# 2024 DEECA Science Graduate Program

Positions available





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Every year, we recruit a variety of graduates of science, natural resource management, ecology, conservation, sustainability, geoscience, geology, geography, water, agriculture, urban and regional planning, computer science, engineering or related fields.

Graduate roles are available all over Victoria. Ongoing roles are offered, commencing with three rotations as outlined below.

Read about the varied graduate roles available for the 2024 intake.

**Applications open 9 June 2023 and close 10 July 2023.**

#### [Position 1. Policy Officer, Renewable Policy (Energy – Energy Strategy)](#_2024_DEECA_Science)

Location: All in Melbourne CBD

#### [Position 2. Policy Officer, DER Markets and Networks (Energy – Distributed Energy Resources Markets and Networks)](#_Position_2._Policy)

Location: Melbourne CBD / Melbourne CBD / Neg in Grampians region

#### [Position 3. Climate Science Project Officer (Environment, Climate Action and First Peoples – Climate Science)](#_Position_3._Climate)

Location: All in Melbourne CBD

#### [Position 4. Policy and Project Officer, Water Licensing Policy (Water and Catchments - Water Resources)](#_Position_4._Policy)

Location: Melbourne CBD / Tatura / Warrnambool

#### [Position 5. Project Officer (Graduate Recruit) (Forest, Fire and Regions – Grampians)](#_Position_5._Project)

Location: Ballarat / Melbourne CBD / Neg. Ballarat or Horsham

#### [Position 6. Planning Graduate (Forest, Fire and Regions – Loddon Mallee)](#_Position_6._Planning)

Location: All in Bendigo

#### [Position 7. Project Officer (Forest, Fire and Regions – Hume)](#_Position_7._Project)

Location: Benalla / Alexandra or Marysville / Melbourne CBD

#### [Position 8. Public Land Management Project Officer (Forest, Fire and Regions – Hume)](#_Position_8._Public)

Location: Neg. Seymour, Benalla or Wodonga / Benalla / Melbourne CBD

#### [Position 9. Fire & Ecology Project Officer (Forest, Fire and Regions – Policy and Planning Division)](#_Position_9._Fire)

Location: Melbourne CBD / Neg. in Barwon South West Region / Neg. in Hume Region

#### [Position 10. Science Graduate (Forestry and Resources – Earth Resources Regulation)](#_Position_10._Science)

Location: All Melbourne CBD

#### [Position 11. Resources Planner (Forestry and Resources – Earth Resources Policy and Programs)](#_Position_11._Resources)

Location: All Melbourne CBD

#### [Position 12. Geoscientist (Forestry and Resources – Geological Survey of Victoria)](#_Position_12._Geoscientist)

Location: Melbourne CBD / Melbourne CBD / Melbourne (Werribee)

#### [Position 13. Geoscience Software Engineer (Forestry and Resources – Geological Survey of Victoria)](#_Position_13._Geoscience)

Location: All Melbourne CBD

## 2024 DEECA Science Graduate Program - Position Details

#### Position 1. Policy Officer, Renewable Policy (Energy – Energy Strategy)

Location: All in Melbourne CBD

As the Renewable Energy Policy Graduate, you will develop strong research and policy skills as you work on projects that contribute to the state’s transition to renewable energy and net zero emissions, with a focus on developing large-scale renewable energy generation and storage in Victoria.

You will gain a good understanding of the inter-relationships between energy policy development and program delivery through three related placements – starting with Energy Strategy, then into the Policy Partnerships team in Water and Catchments Group with a focus on improving long-term water security through the water, energy and waste nexus, and finally in Climate Science Division where you will support the finalisation of the Climate Science Report through stakeholder engagement, writing content and researching the best available Climate Science.

You will gain experience in developing energy policy and/or regulatory reform, stakeholder engagement and program delivery.

This role is well suited to someone who enjoys working in a collaborative team environment and who has strong problem solving and analytical skills.

