CAREER FLICKS

Clerks (1994)

A day in the lives of two convenience Clerks at work

Carwash (1976)

About a close-knit group of employees at a Los Angeles car wash

9 to 5 (1980)

A battle between management and workers, with a feminist comedic twist

Office Space (1999)

A tale of company workers who hate their jobs and decide to rebel against their greedy boss

Working Girl (1998)

When a secretary's idea is stolen by her boss, she seizes an opportunity to steal it back!

Hell Has Harbour Views (2005)

A man re-discovers his conscience in the most unlikely of places - working for a law firm.

Legally Blonde (2001) and Legally Blonde 2

Follow Elle Woods from college, to law school and then to Congress!

(movie descriptions from imdb.com)

FRIDAY NIGHT HOT-SPOTS...

Once you land that grad job, your next mission will be to scope out the coolest places in town for an end of week bevvie!

Adelaide

– You can't go past an after-work wine!

Union Hotel, 70 Waymouth Street, Adelaide

Hotel Richmond, 128 Rundle Mall, Adelaide

Brisbane

– Always trust an old-faithful!

GPO Hotel, 740 Ann Street, Fortitude Valley

Press Club, 339 Brunswick Street, Fortitude Valley

Canberra

– Combine good booze, food and tunes!

The Muddle Bar, Melbourne Building West Road, Canberra

The B Bar, 21 Kennedy Street, Kingston

Melbourne

– Frequent those cool laneway bars!

M.O.O., Basement, 318 Little Bourke Street, Melbourne

Lower House, Federation Square, Alfred Deakin Building facing Flinders Street, Melbourne

Perth

– Pubs do the trick!

The Brass Monkey, corner James & William Streets, Northbridge

Universal Bar, 221 William Street, Northbridge

Sydney

– Take advantage of the great weather with outdoor drinking!

Opera Bar, Lower Concourse Level, Sydney Opera House

Ryan's Bar, S26 Australia Square, Sydney

GRAD PROGRAMMES 'UNCUT'

You've almost made it - only one year to go before you head out into the big wide world of full time employment. So are you ready for the next step? And what about graduate programmes, are they really all they're cracked up to be?

MyCareer investigates to find out what's happening in the employment market and what exactly graduate programmes really have to offer...

The market says

According to the Australian Association of Graduate Employers (AAGE) Graduate Recruitment Survey 2006, businesses offer on average 15 graduate positions each year. There are approximately 30 applications per graduate vacancy, with six graduates invited to first round interviews and two to final round interviews.

These businesses are serious about running professional marketing campaigns to attract the right calibre of graduates to their company. In 2005 Australian employers spent in excess of \$5m on marketing activities to attract and inform graduates about their programmes.

The survey shows that the number of graduate vacancies on offer from AAGE employers is also rising:

- Graduate vacancies increased by 13% in 2006, compared to the number of graduates recruited in 2005
- Accountancy firms are the largest graduate recruiters (over a quarter of all vacancies in 2006) and have increased the number of positions available by 12.6% since 2005
- By state, the largest number of vacancies in 2006 are in Victoria (27.3% of total), New South Wales (24.8%), ACT (12.0%) and Queensland (11.3%)
- Although year on year (2005 – 2006), the number of Queensland graduate positions increased by 22.4%, ACT up 22.3%, Western Australia up 18%, New South Wales up 16.5% and Victoria up 6.8%

- Growth sectors for graduate roles included Mining up 49.2%, Engineering up 17.3%, State government up 14.2%, Commonwealth government up 13.3%, Accounting or professional services firms up 12.6%, Construction or property firms 12%, Motor manufacturing up 10.7%, Banking or financial services 7.4%
- 40% of organisations did not fill all their vacancies for 2005

Of all the vacancies that could not be filled in 2005, it seems that the largest shortfalls were experienced in Accounting, Electrical engineering, Mechanical engineering, Civil engineering and Mining. There were no shortfalls reported for Consulting, Logistics, Manufacturing engineering or Marketing.

