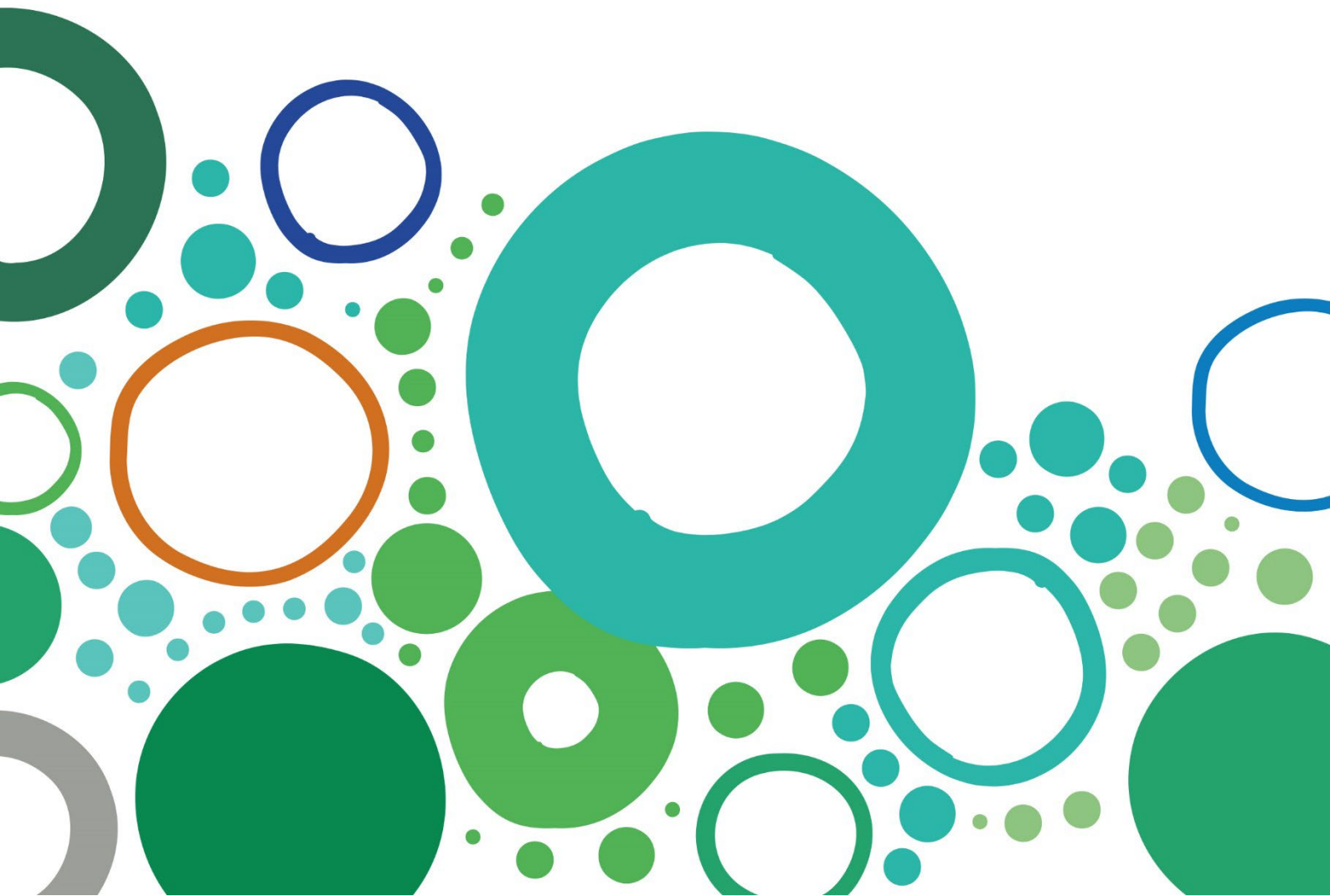




Mental Health
Commission



Graduate Program 2026 – Applicant Guide



Acknowledgements

Acknowledgement of Country

The Mental Health Commission acknowledges Aboriginal and Torres Strait Islander people as the traditional custodians of this country and its waters. The Commission wishes to pay its respects to Elders past and present, and extend this to all Aboriginal people seeing this message.

