



graduate



program



Sydney



New South Wales
TREASURY

About us

We're looking for graduates with exceptional analytical and problem solving skills to work on challenging projects as part of our NSW Treasury team.

NSW Treasury's structured graduate program means you'll work in three different branches in your first year with us. You'll have a buddy, someone who has been with NSW Treasury for a few years, to show you the ropes and help you feel at home here.

We'll send you on training courses including how to improve your negotiation skills and fine tune your business writing technique. We also offer generous study leave and financial assistance for postgraduate study.

You'll be working in the heart of Sydney's CBD, close to the Botanical Gardens, Circular Quay cafes and Sydney's shopping districts. It's a great location, and flexible working hours means you can take a jog in the gardens with our regular lunch time runners or perhaps join in the team sports.



At the end of the graduate program year, we'll ask you where in NSW Treasury you'd like to work. Further along your career, we offer opportunities including placements to other agencies or overseas with related organisations for professional experience.

Be part of our graduate program; it will make all the difference to your career.

To apply

We advertise the NSW Treasury graduate program in the press in October each year.

For further details on our graduate program, or for more information about working with NSW Treasury, visit our website:

www.treasury.nsw.gov.au

or contact:

NSW Treasury
Corporate Management Unit,
Graduate Recruitment Manager

Tel: (02) 9228 4949

Fax: (02) 9228 4117



**Hannah**

I didn't know what to expect. I'd never lived in Australia. I saw the graduate ad on the internet and applied online. After I graduated I moved to Sydney, and then two weeks later I found out I had an interview. I was born in England, dad's British, mum's Australian and we moved to the United States when I was eight. I attended university in Canada because I wanted more of a British based education.

When you're trying to find your first job it's really hard to know what to look for. The ad mentioned key phrases that sounded like work I'd enjoy doing, more applied economics.

I've done more than I expected. I had three very different rotations, so I had the ideal grad experience. My first rotation was with energy learning about the NSW electricity market. I attended meetings with the CEOs of various NSW electricity distribution and generation businesses. I also did some economic modelling. In my second rotation, I worked on the Commonwealth Grants Commission Review which I found really interesting. I was surprised to be interacting with the head of a department in the ACT treasury while we assisted each other with our jurisdictional Review responses. In my third rotation, I worked on the new Budget process and the introduction of the Results and Services Plan.

It's a fantastic place to start working. Everyone is really supportive and approachable. I organise the mixed and the women's soccer teams for the lunch time competitions. The location in the CBD is great.

I've done more
than I expected

**Degree**

Bachelor of Arts in History,
Honours in Applied Economics,
Queen's University, Canada



How our grad program works

During your year on our grad program you'll get the opportunity to work in at least three different areas of NSW Treasury. This means you will spend about four months in three of our different directorates. Our graduate program starts in February each year.



Your training

On our grad program, you'll attend training courses covering:

- Financial Information System - an introduction
- Introduction to Public Sector Financial Administration
- Performance Analysis Guidelines
- Costing of Services for General Government Agencies
- Treasury Procedures
- Economic Appraisal
- Getting to the Point Writing Workshop
- Foundations of Financial Analysis
- Evaluating a Program
- Negotiation Skills
- Principles of Public Finance

You'll also have the opportunity to go to information sessions on:

- Graduate Induction
- Salary packaging briefing session
- Inside Government: how our system evolved and how it works today
- Combined Induction with The Cabinet Office and the Parliamentary Counsel's Office

Your buddy

During the grad program, you will be introduced to a colleague from the same branch who will become your "buddy".

Your buddy:

- is a branch link between you and your manager, director and the remainder of NSW Treasury
- will meet with you weekly or regularly to check how you are going
- will provide support or direct you to someone who can assist if you have questions
- will know the meaning of much of the jargon and many of the acronyms used in NSW Treasury
- will be able to help you find your way around NSW Treasury and some of the other relevant areas
- will know the local area and where you can find banks, post offices, restaurants, cafes and shops.

Your buddy may not have all the answers to your questions. However, your buddy will have a good idea of who to ask or where to find the answers. Your buddy is there to help you settle in and provide support when you need it.

**Dragi**

I'm a buddy for a new graduate. Having been a graduate before I understand what a buddy does. A buddy is not there to train the person but rather to show the new grad around. Their buddy guides them to where they can get information or introduces them to people they need to talk to or leads them to the right place to ask questions.

