



PEOPLE  
PARTNERSHIPS  
PROGRESS

BUILDING OUR FUTURE TALENT  
**Renewal SA Graduate Program**

Applicant Information Guide



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# About us

*We are breathing new life into South Australia through urban renewal and place making by creating innovative places where people want to live, work and play.*

## WHAT WE DO

- Renewal SA is guided by the 30-Year Plan for Greater Adelaide to facilitate unique development opportunities for the private sector through access to government land holdings.
- We provide an integrated approach to urban development on behalf of the Government of South Australia.
- We develop connected, accessible places which enhance South Australia's distinctive lifestyle.
- We encourage more people to live in the city, by creating more housing opportunities within 10 kilometers of the CBD.
- We attract more investment in South Australia, through the delivery of joint venture opportunities.
- We encourage more people to visit and spend time in the CBD and regional South Australia.
- Some of our key projects include:
  - ✓ Adelaide Riverbank
  - ✓ Bowden (Life More Interesting)
  - ✓ Our Port
  - ✓ Tonsley
  - ✓ Old Royal Adelaide Hospital
  - ✓ Affordable Homes Program

Please visit our website for full details on our purpose and projects: [renewalsa.sa.gov.au](https://renewalsa.sa.gov.au)

Does this sound  
like something  
you want to be  
part of?

#### **WHAT QUALIFICATIONS ARE WE LOOKING FOR?**

We are seeking enthusiastic and driven individuals who are passionate about our business. We plan to recruit graduates with qualifications in the following fields.

- Project Management
- Environment
- Property
- Urban & Regional Planning
- Finance
- Marketing
- Communications & Community Engagement
- Business Management & Human Resources
- Information & Technology Management

#### **OUR IDEAL CANDIDATES:**

- demonstrate our values of Accountability, Unity, Respect, Excellence and Fun
- are ready to solve problems with well-developed analytical abilities
- can work effectively in a team
- have flexibility to adapt to a changing work environment
- have highly developed written and verbal skills
- have a strong interest in the work we deliver
- have a 'can-do' attitude
- like to work in partnership and foster effective relationships.

#### **ELIGIBILITY**

- You will be an Australian citizen or be eligible to work in Australia.
- You will have completed a university degree within the last 5 years.

## What we offer

*The Renewal SA Graduate Program is designed to build on your existing talents and will facilitate your graduate experience in a positive, professional and supportive work environment.*

### **EMPLOYMENT OFFERING**

- Graduate employment for two years, with pathways to further opportunities at the end of program.
- Remuneration will depend on previous experience and skills.
- Graduate salary range \$55,000-65,000.

The program demonstrates our commitment to building a strong organisation by focusing on recruiting, retaining and developing our talent (our people).

The program enables you to participate in an accelerated learning program, which will develop you professionally, as well as personally and ensures you gain a range of experiences.

We will focus on transitioning you into our workplace, increasing your self-awareness, and developing your understanding of teamwork. You will also gain an understanding of our business and our values; enhance your decision-making skills, and increase your ability to negotiate and manage work partnerships.

We value our employees' views about how we work and encourage feedback. We are keen to hear and see what you think.

We encourage feedback and value passionate people who are willing to step up and contribute.

# Our commitment to building your capability

*To kick-start your career, you will be supported through a capability development program that is made up of structured training components and coaching from an experienced Renewal SA senior employee.*

You will have access to the opportunities we provide for all our people to build their capability, alongside tailored training programs, networking opportunities and briefings on current topics of interest related to our work.

Some of the most valuable learning experiences will be on-the-job during your placement. Your supervisor will support you with regular and ongoing feedback and help you identify your individual development needs through regular Partnering for Performance discussions.



# How to apply

## TIPS ON PREPARING YOUR APPLICATION

Use examples to demonstrate your skills and capabilities against each criterion. The STAR method is a handy model to use.

- Describe the **S**ituation
- Describe the **T**ask
- What **A**ction you took
- What **R**esult was achieved

You can use examples from any part of your life including your work, university, sport or community activities. Try to use a variety of examples.

Your CV should outline your:

- work experience
- education and qualifications
- key achievements and interests
- contact details of at least two referees (including one from a current employer where possible).

Please write your application well and use correct grammar and spelling. Use clear formatting and apply your attention to detail.

## APPLICATION

To apply for a graduate role we need to receive:

- A one-page cover letter that addresses the selection criteria as set out in the advertisement.
- Your academic transcript.
- A completed copy of the Employment Declaration Form.

## REQUIREMENTS

- The ability to apply academic knowledge and concepts to develop practical solutions.
- Ability to communicate verbally with a range of different audiences and to write clearly and persuasively.
- Self-awareness and the ability to interact effectively with others and work as a member of a team.
- Ability to organise and prioritise workload commitments, work independently with minimal supervision and meet deadlines.
- Sound analytical, research and problem solving skills.
- Completed a university degree within the last five years.

## WHAT COMES NEXT ?

Applications will open **January 2017**.

Shortlisted candidates will be invited to participate in an assessment centre where they are given the opportunity demonstrate their interpersonal skills when working in groups to solve problems.

Candidates who are considered suitable following the assessment centre exercise will proceed to the interview process for assessment of their overall performance against the selection criteria and organisational fit.

We aim to offer successful candidates graduate placements commencing in approximately **April 2017**.

## Information session

*To assist with you making the decision on whether to apply we will be holding a session for interested candidates. The session will outline the current Renewal SA purpose and agenda as well as highlight the attributes we value in our employees.*

To find out when our next information session is visit our website:

[renewalsa.sa.gov.au/about-renewal-sa/#careers](https://renewalsa.sa.gov.au/about-renewal-sa/#careers)

# Employee experiences

## Previous Graduate Program Testimonial

**Alicia Davidge, Project Director, Bowden**

My journey with the South Australian Government began in my final year of Bachelor of Business (Property). I took part in a mentor program between the Land Management Corporation (now Renewal SA) and Uni SA. During this time I was encouraged to apply for the graduate program.

From the moment I joined the organisation, it was clear that it was a wonderful place to work and I soon realised the graduate program came with great promotional and development opportunities.

The opportunities offered to me as a young graduate was more than I had ever expected

I commenced as a graduate officer and was able to work my way through a variety of technical roles

My first assignment involved in assisting government agencies in disposing of surplus assets, strategic planning and project feasibility.

My next assignment was working on the Port Adelaide Waterfront Project, which involved a variety of property related work. It was during this time that I was successful in securing a position in the private sector as a Project Manager on key property development projects such as medium high residential and prime CBD strata titled office building. I gained immense experience working collaboratively with Local and State Government including industry stakeholders.

I later returned to Renewal SA to manage the Bowden Project as a Project Director. The experience and knowledge I gained from the Private sector has given me the opportunity to manage complex programs and a better understanding of the laws, regulations and policies.

The Graduate Program has helped shape my professional career and I look forward to the experiences to come.



# Employee experiences

“It’s very satisfying to see projects advance from early stages”  
Jason Rollison



“I love helping people to make their lives better in the long run”  
David Burnett



“It’s rewarding to work for the betterment of the community”  
Janithri Wickramaratne



“I love the variety, flexibility and independence of my role”  
June Lim





# RenewalSA

people partnerships progress

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**Government of  
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