The future looks bright for graduate programmes, as 40% of recruiters surveyed are looking to expand their intake next year.

Grads say



**Tom Foley,
John Holland Group**

Tom is an engineering graduate who started with John Holland in 2002. During the two year programme Tom spent six months on four different projects working across various departments.

Some of his placements included working on site to build a waste water treatment plant in Colac, (regional Victoria) and working in the business development, commercial and quality assurance departments of the business.

"After sitting through lectures and careers presentations at uni, I figured out who the main players were in the building and engineering industry. I knew that I wanted to go out on site and be part of the building process and John Holland was the best fit for me."

"I think what helped me land the job wasn't necessarily top marks but it was my willingness to get in there and get my hands dirty, which I demonstrated through my work experience from previous summer holidays. In my first year at uni I worked as a labourer in the Mount Keith mine in WA. I worked seven days a week basically drilling and blasting solid rock. I must admit it was great fun, not your average summer holiday! Then in my third year at uni over summer again, I worked together with drill and blast engineers on the Pasminco Century Zinc mine in Queensland."

My first day

"I actually had a day long induction, but my first real day on the job was when I started at 7am and had to meet my project manager at gate 14 on the Calder Highway somewhere near Kyneton (about 1.5 hours out of Melbourne). I had absolutely no clue where 'gate 14' was, but I figured it out eventually and showed up on time absolutely petrified, not knowing why everyone was so frantic, what the machines did or what I needed to be doing. It all came with time I guess, but initially it was quite daunting."

The good bits

"What I thought was so great about the programme was the fact that I was given real responsibility, so I was held accountable but at the same time I also had a support network – my project manager, foreman or mentor that I could always turn to for advice. Also working in the different areas of the business helped me better appreciate the whole process from tendering and estimation, to planning and construction."

Vanessa Marinucci, GM Holden

Vanessa began her graduate career within a subsidiary of GM Holden. Her mechanical engineering background meant that she could

have pursued a career in various industries but her true passion was the automotive industry.

After completing her graduate placement with GM Holden's subsidiary, a position came up in Holden's Customer Satisfaction Quality Department, where Vanessa now works. Her previous graduate experience ensured she had lots of hands on experience, a thorough understanding of GM Holden procedures and more importantly contacts within the business.



"Graduate programmes are great because you come through the front door with no experience and everyone is aware of that. I don't think expectations are too high – well initially anyway!"

My biggest grad achievement

"I was involved in an exciting Holden show car project (SST model). The vehicle exhibited at the Melbourne Motor Show and I was responsible for co-ordinating the prototype parts, from design to assembly. We had an extremely short time frame to do it all in. We began the project thinking "can we pull this off in time?" So it ended up being quite an awesome achievement to finish it on time and to see our plans become a reality!"

Advice for grads

"Keep your options open! I chose an option that would help me pursue my ultimate goal, to work in the automotive industry, and that eventually brought me here to GM Holden. Always keep in mind that you may not necessarily get your first preference, but if you're passionate and enthusiastic enough you'll make it happen and learn loads of valuable lessons along the way."

Filip Kidon, Qantas

Filip is a finance graduate who started the two-year Qantas programme in January 2004. Filip worked across the business in various areas including engineering finance, corporate accounting, with the alliances team and finally in Qantas treasury where he is today.



"I've always had a keen interest in aviation, maybe my next challenge will include becoming a pilot? The global nature of our business and the dynamism of the industry means there is always something exciting going on!"

"Qantas has also been very supportive of my additional studies. As if it wasn't enough of a challenge being a first year graduate, during the first year I also completed my honours thesis, plus I have since completed my Chartered Accountancy qualification. Going through the programme has given me so many opportunities while also providing a great support network that has helped me achieve my career and educational goals."

Researching prospective employers

"I did quite a bit of research, comparing programmes. I especially found that it was extremely important to know people within the businesses I was applying to. I knew a lady who worked at Qantas and she couldn't speak highly enough about the company and the opportunities that were available. Hearing such positive feedback from an employee and having such a passion for aviation helped me realise that Qantas was without a doubt the right move for me."

