

March 2020 Intake



Why us?

Seqwater is one of Australia's largest water businesses, providing a safe, secure and reliable drinking water supply to South East Queensland. Our catchment is broad, and the work we do diverse. From kayaking in lakes to collect water samples, to undertaking controlled burns in our catchment, no two days are ever the same for our workforce.

Seqwater is proud to serve our community. We supply drinking water of the highest standard to homes, businesses and industry throughout South East Queensland. We also provide flood mitigation and drinking water storage, as well as catchment management services to our recreational areas. This ensures the community can safely access our dams and catchment trails for recreational purposes.

Our workers are passionate about what they do and are proud to contribute to the delivery of such an essential service. We work as one team to keep everyone safe and achieve business outcomes.

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

Your opportunity

This is your opportunity to earn while you learn.

A traineeship is a great way to attain a nationally recognised qualification, learn new skills and gain experience in a workplace, all whilst being paid.

With the support of your supervisor and team mates, you will be trained and mentored to undertake your role safely and competently. Your studies will provide you with the relevant industry specific knowledge that will underpin your on the job training, and launch your career in the water industry.

Here are some benefits that you will be eligible for:

- Four weeks annual leave; 12 days personal leave year – per year.
- Time allocated during work hours for you to complete your assessments.
- Free annual skin checks and flu vaccinations.
- Up to 12.75% superannuation.
- Discounted gym memberships to our preferred provider gyms, and subsidised entry fees to various fitness challenges in SEQ.
- Opportunity to salary sacrifice personal vehicles and personal superannuation contributions to reduce your tax.

Seqwater will take care of the following:

- All uniforms and PPE required to safely undertake your role will be provided
- use of Seqwater pool vehicles to get between work sites (during work time, for work purposes)
- we will cover all the costs associated with your qualification, and the enrolment paperwork too
- all training and development costs.

March 2020 Intake

What you should expect

Our traineeship opportunities are full time positions, averaging 38 hours per week. We are a 24/7 business, so a commitment to go on a roster, working weekends and public holidays is essential. We will provide you with the skills you need to succeed; including on-the job training, mentorship and a nationally recognised qualification.

For those interested in a career in water treatment, the certificate in Water Industry Operations is a sought-after industry qualification, that can only be attained when working in the industry. This could be your opportunity to make your career in water.

Successful candidates will initially be offered a one-year fixed term employment contract.

By undertaking a traineeship with Seqwater, you will be registered under a formal training contract with the Queensland Government. This contract will form part of your employment contract with Seqwater and detail the requirements to obtain a nationally recognised qualification. To maintain your employment status, you must meet the trainee obligations set out in the training contract.

Upon completing 12 months of your traineeship, we may offer you a further 12 months fixed term employment, if you meet performance and conduct standards set out by Seqwater, and that there remains an operational need for the position.

We offer incentivised pay progression, with a salary starting at \$36,620.39, paid pro-rata, on a fortnightly basis. As you progress through your traineeship, you will receive incremental increases every six months (providing you meet the training, performance and conduct requirements).

Am I the right fit?

Don't worry if you don't have experience, attitude is everything.

Our Values are the heart of our organisation. If *Respect*, *Care*, *Integrity* and *Courage* resonate with you, you're exactly what we are looking for.

We want team orientated individuals who are willing to go above and beyond. You must be reliable, punctual and willing to follow instructions. Safety is paramount, so you must be prepared to use initiative, follow instructions and procedures; and speak up in situations where you are not comfortable.



RESPECT



WORK TOGETHER,
SEEK TO UNDERSTAND,
VALUE DIFFERENCES,
AND BRING YOUR BEST



Care



LOOK AFTER YOURSELF,
EACH OTHER,
AND OUR COMMUNITIES



Integrity



BE HONEST
AND DO THE
RIGHT THING



COURAGE



SPEAK UP,
FIND BETTER
WAYS, LEAD
BY EXAMPLE

March 2020 Intake



What's required to be a trainee?

Each trainee position does have some essential requirements that should be considered prior to your application. They are:

- A Driver's Licence with reliable transport to get to and from work.
- An ability to lift up to 20kg.
- Willingness to travel within the SEQ region when required.
- Rostered working which will include working on public holidays and weekends when required.
- A demonstrated commitment to Work Health and Safety.

In addition, consider the following working conditions each role requires:

Water Treatment (Operator Supply)

- Be able to perform confined space entry and working at heights.
- Have basic math and science literacy.
- Be comfortable working around bulk chemicals.

Dam Operator / Field Ranger

- Be able to perform confined space entry and working at heights.
- Working with fish and other marine species.
- Be physically fit and prepared to work outside in all weather conditions.
- Working on and around large water bodies and on boats.
- Our Rangers spend time inspecting facilities accessible by the general public, you will be required to clean and ensure areas are tidy.
- Interacting with the general public utilising our recreation areas.

Application process

Still interested?

If the information outlined above is appealing to you, then you could be what we are looking for. You must complete each stage of the recruitment process to be considered for a trainee position.

Due to the volume of applicants, resourcing efforts and operational reasons, there is no flexibility to change the dates and locations for assessment centres and interviews.

Applicants who are progressed through the process will need to ensure availability with the following stated time periods prior to applying.

A criminal history check and pre-employment medical will be undertaken prior to any offers being made for trainee positions.

Please also note that you may only apply for one (1) trainee position.

To see the locations of our assets, please [click here](#) to view our Water Grid map.

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Recruitment Dates

Stage 1	Application Online applications open	November 2019
Stage 2	Application Shortlisting Shortlisting of applications and phone screens	December 2019 – January 2020
Stage 3	Round 1 Interview - Assessment Centre Group Interview, testing and HR Interview (half day commitment)	January 2020
Stage 4	Round 2 - Panel interview Candidate interview with Operations Leaders (one-hour commitment)	January – February 2020
Stage 5	Reference and background checks Reference checks from two referees provided by you. A criminal history check is also required prior to an offer of employment.	February 2020
Stage 6	Pre-employment medical A two-hour commitment to undertake a medical at Seqwater's preferred medical centre	February 2020
Stage 7	Offer A verbal offer will be made, followed by a Letter of Offer and new starter information	March 2020
Stage 8	Commencement	March 2020

Ready to apply?

All we need from you is:

1. A current resume.
2. A cover letter detailing:
 - Some information about yourself.
 - Why you are looking at a traineeship opportunity.
 - Outline of your personal values / qualities that you think will make you a suitable fit for Seqwater.
3. As part of your online application form, you will be asked to answer a small number of short response questions to help us get to know you a little better.

Tips to help with your application.

Apprenticeships and Traineeships are highly sought after at Seqwater. There may be hundreds of applications for each role. Ensure you stand out from the rest.

Below are some tips to assist with your application:

- Make sure you have read all the information in this document
- read our website to know who we are and what we do
- with your current arrangements, can you live on the salary?
- we need to know you from other applicants, make sure you have addressed all our requirements in your cover letter.
- ensure you use an email address that you can check regularly – we will be communicating information primarily via email.

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