Recognition of Lived Experience

We recognise the individual and collective expertise of those with living and lived experience of mental health, alcohol and other drug issues, including their families and carers.

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Graduate Program 2026 – Applicant Guide

This is your guide to the Mental Health Commission's Graduate Program, including what we do, who we are and how you can apply to be a Graduate Officer with us.

What we do

At the Mental Health Commission (Commission) we are on a mission to lead and transform mental health and alcohol and other drug systems, that empower people in health and wellbeing.

We are a State Government agency that facilitates the delivery of mental health, alcohol and other drug services and programs.

The Commission is guided by the [Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015 – 2025](#). A new [Mental Health, Alcohol and Other Drugs Strategy 2025-2030](#) is being developed.

For more information about us, see our [website](#).

Who we are

Reporting to the Minister for Mental Health, the Commission is led by our Commissioner, Maureen Lewis, and supported by the following [Divisions](#):

- System Development
- Commissioning and Programs
- Governance and Corporate Services
- Office of the Commissioner

The Commission provides support to three independent bodies - the [Mental Health Advocacy Service](#), the [Mental Health Tribunal](#) and the [Office of the Chief Psychiatrist](#). They operate independently but are provided with corporate services support by the Commission.

About our Graduate Program

Program overview

The Commission recognises the need for building and developing a skilled and diverse workforce that can collectively support progress towards achieving our strategic objectives: to enhance our value, performance, and impact on the systems and services to better meet the needs of individuals, families, cares, and communities across Western Australia.

The graduate program is an initiative under the Workforce and Diversity Plan 2025- 2027, which has a particular focus on improving employment opportunities and experiences for youth. Young employees can bring fresh perspective and a different way of thinking to the Commission. Their innovation and creativity can help create more forward-thinking policies that are adaptable and dynamic. Investing in youth employment ensures a pipeline of skilled talent ready to lead in the future.

The Graduate Program covers an 18-month period from appointment. Graduates will begin in a division on a six-month placement, where they will undertake project and support work across the division. Graduates will then rotate divisions to complete another two six-month rotations to further develop skills and knowledge.

Our Graduate Program is an opportunity for young people who share our vision to contribute to these key initiatives that will bring reform to the sector.

What's in it for graduates?

- Challenging work that will contribute to the development of mental health, alcohol and other drug services and systems that meet the needs of Western Australia's population
- Competitive salary and a range of employee benefits
- Tailored learning and development plan including membership with IPAA's young professional network
- Work with a leading agency and make a real difference to the lives of West Australians
- Develop networks and build capabilities, including completion of the Public Sector Commission's 12-month Launch Program, a sector-wide initiative
- Flexible working arrangements, including ability to work from home

What are we looking for?

- Recent graduates who are 24 years of age or under
- Good communicators able to contribute to a positive workplace culture
- Effective problem solvers with strong research and analytical skills
- People who are organised, adaptable and strive to do their best

Further information about the position and job requirements can be found in the Job Description Form.

The Commission is an equal opportunity employer and encourages Aboriginal and Torres Strait Islander peoples to apply. We value the uniqueness of individuals who may vary in many different ways, including ethnicity, culture, national origin, social class, gender, age, religious belief, sexual identity, intersex status and mental and/or physical ability, and people from these diverse backgrounds are encouraged to apply.

Why does the Commission only want graduates who are 24 years or under?

As an initiative under the Commission's Workforce and Diversity Plan 2025 – 2027 to increase youth employment, graduates will need to be 24 years of age or under at time of commencement, under section 66ZP of the Equal Opportunity Act 1984 (the Act).

Future intakes may focus on employing Aboriginal and Torres Strait Islander graduates and graduates with a disability, to help increase workforce representation of these diversity groups. Sections 51 and 66R of the Act may be used to prioritise appointment of graduates from these backgrounds.

