



MAKE A WORLD OF DIFFERENCE

INDIGENOUS PROGRAMS @ DFAT

The Department of Foreign Affairs and Trade (DFAT) recognises the unique position of Aboriginal and Torres Strait Islander Australians as the First Peoples of Australia, and is committed to reconciliation and closing the gap on Indigenous Australian disadvantage. We operate targeted strategies and programs to support reconciliation with Indigenous Australians and to support the recruitment, retention and career development of Indigenous employees in the department.

DFAT applies Affirmative Measures (Indigenous) to all our bulk recruitment processes. We encourage suitably qualified Indigenous Australians to apply for vacancies, which are advertised on our website, via APS Jobs, in the National Indigenous Times and the Koori Mail.

INDIGENOUS APPRENTICESHIPS PROGRAM

DFAT participates in the 12-month Indigenous Apprenticeships Program, run by the Department of Human Services. Apprentices undertake a Certificate IV or Diploma-level qualification, while working in a relevant area of the department, including the Australian Passports Office. Apprentices commence as an APS 3, to work in a job which could be located in Canberra or in one of our state or territory capital cities. Applications usually open in April each year.

DANIEL H - INDIGENOUS APPRENTICE PROGRAM PARTICIPANT 2017 INTAKE

I was born in Upper Ferntree Gully but moved to central Victoria when I was very young. I have been working in the Australian Public Service for a number of years, before I started as an Indigenous Apprentice at the Australian Passport Office (APO) within DFAT in Melbourne in November 2017. The best part of this program is the amazing opportunity of becoming an ongoing officer at the completion of twelve months of training. I've worked in a few different roles such as counter service, document preparation, in the support team and the travel document printing room. I have enjoyed every aspect of working in the Melbourne APO and I'm looking forward to the challenges of the program.



INDIGENOUS AUSTRALIAN GOVERNMENT DEVELOPMENT PROGRAM

DFAT participates in the 15-month Indigenous Australian Government Development Program (IAGDP), run by the Department of Jobs and Small Business. IAGDP participants undertake a Diploma-level qualification in Government (with a specialist stream which may include Project Management, Human Resources Management, or Procurement and Contract Management), while working in relevant areas of DFAT in Canberra. Participants commence at the APS 3 level, and advance to an APS 4 upon successful completion of the program. Applications usually open in January each year. IAGDP participants will have the opportunity to apply for a finance extension program, the Finance Indigenous Professional Program, which aims to train staff to professional accreditation with an Australian accounting body.



ELLA - PARTICIPANT 2018 INTAKE

I am a proud Maiawali/Kurawali woman, born and bred in Queensland. I joined the Australian Public Service in 2015 with the Department of Defence under the Pathways Program, before transferring to DFAT in 2018 under the Indigenous Australian Government Development Program. Applying for both programs and moving to Canberra have positively changed my life. I have a wealth of learning and development opportunities in a great department and a close group of other relocated trainees, who are like my family.

AUSTRALIAN GOVERNMENT INDIGENOUS GRADUATE RECRUITMENT PROGRAM

Each year, a number of Indigenous graduates join the DFAT graduate program through the Australian Public Service Commission's centralised recruitment process for Indigenous graduates, the Australian Government Indigenous Graduate Recruitment Program. Applications usually open in May each year. Graduate positions with DFAT are based in Canberra.

DANIEL - INDIGENOUS GRADUATE 2018 INTAKE

I started with DFAT having recently graduated from Bond University with a Bachelor of International Relations/Laws. Moving to Canberra was a shock, not only for the weather (I'm originally from Darwin), but I was surprised by just how many things there are to do and see in our capital. I currently work in the Diplomatic Academy, DFAT's hub for learning and development, and couldn't have asked for a better team to start with in my career at DFAT. I look forward to what my next rotations have in store, and can only imagine that they will be as rewarding as my first placement.



For more information, please contact recruitment@dfat.gov.au or check out www.dfat.gov.au/careers/indigenous-programs