



# Seqwater Graduate Program

We do **good work** with **great people**  
in **beautiful places**

**NEXT**  
Generation

Growing the future of tomorrow, today



## About the program

Our two-year Next Generation Graduate Program provides graduates the chance to build a rewarding career in the water industry. This program is designed to accelerate your career through hands-on learning, mentorship, and innovative projects.

As a participant in the program, you can expect to:

- Gain diverse skills through four six-month rotations across various roles and locations in South East Queensland.
- Collaborate with experts and explore emerging technologies to sharpen your critical thinking.
- Build connections with a dedicated 1:1 connector to navigate the organisation and create network across the business.
- Receive personalised guidance from an experienced mentor to support your growth and success.

- Engage in cutting-edge professional development in technical and business areas, exploring industry innovations.
- Contribute to diversity, inclusion, and workplace improvement initiatives.
- Enjoy flexible working arrangements to balance your career and personal life.
- Benefit from a competitive salary and opportunities for pay progression.

**Our culture empowers you to take charge of your development and career direction. We value diversity and welcome individuals with unique backgrounds, ideas, and experiences to help create sustainable water solutions.**

**Join us in shaping the future of water, driving innovation, and making a lasting impact on South East Queensland's communities and environment.**



Learn from our  
industry-best  
technical experts



## Who we're looking for

We're seeking graduates who are not only passionate about their chosen field but also eager to contribute to the future of the South East Queensland water industry. If you're driven, curious, and ready to make a difference, you could be the perfect fit for our team.

Ideally, you will:

- **Think creatively:** Bring fresh ideas and innovative solutions to help shape our business.
- **Embrace a positive mindset:** Thrive in a high-performance culture with a focus on success.
- **Commit to our vision and values:** Align with Seqwater's purpose and principles.
- **Collaborate effectively:** Work well in a team environment, learning and growing alongside others.
- **Adapt and evolve:** Be flexible in your approach to learning and open to change.
- **Stay dedicated:** Commit to completing the full two-year Graduate Program.
- **Drive your own success:** Take initiative and be self-motivated to grow your career.

## Your career

Graduates are a vital part of our talent pipeline, bringing fresh perspectives and energy to Seqwater. Our Graduate Program is designed to set you up for success, providing the tools, experiences, and support you need to make a meaningful impact on our business and the communities we serve.

We welcome graduates from diverse disciplines, including engineering, information technology, and science.

At Seqwater, the possibilities are endless—our diverse range of careers offers you the opportunity to explore different areas of the business, helping you shape your ideal career path within the water industry.

With the guidance of a dedicated team, you'll be supported every step of the way to unlock your full potential and build a rewarding future with Seqwater.

## Your growth

We're committed to helping our employees unlock their full potential through continuous learning and development. We believe in creating meaningful growth opportunities by combining:

- 70%: learning on-the-job
  - 20%: learning from others
  - 10% formal learning.
- Some of our key learning opportunities include:
- Targeted development program
  - LinkedIn Learning
  - Access to industry forums and conferences
  - Specialised industry training
  - Support and mentoring network
  - Work with industry leaders in our field.

# Day in the life

A career at Seqwater can take you in many different directions.

We asked some of our graduates to share a glimpse of what their typical workdays look like.

## Akhila, Graduate Engineer

**Degree: Chemical Engineering**



**Akhila**  
Chemical  
Engineer  
Graduate

**8 AM:** My day at the office start usually starts at 8 am. While setting up my desk, I will chat with my colleagues. I will catch up on my mailbox and Team's messages. I will mark and categorise the items that need to be actioned. In between, I will catch up with my manager to discuss the things that need to be addressed ASAP.

**9 AM:** We have a daily team meeting at 9 am. This meeting helps us to keep up-to-date with various project activities and daily scheduled works of the entire team. The team will also share if there are any issues or incidents and any concerns that will affect the progress of the project. This daily meeting is a key factor that binds the team together and helps to build a good work environment.