The challenging bits

"It often felt like it was my first day on the job every six months as I started my new placement in different areas of the business. Moving 'house' is never easy as it means that you need to adapt to a totally different way of working

and a change in team dynamics. Another one of my biggest challenges was learning just how important the use of Excel is! For finance professionals it's essential, I just really wish we had covered it more at uni, so much so that I was forced to go out and buy an Excel bible and teach myself!"

Employers say

Renee Bissett, HR Consultant CISRA (Division of Canon)

CISRA is Canon's largest research centre outside Japan and is also one of Australia's largest privately owned research development centres.

CISRA'S twelve-month graduate programme is aimed at computer science and computer engineering graduates who are keen to develop new innovations for Canon. The Centre is based in Australia because Canon values the quality of students that Australian universities produce.

Why do you have a graduate programme?

"We want to inject fresh new people and ideas into our business and what better way to do it than by training and nurturing our own teams. There are high expectations that graduates do perform and our graduates do deliver great outputs. At the same time the programme is a longer term investment in the future of our business and we encourage graduates to stay in the business for as long as possible."

The challenging bits

"Our challenge is to make sure that our graduates are placed on the right projects and to ensure that they don't feel too overwhelmed with all the processes we need to follow."

"We try to address this by providing an email chat room that is only open to graduates, so they can ask each other questions no matter what the subject. We also have a buddy system where the previous year's graduates can share their experiences and knowledge. We also strive to maintain a company culture that has a smaller community feel, so we have sporting and social

events, which hopefully break the ice and the nerves for our new graduates."

Katie McDermott, HR Officer Anglo Coal Australia



Anglo Coal as their name suggests, are a coal mining company based in Queensland who provide opportunities for graduates in engineering, human resources, accounting and safety.

"The programme gives graduates across all fields the opportunity to work for a period at either an open-cut mine site or an underground mine site, which helps them fully understand the nature of the business, particularly for those in the non-engineering fields."

Things we look for in grads

"Academic experience is obviously important but it's not the only thing we look at. Skills that graduates have applied in their social and school life are also important as well as any relevant work experience. A sense of ambition and genuine enthusiasm for our company and the industry also go a long way. We obviously want to recruit someone that really wants to be a part of our organisation because for us these graduates are our future. Without a doubt we want them to stay on."

What do graduates want from these programmes?

"I think graduates really are just looking for an opportunity to show employers what they're really capable of. Yes, they do want programmes to be structured and they do look for development opportunities, which is what all good graduate programmes should provide. Travel is always on the wishlist too, so we try to accommodate that with a yearly trip to Brisbane for a graduate conference, which is always great fun."

Vicky Edwards, HR Manager Defence Imagery and Geospatial Organisation (DIGO) Department of Defence

DIGO is both a Defence agency and a key member of the Australian Intelligence Community. The organisation's primary mission is to analyse and produce imagery and geospatial intelligence in support of government decision makers and the Australian Defence Force. It's not exactly your average workplace!

"We use this graduate programme to assist in the recruitment and training of analysts to meet expanding government intelligence requirements. This entry-level development programme includes extensive classroom and on-the-job training to give our analysts the right skills and a wider understanding of the organisation and the environment we operate in."

Things we look for in grads

"We recruit from a wide variety of backgrounds and people of all ages. We look more for the right attitude rather than a specific skill set. People who are team-oriented and have a real willingness to learn new skills are always highly regarded."

Advice for grads applying

"Do your research into the organisation you're applying for. Learn what they do and their organisational values to determine whether they're someone you really do want to work for. If you're applying for a Public Service position they will have selection criteria for you to address. Take this seriously! This is your one chance to sell yourself."

Check out our video interviews at mycareer.com.au/graduate

GRAD SALARIES 'UNCUT'

Whether you're a graduate or have been in the workforce for ten years, one of the most common issues that always seems to have an illusive air of mystery around it is salary.

