

DHS Graduate Program

Frequently Asked Questions

Am I eligible to apply for the Graduate Program?

You must have completed your most recent eligible qualification within the last three years (2024 – 2026) or will complete your degree before the employment start date of February 2027. An eligible qualification is either a minimum three-year undergraduate degree or minimum two-year postgraduate degree. Where an applicant has completed multiple qualifications, eligibility will be assessed based on their most recent qualification.

Three-year undergraduate degrees which have been completed either interstate or overseas are accepted, provided that they have been recognized by the relevant Australian professional body (where applicable).

You must also legally entitled to work in Australia for the length of the employment contract, which is two years from the date of appointment. This includes Australian citizens, permanent residents, and temporary visa holders.

You can apply for a National Police Check via the [South Australia Police](#) or through an [Australian Criminal Intelligence Commission](#) accredited body.

When do applications open?

Applications open on 3rd August 2026 and close on 23rd August 2026. You will have three weeks from when applications open to submit your completed application. You can also see the 'Closing Date' within the job advertisement.

How do I apply for the Graduate Program?

If you meet the eligibility criteria, identify the relevant career stream to apply for:

- **Administrative Services (ASO) Stream:** Undergraduate or post degree qualification obtained within the last three years from a registered university.
- **Allied Health Professional (AHP) Stream:** Undergraduate or post degree qualification obtained within the last three years from a registered university, which enables eligibility for full Australian registration or membership with the relevant allied health professional body.

Once you have identified the relevant career stream, you can find more information on how to apply via the 'How to Apply – ASO Stream' and 'How to Apply – AHP Stream' documents.

Can I use Artificial Intelligence (AI) tools to prepare my application?

We understand that you may use AI to prepare your application, and that's okay. What is important however, is that you are honest in the information you provide. We also want you to be your authentic self by demonstrating your values, skills, and understanding of the role.

What is the recruitment process?

The recruitment process for the Graduate Program will consist of a written application, in-person or online interview, case study or presentation activity, and reference check.

If you are new to the department and are invited to an interview, you will also be required to produce a National Police Check, which has been issued within six months of your application for the role.

How many positions are available in the Graduate Program?

The number of graduate positions varies from year to year, as positions are determined by organisational and business unit needs.

Are there any age limits for applicants?

There are no age restrictions. Graduates are selected through a merit-based process where your capabilities and competencies are assessed against the selection criteria.

What will I be paid?

Graduates are employed as an Administrative Services Officer Level 3, ASO3 (\$74,095 - \$78,694)

or Allied Health Professional, AHP1 (\$76,828-\$89,981) classification, plus 12% superannuation. This may vary depending on your career stream.

You will receive incremental annual pay increases throughout the program, subject to satisfactory performance.

What are the typical working hours?

Full-time employees will be expected to work 37.5 hours per week, or 7.5 hours per day, 5 days per week. DHS offers employees the opportunity to take advantage of flexible work arrangements such as flexi-time, part time employment and job sharing. Any flexible working arrangements are subject to your manager's approval.

Where are the positions located?

The majority of the positions will be located in the Adelaide CBD, with some roles located in

metropolitan suburbs. Some roles may also require intrastate and/or interstate travel occasionally.

How many graduate roles are available in the Department?

Graduate roles are filled in line with identified organizational business needs each year. Therefore, the number of graduate roles will vary from year to year.

What happens after the 24-month graduate contract?

The Graduate Program will allow you to build your skills, experiences and networks, which will assist you in securing further employment after the graduate year.

We support our graduates to explore different development experiences within the Department. During the second year of the Program, you will be supported to identify further potential employment opportunities within DHS.

In addition, our graduates also have access to exclusive “SA Public Sector employee roles” listed on the [iWorkforSA](#) website.