It's quite challenging being responsible for a new grad, making sure they get to know everyone and that the transition is as seamless as possible. As a grad there's a lot to take in going through the different rotations.

Treasury's a great place to work if you like experiencing different things. The training is excellent, I've picked up extra skills on preparing briefs and how to produce financial and economic analysis and prepare spread sheets. Here you can gain experience in a wide range of fields then choose the area that really interests you.

Doing the various rotations, I found what really interested me. I now work on the preparation of contracts involving private finance and the analysis of capital works. This rolls into the whole analysis of a project, mainly infrastructure, and I knew that's what I wanted to do. I'm working in the branch dealing with the analysis of tenders and infrastructure projects. We analyse economic and financial appraisals and look at what's involved in the project definition, staging documents for a thorough analysis for Government making an investment. I'm surprised at what's involved in any real investment decision. I'm using different skills and it's very challenging. Work's great!

as a grad there's
a lot to take in
going through the
different rotations



Degree: Bachelor of Commerce
(Economics & Finance),
University of Western Sydney

we will help you settle in

buddies

What we do

NSW Treasury seeks to achieve a stronger economy and better public services through effective management of state resources. Ultimately, the success of our strategies will mean an improved standard of living for the people of NSW. We do the following work:

Advice on Economic & Fiscal Strategies

- recommend appropriate fiscal strategies & microeconomic reforms
- advise on fiscal implications of industrial relations & regulatory policy
- implement competition policy & recommend tax & revenue policy
- forecast economic variables & participate in inter-governmental relations

Advice on efficiency of NSW Government businesses & other commercial activities

- refine & implement the Commercial Policy Framework
- monitor & advise on the performance of NSW Government businesses
- negotiate Statements of Corporate/ Business Intent
- develop, support & implement reforms



Advice on efficiency & effectiveness of General Government Agencies

- monitoring & advise on the performance of General Government agencies
- advice on Budget formulation & assess agency proposals & negotiate Results & Services Plans
- conduct strategic reviews & develop, support & implement reforms

Budget Management

- coordinate & manage the Budget process & Budget aggregates
- monitoring, control & report on Budget position
- coordinate preparation of the State's Budget Papers & prepare the State Sector Accounts

Public Sector Management Systems

- refine & implement the Financial Management Framework
- manage financial legislation & support Directions & Guidelines
- advise on & implement appropriate accounting policies & disclosures

Physical Asset Policy & Assessment

- develop policy & support implementation of Privately Financed Projects & assess & monitor capital investment proposals
- implement procurement & asset management policies & support agency compliance
- monitor compliance with agreements on projects with major Government risks

Financial Asset & Liability management

- set objectives of the Treasury Banking System & financial asset portfolio & monitor performance
- advise on management of financial risks & investment strategy
- set debt portfolio objectives & self-insurance arrangements & monitor performance
- advise on insurance & superannuation liability policy issues
- accounting for the Crown Entity



Rebecca

What stands out for me is the moving around. As a graduate you get three rotations, so you see most of Treasury. You learn really quickly and people get to know you. My colleagues were very supportive.

Being on a structured graduate program is great as get to you do really good training courses. There are always opportunities to go to conferences and seminars, and management makes time for you to do that.

The skills you learn here you can use in any job. The work I do in Treasury isn't necessarily about what I studied at university. Actually, I was interviewed by telephone for the graduate position, I remember, I was in London on holidays and it was 5am!

One of the best things about working here is the people; they're very friendly and share similar ideas. It's also very social; I'm in the mixed soccer and touch football teams. There are definitely opportunities for women. The benefits are really good too; especially the study leave allowance.

It's always been interesting and challenging. After my graduate year I spent time working on the State Budget and then I was promoted to tax policy and forecasting. Actually that was another phone interview while I was on holidays. Moving around the different areas of Treasury means I'm always learning.

I've been promoted to another branch, now I'm a senior financial analyst working with the insurance team. A lot's happening in that area, public sector management and the insurance industry is really interesting now.

what stands out
for me is the
moving around



Degree

Bachelor of Arts /
Bachelor of Economics,
Australian National University

learn skills you can use in any job

moving around



Degree

Bachelor of Commerce (Accounting and Finance) / Bachelor of Arts (History and Philosophy), University of NSW,
Master of Economics, University of Sydney

I was surprised I had so much responsibility

Andrew

Almost from day one I was dealing with the senior financial staff from other agencies, so I had to hit the ground running.