Let's face it, your remuneration package isn't the kind of topic that gets discussed across the desk at work or even at the dinner table. There are obvious sensitivities involved, so how can you find out exactly what you're worth?

The MyCareer Salary Centre has information about specific graduates sectors and is reflective of vacancies being advertised in these industries right now. As at January 2006, if you are a graduate in the following sectors you can expect to earn the following:

Accounting	\$46,065
Financial Services	\$40,563
IT & Telecommunications	\$48,000
Marketing	\$42,667
Sales	\$47,083

TOTAL graduate salary average **\$44,875**

MyCareer Salary Centre figures, January 2006

For the latest graduate salary information check out: www.mycareer.com.au/salary

SALARY Q+A

So what exactly are grads and employers finding out there when it comes to the big question of salary?

Is salary a priority for grads?

Vanessa Marinucci,
GM Holden Engineering graduate

"When I graduated, my priority was really just to get some experience under my belt. Another concern was more about starting with a company where I thought there was a future for me. It's not about the money; it's about the opportunity."

Tamara Forshaw, HR Co-ordinator
BMD civil engineering company

"I find most graduates out there come to us just really looking for their first big career break. Even though there is a skills shortage particularly in the engineering industry I think graduates are extremely realistic and more so excited about the future opportunities and career development that a graduate programme can give."

What were your salary expectations?

Dale Wilson,
National Australia Bank IT graduate

"At uni it was difficult to understand what was happening in the IT industry. One week a mate would say that the paper was reporting an IT skills shortage – so we were planning to make mega bucks, then the next week it was a different story. To tell you the truth my salary expectations were all over the place, I was just hoping for over \$30K. In the end I decided that it's not important to worry about salary. Don't get me wrong, salary is important (especially after uni life) but it's not the be all and end all! What's more important is choosing the right company and the kind of job that you want to be in."

David Earl, Pricewaterhouse Coopers,
Finance/law graduate

"It was important that I do my research, so I already had a clear idea of a fair ball park figure that I should be earning. My expectations were met by PwC, as I compared it to market rates and with my colleagues, overall I think I was quite realistic."

Tom Foley, John Holland Engineering
graduate

"To tell you the truth I was just going by what the industry association was quoting as the base rate for graduate engineers, so I really wasn't expecting much, needless to say that in the end I was actually pleasantly surprised."

TRENDY OR CHIC?

Grad Fashion Advice



Peter Murray, Managing Director of Blazer, one of Australia's leading men's fashion labels gives us some style tips for the all-crucial graduate interview process.

You've gone the hard yards to land an interview, so here's your chance to wow prospective employers with your personality, charm and great skills. But is it really the right



time to show off the latest addition to your crazy cartoon tie collection or your fabulous new stiletto heels...?

"I've been in the Australian fashion industry for over twenty years now and if there's one thing that's important for young grads to know, that is - don't be too over-the-top when it comes to fashion, especially in job interviews!"

"It's always best to dress appropriately depending on the industry you'll be working in. Sure, if you're working in advertising or the arts you might be able to get away with an outfit that's a little more adventurous or quirky compared to those working in finance. While other environments might be more casual like I.T. so jeans and a classic shirt should do the trick."

"Just always remember that it's the discussion that you bring to the table that is most important, so don't let yourself down by

wearing socks that don't match or a shirt that really is just too loud for that corporate law firm interview."

"Leave fashion trends for Friday nights and the weekend!"

Golden Fashion Rules

- Job interviews aren't about being trendy, it's about you and your skills, don't direct unnecessary attention to your clothes
- Clean your shoes! There's nothing worse
- Don't go over the top, dress appropriately for the industry and company that you'll be working in
- Be comfortable in what you're wearing and confident in what you're saying
- Matching socks really are important!