Following the meeting, we have a brainstorming session on the requests for information and issues raised. My role is mainly focused on reviewing the supporting and construction documents. After meeting and brainstorming sessions, I will start reviewing the Inspection and Test plans, Safe Work Method Statements, construction management plans, quality management plans etc.

**11 AM:** On Wednesdays, there is a weekly meeting at 11 am. All the stakeholders of the project will take part in the discussion and provide a weekly update on project activities. It gives an overview of the completed works and includes an overlook of the upcoming ones. Most of the time, the team will discuss to identify the necessary actions and arrangements needed to complete the scheduled construction activities. These meetings help me to interact with external and internal stakeholders.

On other days, I will be going onsite to watch the ongoing construction activities. While at site, I will complete at least one critical control check. This helps me to familiarise myself with risk assessment and risk management techniques. As a graduate, being part of the of plant shut down and isolation processes helps me to learn and understand lot of water treatment processes.

**12 PM:** I usually take my 30 minutes lunch break around 12 pm. Typically, I take this break with some of my colleagues, which allows us to discuss things other than work.

**2 PM:** I restart my document review process and sometimes contact other stakeholders if we need their input to complete the process. I will be focussing on the documentation which requires urgent actions.

Also, I will send all the stakeholders meeting minutes from the weekly meetings.

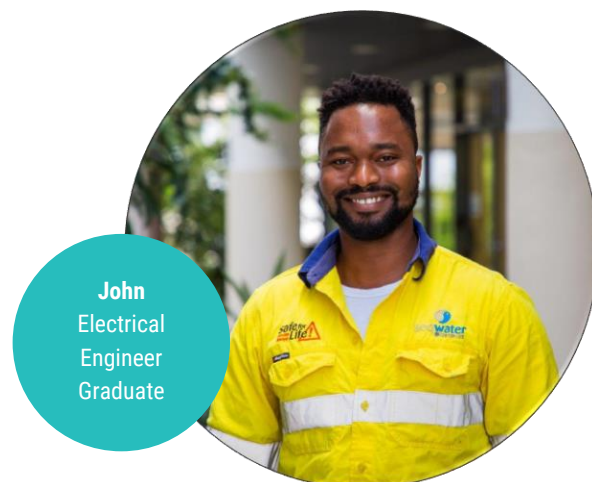
**4 PM:** I will finish work around 4 pm and head back home.

# Day in the life

Every day brings something new! Here's an inside look at a day in the life of a Seqwater Electrical Engineering graduate.

## John, Electrical Engineer Graduate

**Degree: Honours Electrical Engineering/  
Bachelor of Business Management**



**John**  
Electrical  
Engineer  
Graduate

**4.30 AM:** I like to begin my day at the gym to stay fit and active. On days when we travel to Stradbroke Island or Russell Island for maintenance or corrective work, I skip the gym and head to Cleveland to catch the 6 AM barge. This allows us to start and finish the day early. On the barge, we enjoy the sea breeze while having breakfast.

**6 AM:** On regular days when I work from Capalaba, I leave for work at 6 AM, stopping by my local 7-Eleven for a coffee on the way. I arrive at Capalaba by 6:30, and that's when my workday begins. On days with a lighter schedule, I dedicate the first 30 minutes to professional development. The last time this happened, I focused on refreshing my knowledge of networks and other areas of computer science.

**8 AM:** On Wednesdays, we have our weekly team meeting at 8 AM. The Control Systems Maintenance Weekly Catch-up is a key meeting where everyone provides an update on their ongoing tasks, challenges, and progress. Currently, I am working on reverse-engineering the code for Dunwich into a function description (FD), so I give an update on that. As a team, we discuss any issues that have arisen, share solutions, and provide other general housekeeping updates.

**9 AM:** I take a 15–30 minute break to step away from my computer and recharge. During this break, I catch up with the operators and process engineer, where we have casual conversations about work, safety, and other personal or interesting topics.