#### Position 2. Policy Officer, DER Markets and Networks (Energy – Distributed Energy Resources Markets and Networks)

Location: Melbourne CBD / Melbourne CBD / Neg in Grampians region

Location: Melbourne CBD / Melbourne CBD / Neg in Grampians region

Distributed Energy Resources refers to small renewable energy resources that are in the distribution network – typically solar systems and batteries. As the Distributed Energy Resources (DER) Graduate, you will develop a strong understanding of the role of DEECA and the inter-relationships between energy policy development and program delivery through three related placements. You begin in Energy Strategy where you will work on unlocking the value of Victoria’s DER, supporting people to transition together, and modernising the grid, then onto Solar Victoria where you will support the development and implementation of high-profile, time-sensitive policy advice that will contribute to the future design and continuous improvement of Solar Victoria programs. The final rotation involves moving to the Grampians Region Natural Environment Programs team to contribute to the assessment of proposed projects with a focus on renewable energy generation, storage and transmission developments to support government priorities and Victoria’s energy transition.

You will gain experience in developing energy policy and/or regulatory reform, hands-on work in a regional office and program delivery. Stakeholder engagement will be a strong focus of all three placements.

This role is well suited to someone who enjoys working in a collaborative team environment and who has strong analytical and communication skills.

#### Position 3. Climate Science Project Officer (Environment, Climate Action and First Peoples – Climate Science)

Location: All in Melbourne CBD

Are you keen to use your scientific knowledge to help inform robust decision making in government?

During the first rotation as the Climate Science Project Officer, you will work in the Climate Science Team to update Victoria’s Climate Science Report, a requirement under the Climate Change Act 2017. You will work with Australia’s experts in climate science and to ensure the future climate information we provide meets user needs across government and industry to inform policy outcomes.

The second rotation will support DEECA’s bushfire, flood and storm recovery program. The graduate will support the integration of climate adaptation, emergency management and disaster resilience research into recovery program planning and delivery.

In the third rotation you will work in renewable energy you will develop strong research and policy skills as you work on projects that contribute to the state’s transition to renewable energy and net zero emissions, with a focus on developing large-scale renewable energy generation and storage in Victoria.

This role is well suited to someone who enjoys using their communication skills, working in collaborative team environments, using stakeholder engagement skills and undertaking project delivery.

#### Position 4. Policy and Project Officer, Water Licensing Policy (Water and Catchments - Water Resources)

Location: Melbourne CBD / Tatura / Warrnambool

***Have you ever been in just the right place at just the right time?***

As a water policy graduate, you will have the opportunity to be a part of policy reform and implementation in addition to being exposed to technical and operational matters relevant to water management in Victoria. In this role you will have an opportunity to work with different teams across two branches: Water Entitlements, Licensing and Modelling and Water Assessment Monitoring and Systems. One core project is *Groundwater Management 2030* which is focussed on transformation in the groundwater space - crucial to ensure the sustainable use of groundwater into the future. If you want to know more about the plans for groundwater management policy reform, download a copy of *Groundwater Management 2030*.

Working within the Water Resource Strategy Division, the **first rotation** is designed to give you an insight into all angles of water resource management, from licensing, modelling, water recovery and compliance to water accounting and reporting. You will be engaging with Traditional Owners, working on policy reform, and carrying out technical analysis.

Although before you get too comfortable with your city job you will be pulling on the boots to get out into the field with our rural water corporation partners to see the other side of compliance and regulation of water. The **second** and **third rotations** will be based at two of Victoria’s rural water corporations - Goulburn-Murray Water and Southern Rural Water. Through both rotations you will gain experience in water licensing, understanding customer needs and stakeholders of rural water corporation, rural water resource management and water use regulation.

You will start, return to, and be supported by the close-knit Water Licensing Policy team, full of vibrant personalities! You’ll be able to utilise a flexible working environment with top of the range learning and development opportunities. What’s more, you will be contributing to the sustainable use of water in our state and the protection of our environment.