On the grad program I went to Canberra with a delegate from the Department of Mineral Resources. We represented NSW at an interstate conference as part of the Commonwealth Grants Commission process. I was also involved in the NSW Inter-generational Report, which estimates changing expenditure needs as the population ages. That project was largely unprecedented.

In my last rotation I researched and produced a weekly macroeconomic report. That was a great opportunity to hone my report writing skills and also to keep tabs on both the global and domestic economy.

So I've been able to develop skills in areas that wouldn't have been possible if I was working elsewhere.



I like being involved in a job that has a public profile; a lot of the projects at Treasury are regularly in the media. It's interesting work and it's in touch with what's happening in society. It has tangible effects that you can see.

I still get time to run at lunch and I've enjoyed racing in a few triathlons. Flexitime means you don't need to sacrifice your lunch time activities.

Recently I took a working overseas opportunity and lived in Bangkok, Thailand, for a couple of months while undertaking an internship with the United Nations. The UN Economic and Social Commission for Asia and the Pacific (ESCAP) is one of five UN regional offices around the world. I was posted in the Least Developed Countries Unit (LDCU).

Central to ESCAP's mission statement is "working towards reducing poverty and managing globalisation". This is a huge job, especially as ESCAP has some 64 member states across the Asia/Pacific region- more or less every country in between the Russian Federation and New Zealand. The LDCU where I did my internship was primarily responsible for establishing and monitoring the Millennium Development Goals (MDG's) for the region. The MDG's are a comprehensive set of global targets to halve extreme poverty by 2015.

Ironically, although I was posted in Bangkok, the focus of my work was the Pacific Islands. I wrote a paper for an international conference on the development challenges facing small island developing states in the Pacific. The paper dealt with issues including the need for institutional change, improved human capital and a more accommodating trade and

investment environment in the Pacific. It was fascinating comparing the fiscal challenges of Pacific economies with what we face in NSW. The volatility of their revenue streams makes managing their budgets a sometimes impossible task.

I really enjoyed my time in Bangkok and with the UN. It was a great opportunity to get a feel for the life of a development economist and to live in a foreign country. My supervisor was Japanese, while most of the staff in my area were from Thailand, Bangladesh and Pakistan. During my stay Kofi Annan even turned up for a day! I must thank NSW Treasury for encouraging me take up the internship. It was certainly a very special experience!



I worked in Bangkok for a couple of months while on a UN internship



Nita

When I graduated from university, I went into management consulting. However, the work was far less interesting than I'd expected. I left consulting because I wanted a job that would hold my interest.

I wanted to use my economics background. I applied for the Treasury graduate position, although I had graduated two years prior, because Treasury seemed to offer the sort of work I would enjoy.

I felt the graduate program would let me experience different areas of the organisation before I moved into a permanent position.

You never know what an organisation is really like until you've actually worked there. When I joined Treasury, I was pleased about the variety of work. I was also pleasantly surprised at the flexibility of the working conditions.

At Treasury, I've done a wide range of things. One of my most memorable experiences in my first two years was writing and presenting a paper to the Economic Society Conference in Perth. I also worked on a review of cost recovery arrangements for "Safe Food", which was quite confrontational. Although I was fairly junior, I represented Treasury at meetings where senior industry representatives were ready to battle with Treasury. It was challenging but also rewarding. You realise what you're capable of when you're pushed.

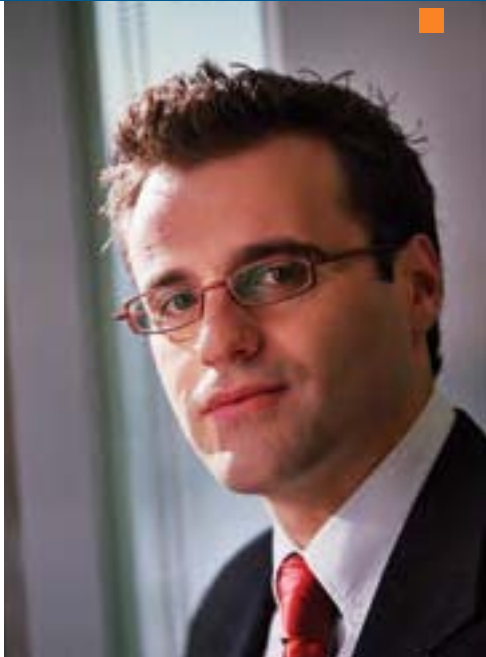
Now I'm a senior economist. I have a great team here. My work's varied, it's topical and it's very interesting. It can also be busy and I enjoy that.



