

AO3, Graduate Officer, 2027 Cohort



Role type

Fixed term, flexible full-time



Locations

Brisbane, Cairns, Townsville, Rockhampton and Toowoomba



Total remuneration

Salary of \$77,354 to \$85,833 per annum (as at 2026), plus recognition of accredited qualification allowance (\$47.70 per fortnight), 12.75% [superannuation employer contribution](#) and 17.5% [leave loading](#) on 20 days recreation leave per year.



Contact

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Queensland Public Sector

A career in Queensland Government is dynamic and deeply rewarding. With over 250,000 Queensland Public Sector employees delivering across more than 4,000 locations, we take the lead in addressing complex challenges and delivering for Queensland.

Inclusion for all

The Future Leaders Graduate Program provides a supportive environment where you will feel safe, respected and valued for who you are and what you bring to the conversation. We are seeking graduates from all backgrounds, lived experiences and walks of life who are ready to bring their unique strengths, skills and perspectives to deliver for Queensland. Join us and experience a program that celebrates your diversity — whether that be your cultural background, neurodivergence, disability or Aboriginal or Torres Strait Islander identity — and provides the flexibility to help you succeed.

Tailored recruitment pathways are available for First Nations candidates and candidates with disability:

[Learn more about our First Nations pathway here](#)

[Learn more about our disability pathway here](#)

About the opportunity

The Future Leaders Graduate Program (the Program) is your launchpad for a meaningful career in the Queensland Government. Offering diverse, purpose-driven roles and three ~~sector~~ rotations across different agencies, the program provides you with the flexibility to explore multi-disciplinary career pathways. You'll gain hands-on-experience, tackle real-world challenges, and contribute to initiatives that shape the future of Queensland. Whether it's improving housing, enhancing health and education, driving economic development, delivering Brisbane 2032 or developing innovative solutions, you'll play a key role in initiatives that truly matter.

You'll have the opportunity to tailor your rotations across a variety of roles, including public policy development, corporate governance, audit and risk, finance, grants and contract management, human resources, procurement, project management, public administration, research, insights and analytics, strategic communications and more.

Throughout the program you'll undertake an industry-leading learning and development program, and be provided with mentoring, peer support, e-learning and a range of networking opportunities.

We are looking for high performing graduates who are:

- collaborative team players
- strong communicators
- resilient and adaptable
- problem-solvers
- curious and innovative
- purpose driven, ambitious and motivated

FUTURE LEADERS

Graduate Program

Role responsibilities

While your responsibilities may vary depending upon your chosen career path and the agency rotations, throughout your journey, you will:

- **Conduct** research, analysis and administrative tasks to support the development and delivery of government priorities, policies, programs and services.
- **Prepare** or contribute to high-quality advice, briefs, reports, presentations and correspondence aligned with legislation, policy and strategic objectives.
- **Collaborate** with internal and external stakeholders to build strong working relationships and achieve positive outcomes for Queensland communities.
- **Provide** administrative and operational support, while identifying opportunities for innovation and continuous improvement.

Role competencies

We will consider your suitability for the Graduate Officer role based on how you:

- **Build enduring relationships** - Builds and sustains relationships to enable the collaborative delivery of customer-focused outcomes.
- **Drive accountability and outcomes** - Demonstrates accountability for the execution and quality of results through professionalism, persistence and transparency.
- **Make insightful decisions** - Makes considered, ethical and courageous decisions based on insight into the broader context.
- **Pursue continuous growth** - Pursues opportunities for growth through agile learning, and development of self-awareness.

To find out more about the competencies relevant to this role, please refer to the [Leadership Competencies for Queensland](#).

Role requirements

The Future Leaders Graduate Program is open to graduates from all degrees and disciplines.

To be eligible you must:

- have completed an undergraduate or postgraduate qualification (equivalent of a level seven qualification or higher, including graduate certificate, master's degree or PhD) in the last two years.
- be an Australian citizen; or reside in Australia and have permission, under a law of the Commonwealth, to work in Australia.

All candidates will be required to complete employment screening prior to appointment.

For further information contact the Future Leaders Team via futureleadersgraduaterecruitment@premiers.qld.gov.au or visit www.qld.gov.au/jobs/graduates/graduate-programs/future-leaders