**9.30 AM:** At 9:30 AM, I dive back into converting trikes into the FD. I make the most of this time by addressing any challenges or questions that arise, often seeking guidance from my mentor, who typically sits right behind me. This provides a great opportunity for hands-on learning, where I can receive immediate feedback and collaborate on finding solutions to any issues I encounter.

**12 PM:** Lunchtime! I like to drive to the shops for a quick change of scenery, where I grab a bite to eat and give my brain a chance to refresh.

**12.30 PM:** After lunch, I get back to work and make as much progress as I can on the FD before clocking off.

**2.30 PM:** My official workday ends at 2:36 PM. I typically take 30 minutes after work for mandatory self-development to make progress toward achieving my RPEQ.

**3.30 PM:** By this time, I start making my way home. I remember that school zones are in effect and adjust my driving accordingly. I usually arrive home around 4:15 PM, where I take a rest until 6:00 PM before heading out for martial arts training.

# Day in the life

It's difficult to describe a 'typical day' when no two days are the same! Here's a day in the life of a Seqwater Science graduate.

## Kate, Science Graduate

**Degree: Bachelor of Science (Environmental Sustainability)**

Kate  
Science  
Graduate



**5 AM:** I usually wake up early to walk my dog, Bennie. While she enjoys her morning sniffari, I enjoy the fresh air and surrounding nature. This gives me a chance to slow down before the day begins.

**8 AM:** I start my day working from home before heading to the Lockyer Valley to help the CSIRO team collect water samples for a Managed Aquifer Recharge (MAR) project. During this 45min window, I complete my morning administration tasks (e.g., review my daily & weekly to-do list, respond to emails etc.) and quickly check in with my supervisor. I will be working outside in the Lockyer, so I ensure I wear appropriate PPE and have plenty of water.

**8.45 AM:** Drive to the Lockyer Valley.

**10.30 AM:** I meet the CSIRO team and one of our Central Region Operators at a petrol station close to the work sites to discuss the day and purchase any additional drinks or snacks. Our Central Region Operator has unlocked the bore sites for us but won't join us for sampling. The CSIRO team and I head off to our first location, the Glenore Grove Weir. We arrive, unpack the sampling equipment, and put on appropriate PPE (e.g., hat, safety sunglasses, snake protection leg covers, lifejacket). While we require less equipment for this site, the site location itself is on a sloped embankment. Therefore, it's important that we do a safety check before we start sampling to identify the safety risks and mitigation measures, we'll use to keep us all safe. After the safety check, we begin the sampling process and store the collected water in a cool esky for transport. Once we're finished, we head to our next location. The next two sample sites are bores, which requires more equipment to pump the water out of the bore for collection, but the sampling process is much the same. Once we have finished collecting water here, we must ensure the bore is locked to prevent unwanted access/consumption and contamination. We then drive to the final bore, have a quick lunch break before we repeat the sampling process and head home.

**2 PM:** Drive home.

**3.30 PM:** I arrive home and am showered in kisses from my dog. I spend the last 30 mins of my day completing administration tasks (e.g., checking emails, going over my to-do list, log my work hours etc.).

**4 PM:** I am reminded that it's time to clock off for the day by my dog who is eager to go to the park. Before we leave, I always change out of my work clothes to maintain some separation between my work and personal life.

# Rewards and benefits

## Competitive remuneration

We offer competitive market aligned remuneration including generous superannuation arrangements and salary packaging.

## Work life Balance

Enjoy a hybrid working model, our employees are able to work at home or at a work location of their choice enabling them to select the work environment that is best suited to the type of work being performed and to their daily routine.

## Giving Back

- Access to community service leave and defence force leave

## Be balanced

In addition to annual leave and long service leave our employees have the ability to purchase up to four extra weeks of leave over a 12-month period.

Looking after yourself and others:

- Up to 12 days personal leave per year (for self or caring)
- An additional two days unpaid carer's leave available
- 14 weeks paid maternity leave
- 12 months unpaid parental leave with the ability to extend for a further 12 months
- 14 weeks paid adoption leave
- 14 weeks paid surrogacy leave
- One week spousal leave
- 10 days per year Domestic & Family Violence leave.