Degree

Bachelor of Arts (Honours in Economics),
Bachelor of Laws (Honours),
University of Sydney

the grad program let
me experience different
areas of Treasury

**Angelo**

There was so much variety! You do totally different things in each of the Treasury directorates. I had a buddy for each of my three rotations, they were really useful. Everyone's friendly and helpful, which is quite comforting as I'd never worked in an office environment before - I'd only worked in a family business. On the grad program, the all round experience is great. There's always something happening and the work's exciting.

I hadn't been here long before I had to visit Broken Hill. I was the analyst for the electricity business located there. I had to actually go there to understand the problems facing the distribution/retail business. I didn't realise how harsh the environment was in Broken Hill or appreciate the difficulties the business was experiencing until I saw it first-hand. As the electricity industry is so complex, my manager also sent me to a seminar in Brisbane to gain a better understanding on how the National Electricity Market works.

Now I'm working on Energy Reform and Electricity Trading Risk Management - I want to learn as much as I can about the energy industry. Here you get a good understanding of how government works, it's interesting. It's also very public - it's in the news, so you know your work actually does make a difference.

Going to Broken Hill, seeing the outback, was amazing - a town with 20,000 people in the middle of nowhere! If I didn't work for Treasury I'd never have gone out to Broken Hill.

you do totally different things in each of the Treasury branches

**Degree**

Bachelor of Commerce /
Bachelor of Laws (majoring in finance),
Macquarie University



Jerrold

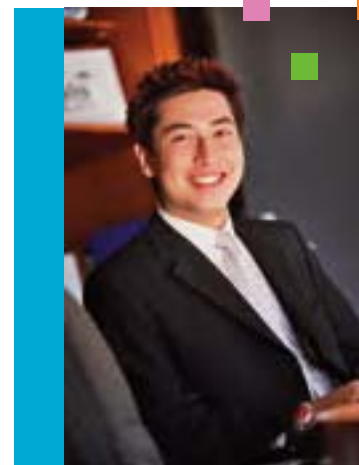
I didn't do a lot of economics at university so working in Treasury was a big learning curve; I had to pick up a lot in a short time. At university, it's assumed you'll work for a private sector firm, so there's hardly any exposure to public sector processes and objectives. Not everything you learn at university will prepare you for when you start work. Here you need to be aware of NSW state policies, the working relationships and how these affect issues.

I took advantage of Treasury's generous study support and completed my Masters of Commerce at the University of NSW. The study leave is great, I can work and study and I've got access to data, computers and libraries. I find people are willing to teach me, to mentor me; they're interested in my longer term aspirations and career. I've also done training courses on improving my negotiation skills and business writing technique. Senior management are really supportive. You can work but still have time to study and still have a life.

During my first permanent position, my director trusted me with an important responsibility - I worked on the Department of Commerce merger of five different agencies. It was a fantastic opportunity, I learnt to deal with people from outside organisations and other agencies.

Here you're surrounded by knowledgeable people who are always willing to help. Treasury's a great place to work, I've learnt so much from my experiences.

not everything you learn at university will prepare you for when you start work



Degree

Bachelor of Business (majoring in finance & banking), University of Technology, Sydney



Simon

You're so close to decisions as they're being made; you're actually in the room while senior cabinet ministers discuss issues and make decisions based on advice you've given them. As a public servant you're independent of the politics, but a lot of what you're doing is inherently political. You're not making the political decisions, but you're still working in a political context, so that automatically makes it more complex.

I've been involved in some really interesting one-off type projects. Here you can say what you think about what you're working on - you have a real opportunity to shape your work and its impact. The organisation structure is very flat, so you deal with senior people on a daily basis and they respect what you say.

I started working for Treasury while I was on a scholarship program at the University of NSW. Fortunately I got Treasury for one of my six months industry sponsor placements. That was extended to 12 months, and then I got a full time job here.

You're encouraged to develop yourself professionally - I recently attended a Harvard University executive program in Singapore. I also completed my undergraduate degree and my masters in legal studies while working here, Treasury's study assistance is excellent.