*See? Right place, at the right time! What a way to kick start your career!*

#### Position 5. Project Officer (Graduate Recruit) (Forest, Fire and Regions – Grampians)

Location: Ballarat / Melbourne CBD / Neg. Ballarat or Horsham

The Grampians region is a supportive, inclusive and progressive team environment that allows flexibility to work across the region and other areas of the department to deliver for the government and the community.

Your introduction to DEECA will immerse you in the region with the Community and Partnerships Programs team. You will be involved in engagement activities to support public consultation about Lake Burrumbeet and its future management. This project is led by Wadawurrung Traditional Owners. Further opportunities for other public facing programs, including climate action and renewable energy, will also be available.

The second rotation is within the Climate Change Policy, Adaptation Branch in Melbourne. You will work with stakeholders and across government to use future climate information to inform decision making. Your well-developed communication skills will be applied to distil complex information to make this accessible to users.

The third rotation is based in the Grampians in Forest Fire Operations. Your focus will be in risk and evaluation to support fuel management and operations in monitoring, evaluation and reporting. You will help to plan and deliver a range of research and reporting projects to improve the delivery and understanding of the fuel management program. You will work closely with staff to improve the measurement and inclusion of ecological values in planning operations for bushfire management.

This role is well suited to someone who enjoys using their stakeholder engagement skills and working collaboratively, communicating ideas, and having a future focus in your critical thinking and problem-solving skills.

#### Position 6. Planning Graduate (Forest, Fire and Regions – Loddon Mallee)

Location: All in Bendigo

The Loddon Mallee region is seeking a highly motivated and enthusiastic graduate with a degree in environmental science, land management or planning, to complete three rotations within the Regional Directorate based in Bendigo.

Rotation 1 will see you working within the Planning and Approvals unit. You will have the opportunity to review land use planning applications, assist in Environmental Effects Matters and provide strategic planning advice to local government stakeholders. During this rotation you will also be contributing to an existing project, reviewing incorrectly zoned land within the Loddon Mallee region.

Rotation 2 is with the Land and Built Environment team, with a focus on Crown land management and administration. You will learn the fundamentals of public land administration, interpreting and applying legislation, and community and stakeholder engagement. You will also apply your knowledge of land management on a landscape scale by assisting the team with physical land management including contractor and budget management (e.g. weed control and public safety matters). This rotation is predominantly officed based.

The Natural Environment Programs unit is where you will complete your final rotation. During this rotation you will utilise your Environmental Science (or similar) background, providing statutory environmental approvals advice to proponents on impacts to environmental values. You will also gain experience researching and applying biodiversity values for Forest Fire Management.

This position is well suited to someone who enjoys critical thinking and problem solving and using your interpersonal skills in stakeholder engagement and stakeholder management.

#### Position 7. Project Officer (Forest, Fire and Regions – Hume)

Location: Benalla / Alexandra or Marysville / Melbourne CBD

In the first rotation the graduate will join the Hume Region Traditional Owner Agreements Team and support the implementation of Recognition and Settlement Agreements with Traditional Owner Groups. The role provides an opportunity to build an understanding of DEECA's commitment to Aboriginal self-determination and how DEECA works with traditional owners through the delivery of land management programs in Hume region including forest and fire management, Crown land leasing and licensing. In this rotation the graduate will develop project management skills, geographical information system skills, cultural capability and engagement experience.

In the second rotation the graduate will join a district operations team to support planning and delivery of the fuel management program, including bushfire preparedness and response. As part of the role the graduate will complete General Firefighter training. The graduate will also gain experience working with Traditional Owners Groups in the context of fire management, and develop skills in project management, values management, community engagement, GIS systems and mapping.

