



Australian Government
Australian Fisheries Management Authority

Overview

AFMA 2009 Graduate Program

The Australian Fisheries Management Authority (AFMA) is a commission which was originally established in 1992 under the Fisheries Administration Act 1991 to manage the Commonwealth fisheries. AFMA is committed to developing suitably qualified graduates into the fisheries managers of the future. To be considered for a graduate position, you should have completed a degree in either economics, with a natural resource focus, or natural resource management with a focus on fisheries or marine science.

Graduate positions are based in our Canberra office. The Graduate Employment and Development Program (GEDP) was introduced as part of our strategy to ensure we have access to the skills we require to meet the objectives set out in our corporate plan. Our graduate intake occurs in January.

Why AFMA?

The AFMA Graduate Program will offer you:

- The unique opportunity of either a 6 or 12 month developmental employment with guaranteed employment upon successful completion of the program;
- skill development and valuable work experience in a number of areas of AFMA;
- training in specific administrative and professional disciplines;
- mentoring by senior staff;
- competitive salary and conditions of employment; and
- a great working environment.

We look for enthusiastic graduates with good communication skills and a genuine interest in establishing a career in natural resource management. AFMA is an innovative and enthusiastic workplace with excellent conditions of employment. We are committed to a range of principles of behaviour including



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Equal Employment Opportunity. AFMA offers staff a flexible and family friendly work environment. Applicants should be Australian citizens.

Further information on the next Graduate Program intake is available from our website or by the Graduate Coordinator on (02) 6225 5457.

Conditions of Employment

At AFMA we provide you with a competitive salary, excellent working conditions and generous superannuation. AFMA graduates are paid in accordance with the AFMA Remuneration Policy and the Graduate Employment & Development Policy. AFMA salary rates are currently being reviewed and are expected to increase by 31 December 2008. Currently, graduates receive a commencement salary of around \$42,184 per annum with an increase after 6 months subject to a meets or exceeds expectations performance rating. Graduates employed on the 12 month program will receive a further increase on successful completion of the program.

The terms and conditions for all AFMA staff are covered by the AFMA Certified Agreement 2005. The agreement allows for a range of flexible work conditions and leave allowances including:

- a standard working week of 37½ hours;
- flexible working hours;
- 20 days of annual leave per year that can be taken on either half pay or full pay;
- 15 days of personal leave per year that covers a range of circumstances;
- long service leave after 10 years; and
- further career development opportunities will be available to you on completion of the program.