Here are some of Peter's tips on the basic items that will help kick start your dazzling new career wardrobe:

Girls + Guys

- Depending on how corporate the environment, a good quality navy and/or black suit is always a great investment
- Accessories are always a winner, they're great to mix and match. For guys - classy cufflinks, ties and quality shoes. For girls – a great scarf, shoes and classic handbag can help complement your overall look
 - Crisp shirts in stripes, plain or check always give you a fresh look
 - Don't wear too much jewellery or make up

Graduate Employer Directory

Here's your chance to check out some of the best graduate programmes in Australia. Whether you're in finance, consulting, manufacturing, mining or engineering MyCareer has a great range of graduate employers for you to choose from.

The directory listings provide you with detailed information about the programmes on offer, the benefits, the structure and of course more information about the business itself.

Take a look, your new graduate job awaits...

- Anglo Coal
- Australian National Audit Office
- DIGO
- BMD Engineers
- John Holland
- PricewaterhouseCoopers
- Healthscope
- Macmahon
- Ford
- CISRA

Check out our video interviews at mycareer.com.au/graduate



The sky's the limit for Anglo Coal's Australian graduates

Young professionals employed through Anglo Coal Australia's Graduate Development program are finding that there are no limits to what they can achieve.

Anglo coal's Graduate Development Program Co-ordinator Katie McDermott said Anglo Coal aimed to develop and recognise leadership and technical specialist competencies in its graduates.

"In collaboration with the Australian Institute of Management, formal training and development days are available every quarter to graduates from all disciplines.

"In addition, engineering graduate development programs are now endorsed by Engineers Australia and engineering graduates are encouraged to work towards achieving chartered status throughout their three years on the program", she said.

Pauline Martin Commercial Graduate in her second year of the Graduate Program and now based at the Callide Mine near Biloela, said she took the opportunity to work at Anglo Coal Australia to challenge herself as a person and a professional.

"Anglo Coal offers the opportunity for graduates to diversify their skill base by rotating around mine sites for different, sometimes very specialised roles," she said.

Graduate engineer Cameron Stewart in his first year of the program and based at Moranbah North Mine, said he applied to join Anglo Coal's Graduate Development Program because of the opportunity to locate to different mines and experience both open cut and underground operations.

He said that Anglo Coal looked after its employees well and continually encouraged training and development.

In New South Wales, Safety Graduate, Hayley Pyne was attracted to the Graduate Program because it gave her the opportunity to experience work at an underground mine and to continue to live in the area she grew up in.

"There is the possibility to have many different experiences throughout your time on the program and there are a lot of challenges that you are involved in and you are given the opportunity to complete projects that are your responsibility," she said.

Anglo Coal Australia is currently recruiting graduates for their 2007 Graduate Development Program. Applications open on 1 March and close on 10 April.

For more details check out the Anglo Coal Australia website: www.anglocoal.com.au



View Anglo Coal graduate jobs at mycareer.com.au/anglocoal



Why join the ANAO?

Work/Life Balance – we encourage flexible employment arrangements so you can balance work with outside interests.

Excellent Working Conditions - highly competitive remuneration and excellent general employment conditions, including 5 weeks of annual leave.

Job Diversity – great client variety with over 250 Commonwealth government entities.

Intensive Training – experience a robust individual career development program to extend your skills, with full support for CPA and CA qualifications.

Real Impact – provide assurance on public sector performance and accountability. Work on complex and challenging projects that make a difference.

Well Rewarded – enjoy a competitive starting salary of approx. \$42,000 with excellent career progression opportunities, including promotion to APS 4 level (approx. \$52K) after successful completion of the 12 month Graduate program.

What we do

Headed by the Auditor-General, the ANAO is an independent, objective auditor to the Commonwealth Public Sector and we are proud to be a centre of excellence and integrity in the auditing arena.

Our activities provide Parliament with an independent assurance on public sector performance and accountability structures. They also open up opportunities to improve both accounting and financial management practices and administration and business management practices for our public sector clients.

The ANAO offers you a solid grounding from day one, working in small teams on real business projects. Our Graduate program is designed to give you hands-on experience with a thorough grounding in technical processes, procedures and an understanding of professional best practice.