In the final rotation the graduate will join the First Peoples Self-Determination Division and gain insight into the agreement making and Treaty negotiation process, which will be an area of focus during this time. The graduate will develop Cultural Capability skills, an understanding of the importance of working with Traditional Owners priorities, and gain understanding of DEECA’s approach to engaging and partnering with Traditional Owners.

This role is well suited to someone who enjoys using your interpersonal skills and critical thinking and problem-solving skills for project delivery and working collaboratively.

#### Position 8. Public Land Management Project Officer (Forest, Fire and Regions – Hume)

Location: Neg. Seymour, Benalla or Wodonga / Benalla / Melbourne CBD

In the first rotation the graduate will build an understanding of the frameworks which support delegated land management, and work with Committees of Management, community, local councils and Traditional Owners to protect and enhance the values of Crown land.

In the second rotation the graduate will develop an understanding of forest and fire planning, including working knowledge of relevant legislation and internal policies. The role will enable the graduate to participate in field work, build regional networks and an understanding of landscape scale, values-based land and fire management practices. As part of this rotation the graduate will complete General Fire Fighter training.

In the third rotation the graduate will develop an understanding of public land policy, regulatory and legislative frameworks, including initiatives to enable Traditional Owner self-determination. The graduate will work with the policy team implementing significant reforms to the legislation and regulations that govern Victoria’s Crown land estate.

This role is well suited to someone who enjoys using interpersonal skills and working collaboratively, critical thinking and problem solving and project planning and delivery.

#### Position 9. Fire & Ecology Project Officer (Forest, Fire and Regions – Policy and Planning Division)

Location: Melbourne CBD / Neg. in Barwon South West Region / Neg. in Hume Region

This is an exciting opportunity to join our team and make a difference at the Department of Energy, Environment and Climate Action.

In the Policy & Planning Division of the Forest, Fire and Regions Group, we support environments and communities to be resilient and thrive, through advancing forest, fire and emergency management policy and planning. Work with a high performing team and apply your problem-solving skills to help manage Victoria’s unique ecosystems in the context of threats such as bushfire and climate change while promoting biodiversity, nature based tourism and enabling Traditional Owners to manage Country in line with self-determination.

As the Project Officer you will work collaboratively across the division and DEECA, building relationships and providing policy and project support to the deliverables of the state-wide forest and fire ecosystem sciences unit, the regional risk and evaluation team in the Barwon South West Region and the Hume regional fuel management teams.

You will get the opportunity to work in field and in office, to work on:

* The development and continuous improvement of decision support tools and modelling to support fire management decision-making for ecosystem values.
* Identifying bushfire management approaches which minimize risk to life and property and maximise ecological outcomes.
* Supporting the development, delivery and use of the new metrics for quantifying Ecosystem Resilience.
* Undertaking and supporting targeted research projects with a range of stakeholders.

The position plays a key role supporting the development of high-quality policy, drawing on strong research, analysis and communication skills to contribute to the overall program.

The position requires policy and critical thinking skills, flexibility and adaptability to readily adjust to changing priorities, as well as strong interpersonal skills to understand the drivers behind others’ opinions and to build respectful relationships.

#### Position 10. Science Graduate (Forestry and Resources – Earth Resources Regulation)

Location: All Melbourne CBD

The Resources Branch is seeking a motivated and enthusiastic graduate to work within Earth Resources Regulation (ERR) unit. This position will offer placements across three areas, including Statutory Authorisations (Assessments), Regulatory Compliance, and Technical Services. These rotations will provide you with a broad range of experience in earth resources regulation.

ERR is Victoria's primary regulator for earth resource activities, including exploration, mining, quarrying, petroleum, and recreational prospecting. Our role is to ensure these activities are conducted safely to protect people, property, infrastructure, and the environment. ERR assesses and authorises earth resources projects that create business and job opportunities, particularly in rural and regional Victoria.

You will work on interesting and challenging tasks and projects under the guidance of a diverse range of science and engineering professionals supporting teams and senior leaders within the resources branch and communicating the results of their work through written documents and presentations.