 <h3>Competitive remuneration</h3> <p>Competitive market-aligned remuneration including generous superannuation and salary packaging.</p>	 <h3>Work-life balance</h3> <p>Award-winning hybrid working approach, with up to three days from home per week (role permitting).</p>	 <h3>Flexible working</h3> <p>Ability to work from different locations, as well as explore part-time, job share or compressed working arrangements (role permitting).</p>	 <h3>Upskilling</h3> <p>We're focussed on a combination of 70% learning on-the-job; 20% learning from others and 10% formal learning to give you a meaningful learning experience.</p>	 <h3>Career development</h3> <p>With such a diverse business, our employees can pursue a range of development opportunities including secondments and mentorships; leadership development programs and access to industry forums and events.</p>
 <h3>Make a difference</h3> <p>Opportunity to provide an essential service for SEQ communities and plan for our future.</p>	 <h3>Employment security</h3> <p>We are committed to employment security and offer a no-forced redundancy provision for our permanent employees.</p>	 <h3>Wellbeing</h3> <p>We offer a range of physical and mental wellbeing initiatives to support a healthy workplace including gym discounts and a network of more than 70 trained mental health first aiders.</p>	 <h3>Leadership</h3> <p>With a diverse range of backgrounds and experiences, our leaders are experts in what they do and aim to support our people to make a difference.</p>	 <h3>Innovation</h3> <p>Our vision is to be an innovative leader, providing our most precious resource for generations to come.</p>





**WE DO GOOD WORK  
WITH GREAT PEOPLE  
IN BEAUTIFUL PLACES**

## About Seqwater

We are incredibly passionate about the good work we do and the difference we make. We serve the community by delivering safe and secure water that sustains life and prosperity for over 3.7 million people every day.

We boast a workforce genuinely committed to our shared purpose. It is a positive and supportive culture empowered to nurture diversity, career growth, and opportunity.

We also get to live and work on and around our dams, lakes, and parks! Our workplace is beautiful and holds vast cultural, historical, and environmental significance.

Integrity, respect, care and courage are at the heart of the way we work and interact with our colleagues, stakeholders, customers and communities every day.

Our highly diverse portfolio of assets and responsibilities means we have a range of career opportunities such as engineering, science and environment, policy and planning, project management, dam and water treatment operations, land management and corporate services.

Most importantly, we get to work with great people.

### Further Reading:

- [www.seqwater.com.au/careers](http://www.seqwater.com.au/careers)
- <https://www.linkedin.com/company/seqwater>



# Innovation meets impact

## There's never been a more exciting time to be part of Seqwater.

As climate change reshapes our region, we're rising to the challenge of securing South East Queensland's water future. With rainfall patterns becoming less predictable, we're driving forward climate-independent water security solutions while preparing for significant upgrades to our largest dams—Wivenhoe, North Pine, and Somerset. Over the next decade, we'll deliver the most ambitious capital program in Seqwater's history.

Our commitment doesn't stop there. We're striving to reduce the impacts of climate change, with a clear goal of achieving net zero emissions by 2050. This mission demands innovation, collaboration, and dedication across every facet of our organisation.

And in a once-in-a-generation moment, we'll play a vital role in supporting the 2032 Olympic and Paralympic Games, with Lake Wyaralong set to host the rowing and canoeing events.

At Seqwater, you won't just be working for today—you'll be shaping the future.

## Register your interest

We understand that applying for graduate programs can feel overwhelming, so we've designed a straightforward recruitment process to make it as stress-free as possible. Throughout each stage, we'll stay in touch to ensure you're always informed about your progress.

Our team carefully reviews every application to give it the attention it deserves. This thorough process means it may take a little time before you hear back from us, but rest assured, your application is in good hands.



Sign up for  
job alerts!



# NEXT Generation

Growing the future of tomorrow, today