Assurance Audit

We are looking for graduates in:

- Commerce/Accounting
- Business/Accounting
- Economics/Accounting
- IT Systems/Accounting

The Assurance Audit Group conducts annual financial statement audits of Australian government entities and agencies. It plays a crucial role in improving the standards of financial management and administration across the public sector. You will be exposed to a diverse range of clients and complex accounting issues – the best possible grounding for your professional career.

Performance Audit

We are looking for graduates from any discipline, especially those with an interest in:

- Business evaluation
- Business administration
- Research and analysis

The performance audit process involves the evaluation and audit of any aspect of Government operations. This means you will see business best practice at first hand and gain valuable experience in business evaluation and reporting.

How to Apply

To find out more about the ANAO Graduate Program, visit our web site or contact:

David Cunneen
Graduate Coordinator

Phone: 1800 101 515 or (02) 6203 7336
Email: david.cunneen@anao.gov.au
www.anaocareers.com.au



Time to live, time to learn

View ANAO graduate jobs at mycareer.com.au/audit



Are you interested in a career with a global perspective?

Defence Imagery and Geospatial Organisation (DIGO) keeping our customers in the picture

Australia's geospatial intelligence agency is looking for individuals who want real responsibility and a career that is anything but a typical public service job.

DIGO is both a Defence agency and a key member of the Australian Intelligence Community; acting as the Australian Government's imagery and geospatial intelligence agency. Our primary mission is to analyse and produce imagery and geospatial intelligence in support of government decision makers and the Australian Defence Force. (ADF)

Do you have?

- The ability to think analytically and creatively
- The ability to work individually and in a team environment
- Good communication skills
- An interest in current affairs and national security issues.

Then you may be suitable for one of the following careers:

Intelligence Analysts (Imagery) use photographic or digital images from satellites, airborne platforms, hand-held imagery, and other sources of information to analyse and provide high value imagery intelligence to key customers, including the ADF.

Intelligence Analysts (GEOspatial) manage, manipulate, integrate, query and display digital geospatial data to support ADF operations and government decision making processes.

Imagery Scientists work with cutting edge imagery technology to solve intelligence problems and enhance Australia's imagery intelligence capabilities. Successful imagery scientists should have a degree in physics, mathematics, geomatics or other related science.

We offer comprehensive job specific training, targeted education and ongoing development opportunities, which can form the base for a career in intelligence and security.

Interested? For further information, or to apply, visit our website www.defence.gov.au/digo and complete your online application. Written applications to:

**DIGO Intelligence Development Program
Locked Bag 4925
Kingston ACT 2604
or
FAX: 02 6127 7394
or
Email: DIGO.Recruitment@defence.gov.au**



View DIGO graduate jobs at mycareer.com.au

BMD ENGINEERS

Engineers in BMD's Graduate Program enjoy flexibility, responsibility and the opportunity to be part of land mark projects, all in a diverse workplace.

BMD is one this nations largest wholly Australian owned civil contractors employing over 700 staff throughout eastern and northern Australia. If you have been thinking about pursuing a career with a large, progressive and people focused company that offers significant opportunities for advancement, then BMD can provide you with an environment in which you can prosper.

Graduates enjoy the flexibility of being able to rotate through our divisions:



BMD Major Projects Pty Ltd provides civil engineering construction services for major infrastructure projects throughout Australia



BMD Constructions Pty Ltd provides civil engineering construction services for urban development projects throughout Australia



BMD Consulting Pty Ltd provides civil, structural and geotechnical engineering design and project management services for residential, commercial and industrial developments



Urbex Pty Ltd is the primary vehicle for establishing and managing BMD's major property development interests

Working across our various companies enables you to gain a broad base of experience under the one roof, and helps you identify the area of interest to you.

BMD offers a diverse range of experience in a strong and stable company environment with the flexibility and personal approach that comes with private company ownership. Our construction engineers are involved in projects.

Many of our employees choose to be involved with local urban development projects or to join our Townsville, Brisbane or Sydney based civil or structural engineering design and project management team.