To qualify for this position, applicants must have completed a Bachelor of Science degree in Earth Sciences, Environmental Sciences or Engineering, or a related field such as Geotechnical or Civil Engineering. We are seeking a self-motivated individual who can work collaboratively with others to achieve outcomes in a dynamic and challenging environment.

If you are passionate about earth resources and would like to work in a role that makes a real difference, we encourage you to apply for this exciting opportunity.

#### Position 11. Resources Planner (Forestry and Resources – Earth Resources Policy and Programs)

Location: All Melbourne CBD

The Resources Branch is seeking a motivated and enthusiastic graduate to work within Earth Resources Policy and Programs (ERPP) unit. This position will also offer placements in the Earth Resources Regulation and Renewable Energy Policy groups of the Department. These rotations will provide you with a broad range of experience in resources planning, policy development and project management particularly as it earth and natural resources.

The ERPP Extractives team works across the State Government to inform policies that secure short-long term supplies of extractive resources that are needed for infrastructure and housing in Victoria. This includes developing the evidence base on future demand and supply of materials, engaging with industry and community, and local government on a broad range of issues, and driving initiatives that will assist access to future supplies of strategically located resources.

You will work on interesting and challenging tasks and projects under the guidance of a diverse range of policy teams and senior leaders, that work together to support a whole of government approach for sustainable extractive resource supply and increasing renewable energy generation. Work results will be communicated through written documents, including briefings, submissions, and presentations.

To qualify for this position, applicants must have completed a Bachelor of Urban and Regional Planning, Geography, Environmental Science, Sustainability, or a related field. We are seeking a self-motivated individual who can work collaboratively with others to achieve outcomes in a dynamic and challenging environment.

#### Position 12. Geoscientist (Forestry and Resources – Geological Survey of Victoria)

Location: Melbourne CBD / Melbourne CBD / Melbourne (Werribee)

The Geological Survey of Victoria is seeking a highly motivated and enthusiastic Graduate Geoscientist to support the design, implementation, and delivery of high-quality applied geoscience research programs to enrich our understanding of Victoria’s geology and support the delivery of critical minerals, geochronology, and digital geosciences projects.

As the Graduate Geoscientist you will work with fellow geoscientists, internally and as part of research collaborations, to support the development of an authoritative geoscience evidence-base advice to inform government and external stakeholders, including industry and community.

The position will complete three rotation opportunities in three geoscience disciplines to broaden their skills, knowledge, and professional network.

This position is well suited to someone who enjoys project delivery, collaborative teamwork and stakeholder management.

#### Position 13. Geoscience Software Engineer (Forestry and Resources – Geological Survey of Victoria)

Location: All Melbourne CBD

The Geological Survey of Victoria is seeking a motivated and enthusiastic graduate to assist in software and systems development dealing with geoscience data entry, querying and delivery. The position will offer placements in three areas involving geoscience and 3D data delivery, storage and collection systems. The position will provide the successful candidate with a broad knowledge of software development and geoscience data.

The GSV’s main aim is to collect and deliver geoscience data to industry. The geoscience data is also used by a wide range of interested parties that make use of the data for rehabilitation, construction, project, public good and other purposes.

You will work on interesting and challenging tasks and projects under the guidance of a diverse range of science professionals supporting teams within the Geological Survey of Victoria to enhance data, our collection of data and it’s delivery. One of the rotations includes working in the Digital Twin Victoria, Department of Transport and Planning.

To qualify for this position, applicants must have completed a Bachelor of Science degree in Computer Sciences or related field. A Geoscience and Spatial background would be an advantage. We are seeking a self-motivated individual who can work collaboratively with others to achieve outcomes in a dynamic and challenging environment.



We acknowledge Victorian Traditional Owners and their Elders past and present as the original custodians of Victoria’s land and waters and commit to genuinely partnering with them and Victoria’s Aboriginal community to progress their aspirations.

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