

Environment, Heritage, Decarbonisation and Sustainability Graduate(ASO3)



Government
of South Australia
Department for Infrastructure
and Transport

Organisational alignment	Division:	Various
	Directorate:	Various
	Section:	Various
Reporting relationships	Reports to:	Relevant Section Manager
	Direct reports:	Nil FTE

Role overview

Graduates in Environment, Heritage, Decarbonisation and Sustainability play an important role in supporting the Department for Infrastructure and Transport's (the Department's) work in these areas. They contribute to a broad range of infrastructure and transport planning, construction and asset management activities across road, rail, marine and building portfolios. Graduates engage with a diverse set of stakeholders— including agency representatives, other Government Departments, industry partners and technical specialists - to help achieve the Department's environmental, heritage and sustainability objectives.

- **Environment and Heritage** Graduates gain practical, hands-on experience in Environment and Heritage Impact Assessments (EHAs). They also build practical capability across construction and transport planning, environmental and heritage legislation, systems and guidelines, and stakeholder engagement.
- **Decarbonisation & Sustainability** Graduates support the development and implementation of corporate and sector-wide decarbonisation plans, sustainability initiatives that prioritise circular economy and green infrastructure, and climate change risk management frameworks.

This entry-level pathway provides Graduates with the opportunity to apply academic knowledge and develop practical skills informing planning and design documents and collaborating with project teams to improve environment, heritage and sustainability outcomes for infrastructure planning, construction and maintenance activities.

Further information about the Department can be found at: <https://www.dit.sa.gov.au/about-us>

Our values

We pride ourselves on applying these values to our day-to-day interactions and individual performance. They shape our approach to achieving our strategic agenda.



Collaboration

We work together as one team to serve our customers.



Honesty

We are honest, open and act with integrity.



Excellence

We commit to excellence in everything we do.



Enjoyment

We enjoy our work and recognise our success.



Respect

We respect, understand and value the people we serve.

Key outcomes required of the role

- Undertake a range of project or program support functions and assisting with process improvements relating to the day-to-day operations within the section.
- Collaborate with all areas within the Directorate and share information and ideas to assist with the alignment of project management functions with Departmental projects and initiatives and delivering a high standard of customer service
- Undertake research and analysis to provide advice, information and assist in the preparation of correspondence and reports, including recommendations that support the delivery of assigned agency projects, programs and policies.
- Respond to customers and stakeholder enquiries providing accurate and timely advice, including the preparation of briefings, correspondence and reports by applying knowledge of current legislation, standards and policy related issues.
- Maintain records and systems, and contribute to the development of professional standards, programs, projects, assets, systems and/or services.
- Ensure work undertaken meets quality and service delivery standards and/or compliance with regulations, codes and specifications.
- Develop knowledge of the discipline, the issues, risks, trends and directions associated with the range of functions, including an understanding of relevant quality and risk management requirements.
- Contribute to a safe, diverse and healthy work environment free from discrimination and harassment by working in accordance with our values, legislative requirements, the Code of Ethics for the South Australian Public Sector, equal employment opportunity and departmental human resource policies, including Work Health Safety and Wellbeing requirements.

Special conditions attached to the role

- A National Police Check (NPC) is required prior to employment in the Department for Infrastructure and Transport which must be renewed every three years.
- Some out of hours and weekend work may be required.
- Some intrastate travel may be required.
- Australian Citizen, Australian Permanent Resident, or have an appropriate visa that allows you to work in Australia.

Educational qualifications / licenses

- Bachelor Conservation, Environment, Sustainability or other like degree, is essential (completed within the last three years of your application date, or qualification has been completed prior to employment)

Technical capabilities

- Nil.

Person capabilities

[Our Capability Framework](#) describes the core capabilities, behaviours and skills required for us to meet our strategic objectives and be a modern public sector, attracting, developing and retaining the best talent. The framework is constructed around five categories of capability; personal attributes; building relationships; achieving results; leadership and growth; and performance enablers.

Refer to our framework for the detailed capabilities required for this stream. This role is classified as:

Stream 1: Team member

Stream 1 roles would typically consist of individual contributors and team members (indicative classifications include ASO1-3, GSE2, PO1, OPS1-3, TGO0-1, TRA, CMW3-7, M8-11, WBT3-6).

Key selection criteria

The criteria outlined below are drawn from the most significant requirements of the person capabilities (from Our Capability Framework) and technical capability, professional knowledge and experience to be addressed in your application having consideration of the role overview and key outcomes.

- Listens and responds to customers' needs using clear and concise communication, tact and diplomacy, and maintains a high degree of confidentiality.
- Consistently manages high volumes of work, pays close attention to accuracy and detail and meets targets within deadlines.
- Sound knowledge and relevant skills associated with the span of assigned functions including an understanding of related government programs, policies, legislation and regulations that impact on the functions of the role.
- Ability to exercise analytical and research skills to evaluate information, provide advice and communications, and develop clear correspondence and reports with recommendations that meet deadlines.
- Proven ability to work under general direction, independently or as part of a team, plan and organise activities, set priorities, use initiative and judgement in the interpretation of policies and procedures and achieve objectives within deadlines.
- Proven ability to communicate clearly and concisely with a wide range of people including the ability to listen to stakeholders, handle sensitive or difficult issues with tact and diplomacy and maintain a high degree of confidentiality at all times.
- Shows respect for diverse backgrounds, experiences and perspectives including that of Aboriginal and Torres Strait Islander people. Values diversity of thought.
- Shows genuine care for the safety and wellbeing of self and others.

Approved

Signature: _____ Date: _____

Director, People, Culture & Capability

People, Culture and Capability Use Only	KNet ID: 24334698	ANZSCO code: 2244	Position number: Multiple
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