BMD is the only company that we know of that has an integrated engineering design, construction and urban development capability, offering graduates a unique perspective on the entire development process. The multi award winning Edenbrooke Estate at Sinnamon Park in Brisbane's western suburbs is one of many examples of the success of our integrated approach.

The BMD Graduate program is an opportunity to obtain an attractive remuneration package, working with a young, team focused company that offers great career development prospects and a positive and enjoyable working environment. If this sounds like the career move for you, send your application to careers@bmd.com.au. www.bmd.com.au

View BMD Engineers graduate jobs at mycareer.com.au/BMD



At the John Holland Group – we value our people. We show this through actions, not just words. Our people ARE our difference.

John Holland is committed to developing great leaders for our future.

Our Graduate Development Program is a key building block in driving this commitment. We believe this program is essential in ensuring new talent is infused into our business and that our people capabilities continue to be strengthened.

John Holland is one of Australia's largest and most diversified companies covering such areas as construction contracting, rail, mining, telecommunications and property development. We pride ourselves on engineering excellence, efficient performance, ethical practices and strong client relationships. We are also a recognised industry leader in health, safety, community and environmental management of diversified opportunities and a no-harm approach to safety.

We can offer you an ocean full of opportunities...

At John Holland we offer targeted training & development opportunities, a fantastic benefit structure including generous salary packaging options, a performance team focussed culture, a fantastic working environment, a variety of diversified opportunities and a no-harm approach to safety.

How to be successful

John Holland is in search of graduates who have taken the initiative to challenge themselves through work experience and industrial placement/s. Your success will also depend upon you being able to demonstrate technical competence, experience in a team based environment and the ability to build rapport and relationships. You will also be adaptable and flexible, have planning and organisational abilities and strong communication skills (both written and oral).

For further information

Please visit our website on www.johnholland.com.au. To submit your application online please select the 'Career' link on the website.



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Sameer Kassam
Consultant
PricewaterhouseCoopers

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Healthscope is one of Australia's largest and most progressive providers of private health care, with over 4000 beds across 48 hospitals nationally. Healthscope is renowned for the provision of excellent service and being an employer of choice with strong relationships within our communities. Healthscope provides quality care and specialist services in Acute, Rehabilitation and Psychiatric Healthcare facilities.

Come and join our team as a Graduate Nurse and kick start your career with us!

The aim of our Graduate Nurse program is to facilitate the successful transition of a graduate nurse into an advanced practitioner in a friendly and supportive environment.

- **Support**
- **Experience**
- **Education**
- **Opportunity**

Why join Healthscope as a Graduate Nurse?

- The Graduate Nurse Program is conducted over a 52 week period.
- Full-time and part-time employment opportunities are available.
- You will receive paid orientation and study days to facilitate learning.
- Theoretical content focuses on clinical problem solving, organisation and management of clinical practice and ongoing professional development.
- Clinical content comprises of supervised clinical practice, competency based education and skills workshops.
- Opportunities exist to have clinical rotations into specialty areas such as critical care, peri-operative, anaesthetics, midwifery and mental health.
- \$1000 Graduate Nurse Scholarship.

Healthscope believes that Graduate Nurses are the nurses of our future and offer ongoing career opportunities on completion of the program.

Ongoing opportunities on completion of a Graduate Program with Healthscope include:

- Fully and partially funded specialty nursing courses.
- Ability to travel throughout Australia working at a number of Healthscope Facilities.
- Ongoing professional development.
- Career progression into Clinical Specialist and Management positions.

Healthscope has a national footprint of hospitals with:

- 9 facilities in Queensland
- 10 facilities in New South Wales
- 16 facilities in Victoria
- 3 facilities in Tasmania
- 6 facilities in South Australia
- 1 facility in Perth
- 1 facility in Darwin

For more detailed information regarding Healthscope hospitals please refer to our website.

Enquiries and applications:

Nicole Pianta
National Manager Workforce Planning
407 Royal Parade
Parkville 3052
e-mail: npianta@healthscope.com.au
www.healthscope.com.au



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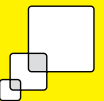
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