What to expect

Benefits

The Commission's employment conditions offer a wide range of attractive benefits that support individual needs and encourage a healthy work-life balance. These include:

- flexible work options such as flexible work hours and working from home arrangements
- modern offices in an accessible city location, next to public transport
- leave entitlements, including but not limited to:
 - four (4) weeks annual leave per calendar year
 - 13 weeks long service leave (LSL) on completion of seven (7) years continuous service (pro-rata for part time)
 - 15 days cumulative personal leave per anniversary year, to be used for sick leave, carer's leave, unplanned and planned absences
 - paid parental leave (after 12 months of service)
 - three (3) additional public service holidays to be used each calendar year (conditions apply)
 - up to 10 days paid family and domestic violence leave
 - up to 5 days Reproductive Health Leave
 - up to 10 days Disability Leave
- corporate health plans offering discount insurance premiums with selected providers
- leadership and professional development programs
- ongoing support to employees through our Employee Assistance Program and workplace Mental Health First Aid Officers
- health and wellbeing program including annual flu vaccinations

Learning and Development

Graduates will be provided with a structured training program to develop their capabilities. In addition to on-the-job training and the Commission's Learning and Development Program, graduates will also have access to:

- a graduate support network, mentor and coordinator
- Public Sector Commission's Graduate Launch Program

- access to paid and unpaid study leave (conditions apply)
- acting opportunities and rotations through different business areas

Application process

You need to send us:

- a completed Mental Health Commission 2026 Graduate Application Checklist;
- a cover letter
- a detailed curriculum vitae/resume
- a copy of your university transcript confirming your graduation, or scheduled graduation date. To be eligible for the Commission's graduate program, you must have completed your degree in 2024 or 2025 or be scheduled to complete it by the end of December 2025
- a copy of one of the following for eligibility:
 - Australian Birth Certificate
 - Australian Passport
 - Australian citizenship certificate, or
 - Permanent residency visa

Application checklist

All paperwork outlined in the checklist must be submitted. Not doing so may negatively impact your application for the Mental Health Commission's 2026 Graduate Program. Please complete and certify the Graduate Application Checklist to ensure this requirement is met.

Cover letter

Submit a cover letter of no more than two pages that lets us know:

- your motivations to apply for this program
- what divisions/areas of the Commission you are interested to work in
- what contributions you will make from the knowledge you acquired in your studies.

Resume/CV

A copy of your resume/curriculum vitae that details your education, employment history, responsibilities, interests and achievements. This may include relevant experience in relation to the position, and you may wish to consider including key university projects that have relevance to the Commission's vision, mission and/or values.

Academic transcript

Include a copy of your academic record confirming your graduation, or scheduled graduation date. To be eligible for the Commission's graduate program, your must have completed your degree in 2024 or 2025 or be scheduled to complete it by the end of December 2025.

Your academic record should clearly show:

- units studied
- grades obtained in those units
- overall course weighted average in a percentage

Eligibility

To be considered for the graduate program you must have:

- successfully completed a tertiary qualification within the last two years, or evidence the degree is due to be completed by December 2025. The tertiary qualification must be a minimum of an undergraduate degree (Bachelor's degree or higher), and any degree discipline is acceptable.
- proof of eligibility to work in the WA public sector (for example, Australian citizenship certificate, permanent residency visa).

Interviews

We'll review applications against checklist requirements and the selection criteria in the job description form (JDF) and make a shortlist of suitable candidates.

The most competitive candidates will be invited to participate in a first stage interview in a group setting, with a values-based assessment. Those most suitable after stage one will be invited back for an individual interview assessment, based on the essential position criteria. In this interview we'll ask you some questions about yourself and your experiences in the workplace and university. We may also give you a work task or ask you to prepare something ahead of time to present or talk about.

We'll then conduct referee checks to confirm the panel's findings.

From there the panel will make a recommendation on who to appoint to the graduate roles. We'll then contact everyone that applied to let them know the outcome of their application and give them an opportunity to seek feedback.

More information

Visit our website mhc.wa.gov.au for additional information and find out more about the Commission and what we do.

Any questions?

Get in touch with our People and Culture team via HRTraining@mhc.wa.gov.au, or call us on 08 6553 0600.

Accessibility

If information is required in an alternate format, please contact the People and Culture team via HRTraining@mhc.wa.gov.au or contact 08 6553 0600.



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