



# Graduate Program FAQs

## Who can apply?

Anyone 24 years of age or under that has successfully completed a tertiary qualification within two years of the Graduate Program commencing. The tertiary qualification must be a minimum of an undergraduate degree (Bachelor's degree or higher), and any degree discipline is acceptable.

Further information about the position and job requirements, including selection criteria, can be found in the Job Description Form (JDF). This role is expected to adopt the behaviours and associated mindsets outlined in [Building Leadership Impact](#) and described fully in [Leadership Expectations](#). The leadership context of this position is [Personal Leadership](#), considering it makes a direct and immediate difference to the work of the MHC.

The Commission is an equal opportunity employer and encourages Aboriginal and Torres Strait Islander peoples to apply. We value the uniqueness of people 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 allow graduates 24 years or under to apply?

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 disability, to help increase workforce representation of these diversity groups. Sections 51 and 66R of the Act may be utilised to prioritise appointment of graduates from these backgrounds.

## When does the Graduate Program commence?

The current program will commence 2 February 2026, with the program running for an 18-month period.

## How do I apply?

Graduate opportunities are posted on [jobs.wa.gov.au](https://jobs.wa.gov.au). You will need to ensure your application provides all the information requested in the advertisement. Applications must be received by the closing date and time.



## When do applications open?

Applications for the 2026 Graduate Program open on 20 June 2025 and close on 18 July 2025.

## What documents need to be provided?

You need to send us:

- a completed Mental Health Commission 2026 Graduate Application Checklist
- a cover letter (no more than two pages)
- 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

## Can I still apply if I don't have all the requested documents?

All paperwork outlined in the checklist must be submitted. Failure to submit required documents may negatively impact your application.

## Do you employ overseas students?

Applicants must be an Australian citizen or permanent resident prior to the program commencing. Evidence must be provided.

## I have already graduated, can I apply?

Yes. Applicants must have graduated or will be graduating within two years of the program commencing.

## What is the selection process?

We'll review applications against checklist requirements and the selection criteria in the 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 who applied to let them know the outcome of their application and give them an opportunity to seek feedback.

### **When will I be notified of the outcome?**

Applicants will be notified of the outcome of their application following the selection process and the panel's decision on who to appoint to the available Graduate positions. Applicants seeking an update on the process can get in touch with the contact person identified in the job ad.

### **Will I be required to conduct a Criminal Records Screening?**

Yes. Successful candidates will be required to provide a current (within 12 months) National Criminal Record Screening Check as a condition of their employment. Please note that a criminal record or pending charge does not necessarily preclude an individual from employment, suitability will be determined based on factors including the nature and seriousness of the offence/s, relevance to position and the recency of occurrence.

### **What kind of placements can I expect?**

Graduates will spend six months on placement rotating between Commission divisions for the duration of the program. Graduates may have the opportunity to work in areas including human resources, workforce planning and development, finance, policy development, health promotion, performance and reporting, system development, commissioning, prevention and treatment services, and community support services.

### **How can I learn about the Commission?**

Take a look at our [website](#).

### **Is there a support network throughout the program?**

Graduates will have an extensive support network who will guide and support them through the program, including:

- line manager/supervisor
- mentor
- graduate coordinator
- graduate network, including with other graduates working in the public sector.

### **Is the graduate position permanent?**

Graduates join the Commission on fixed-term 18-month contracts. Upon completion of the program, graduates may be offered a permanent position at the Commission pending their successful completion of the program and subject to positions being available.



### **Can I apply in my final year of studies?**

Yes. Applicants will need to have completed their degree requirements before the end of the year and be able to start when the program commences at the beginning of the following year.

### **I am studying for a post-graduate qualification – can I apply?**

Yes. However, applicants must have completed a Bachelor's degree or higher within two years of the program starting. The Graduate Officer position is a full-time position, and this should be considered when applying.

### **Are graduates entitled to study leave if they pursue further studies?**

Graduates may apply for study leave as part of the Commission's Study Leave and Financial Assistance Policy. Decisions to approve applications for study leave will consider the impacts the proposed study leave may have on the workload for the individual and the division.

### **What training do you offer to graduates?**

Regular professional development through a tailored learning and development program, including participation in the Public Sector Launch program and access to IPAA's young professional network.

### **Are there other graduates at the Commission?**

The Commission aims to bring on two graduates for each 18-month program. Graduates are also provided with opportunities to network with other graduates in the public sector throughout the program.

### **What is the starting salary?**

There is a starting salary of Level 3 (Public Sector CSA Agreement 2024) - \$86,439 plus superannuation.

### **Where would I be working?**

The Commission is in the Perth CBD, and closely situated to public transport.

### **More information?**

For more information and any questions that you may have, please contact the People and Culture team on 6553 0600 or email [HRTraining@mhc.wa.gov.au](mailto:HRTraining@mhc.wa.gov.au).

### **Accessibility**

If information is required in an alternate format, please email [HRtraining@mhc.wa.gov.au](mailto:HRtraining@mhc.wa.gov.au).