I've worked in different areas in Treasury - from tax reform to infrastructure. Now I'm a principal financial analyst, working on energy market reforms. In the short term I'd like to work overseas, maybe on a secondment. In the long term I'm interested in the type of work that Treasury does. There's always another challenge here.

you deal with senior people on a daily basis and they respect what you say



Degree

Bachelor of Commerce,
Master of Legal Studies,
University of NSW

develop yourself professionally

study overseas



Brooke

In my first rotation on the grad program, I negotiated a legal agreement between the casino and the NSW government. I wasn't expecting that kind of responsibility! Later I negotiated an agreement between three electricity generators sharing spare parts; huge turbines worth 15 million dollars. My colleagues and director helped, but I had a lead role in both those projects.

I was on the graduate program for a year, then worked for three months in another branch, before leaving to travel overseas. I was given 12 months leave without pay.

My director was very supportive, and a position at Treasury was kept open for me. After 12 months, I was given another six month extension. I travelled through Eastern Europe, hiked and skied in the French Alps, then went to Scotland, New York, and Ireland. Being given 16 months leave without pay meant I had an amazing trip, but knowing I had the security of a position waiting here for me was very reassuring.

My work is really interesting and I'm always learning. I like creating policy and being responsible for projects that you read about in the newspapers. At Treasury what we do does make a difference; you can see the impact in the public domain. It's very satisfying to see the effects of your work.

At Treasury there are more women in senior management positions than at other places where I've worked. There are strong women you can learn from here. Here you're encouraged to go ahead, and it's not because you're female, it's because if you're talented, then there's lots of opportunities for you.

at Treasury what we do does make a difference; you can see the impact in the public domain



Degree

Bachelor of Commerce (Economics & Finance),
Bachelor of Laws (Business major),
University of Western Sydney

**Naveena**

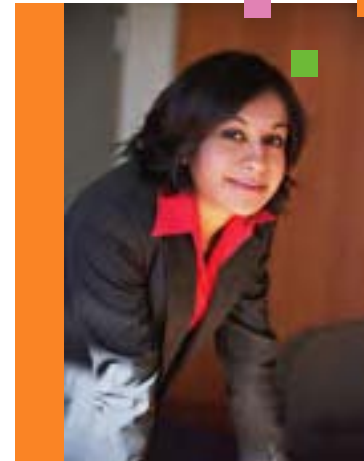
In my second grad rotation I was given the opportunity to do some legal work so I could complete the practical component for the College of Law, which was great. The best part of the graduate program is that you work with so many different people from across Treasury as you rotate through the different branches. You wouldn't get this opportunity if you stayed in the same graduate position for the whole year. I realised that I liked a lot of different things; it allowed me to expand past my accounting degree.

I didn't realise how much knowledge I'd picked up until a year later when I was helping the new graduates. The grad program was great, we were rotated across the organisation, we did fantastic training courses, met different people, and everyone was very supportive. I've made a lot of really good friends here.

The flexibility here means you can have that balanced life that everyone says you should have. It's great to be able to play lunch time soccer. It makes life manageable.

I've taken a job exchange to the Crown Solicitor's Office so I can experience using my law degree in a legal environment. Treasury are really committed to further education and career development. They were very supportive and helped arrange the job exchange. They believe that it's important for my career fulfilment. I'm doing my masters in Law majoring in Human Rights and Social Justice. I'd love to work for a government agency overseas; Treasury can provide that experience. The job exchange options will help me identify my future career direction.

the best part of
the grad program is
working with so many
different people all
over Treasury

**Degree**

Bachelor of Commerce/
Bachelor of Laws,
Macquarie University

we help you identify your career goals

job exchange

New South Wales Treasury is the oldest Government agency in Australasia, established on 28 April 1824. Our office is located in the Governor Macquarie Tower in Farrer Place, Sydney. We have a core staff of about 230 people. Our operating budget is about \$40 million per year.

The NSW Treasury Executive is headed by the Secretary, and supported by an Executive team. The Executive is responsible for leadership and strategic direction. While Executive members oversee OFM's Directorates, Branch Directors are responsible for their operational management.

Our mission

Promoting state resource management to achieve a stronger New South Wales economy and better public services.

Our values

- Focusing on our stakeholders
- Valuing the individual
- Acting with integrity
- Providing leadership at all levels
- Continuously learning and innovating

NSW Treasury is the NSW Government's principal adviser on state financial management policy and practice, and economic conditions and issues.

The services we provide are aimed at promoting better public services and a stronger economy.

Our success hinges on how well we work as individuals and as an organisation.

NSW Treasury is looking for people who want to be part of that success.

If that's you, then apply to our graduate program.

