

Local Land Services



Graduate program 2024



A message from the Chief Executive Officer



At Local Land Services we're committed to improving the future of NSW communities and the environment. Investing in our future workforce is essential to ensure we are well resourced to support our customers and have an innovative approach to doing business including protecting landscapes, growing industry and safeguarding our markets.

Local Land Services strategically delivers services focused on:

- agricultural production
- biosecurity
- natural resource management
- animal welfare
- emergency management
- sustainable land management.

We're looking for graduates like you to come and join us for 12 months, to learn all about the programs we deliver, engage with landholders and put your university studies into practice alongside our professional and passionate staff. You will be mentored by a member of our experienced team and have the opportunity to work across different areas in your discipline so you become truly immersed in our organisation. We'll also continue your learning by coaching you through a range of supported training modules aimed at preparing you for employment with the NSW Government.

Local Land Services is a well-respected customer focused agency that delivers real on-ground outcomes for landholders and the environment. This is a unique opportunity to kickstart your veterinary, agriculture or natural resource management career with access to a statewide network of likeminded professionals working alongside industry and local communities across NSW.

This information pack outlines the roles and application process and what to expect at Local Land Services. The graduate program is a stepping stone to help immerse you in our projects and programs, delivering real outcomes for regional and rural NSW industries, communities, and the environment.

Ideally Local Land Services will aim to offer ongoing employment to the graduates who are assessed as suitable during the program, and where business needs allow.

We look forward to working with you while you embark on your career!

Steve Orr

A handwritten signature in black ink, appearing to be 'Steve Orr', written in a cursive style.

Chief Executive Officer
Local Land Services

Come work with us

As a graduate with Local Land Services, you will have the opportunity to apply the knowledge and skills gained through your university degree in a dynamic, supportive organisation focused on enhancing community outcomes in rural and regional NSW.

We offer:

- flexibility and work life balance
- ongoing training and support
- fostering connections with industry experts
- strong links between work and community impact
- regionally based employment and attractive locations
- the opportunity to be involved in large scale programs and initiatives - for example, emergency management, pest eradication, disaster recovery, and flagship programs in agriculture and natural resource management
- a safe and inclusive workplace
- access to industry roadshows and conferences - for example, AgQuip.



Who is Local Land Services?

Local Land Services is a NSW Government agency that works with land managers and the community to improve primary production within healthy landscapes. We also help rural and regional communities to be profitable and sustainable into the future.

We connect people with groups, information, support and funding to improve agricultural productivity and better manage our natural resources. Local Land Services is one statewide organisation offering integrated and independent services, delivered regionally and tailored for each community, industry and landscape.

Eleven local regions provide our frontline services. We are uniquely placed to provide on-ground and face-to-face assistance to land managers throughout the state to help protect their land, business and way of life.

Each region has a local board that is responsible for communication and engagement with local communities. In line with state priorities, these boards provide oversight of local strategic planning and performance.

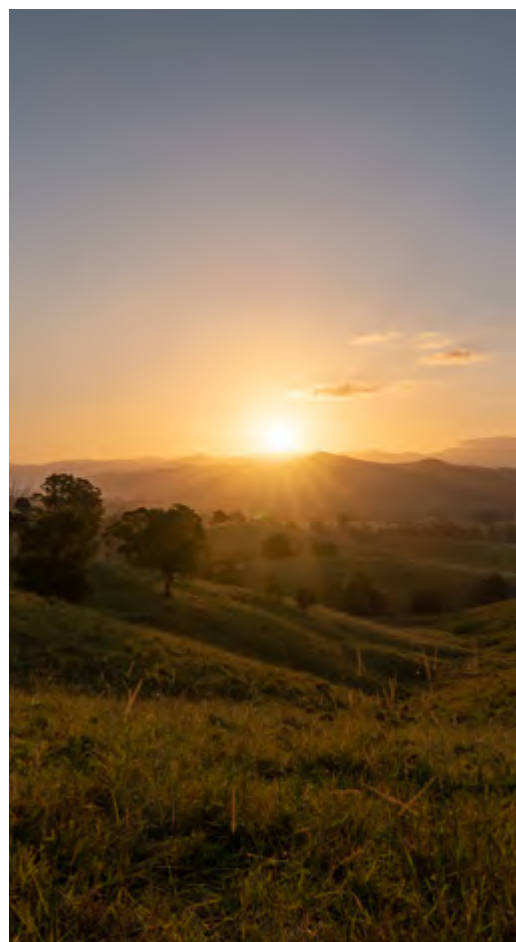
Regions vary in geographic and organisational size and they approach local priorities in different ways, which is why it is so important for our business to be locally focused.

Local Land Services is part of the Department of Regional NSW. By joining Local Land Services, you have an opportunity to connect with other agencies, including the NSW Department of Primary Industries.

Local Land Services will ensure graduates are keyed into opportunities across the department and are well supported as you transition from university to the beginning of your career. This will include facilitating relevant training for graduates, exceptional mentor support and opportunities for career progression.

Participants in the graduate program will also be able to connect with other graduates employed across the department, so you can share your experience and collaborate as opportunities arise.

[Visit the Department of Regional NSW website to learn more.](#)



Why is the grad program for you?

With a competitive salary, ongoing professional development and extensive mentoring and networking activities, the graduate program offers a 12-month opportunity to immerse yourself in the frontline services of Local Land Services, supporting regional communities, landholders and the environment across NSW.

- Internal support and mentoring are on tap, with collaboration and cooperation across all functional areas encouraged
- We prioritise employee wellbeing by offering great working conditions, including flexible work practices
- You'll become a part of a friendly rural community, as well as part of an amazing, experienced, professional and friendly team.

The program is divided into 3 streams:

- animal biosecurity and welfare
- agriculture
- natural resource management.

Eligibility

To be eligible for the Local Land Services graduate program, you must:

- have a recognised undergraduate or postgraduate degree (AQF Level 7 and above) in:
 - agriculture, agricultural science or farm management
 - veterinary science degree recognised by the Veterinary Practitioners Board of NSW, or
 - environmental science, environmental management or similar.
- have completed your undergraduate or postgraduate studies between 1 June 2021 and 31 December 2023 (as confirmed by your university transcript)
- be available to start work in January 2024
- have the right to work full-time in Australia until at least 31 January 2025 (this includes Australian Citizens, permanent residents and visa holders).



What to expect

Agriculture

What does a land services officer do?

Local Land Services is the premier NSW Government organisation for delivering agriculture extension, advisory and capacity building services. Our agricultural services extend across NSW and provide significant value to landholders, industry, local communities and the economy.

At Local Land Services, we provide extension and advisory services that assist producers improve management strategies, practices, decision making, innovation and the adoption of new technologies. These services focus on increasing the productivity of livestock, cropping and horticulture enterprises. We help landholders prepare, manage and recover from major events such as drought, fire and floods and support landholders improve their farms natural assets.

From agronomists to livestock officers, our agriculture teams work with a diverse range of customers, industries, and partners to strengthen agriculture in NSW. Facilitating workshops and events, on-farm inspections, seasonal updates and advice, hosting in the paddock events, utilising the latest technology and innovation into property management – we do it all. We are a trusted source of independent information and are well respected by our customers for our collaborative approach and problem-solving attitudes.

- This is a great introduction for graduates to get involved in delivering front line services to farmers, landcare groups and community.
- You'll have the opportunity to work across various LLS functional areas where required including; agriculture, environment, biosecurity and emergency management.
- Internal support and mentoring are on tap, with collaboration and cooperation across all functional areas encouraged.



"The ongoing training and opportunities to upskill is incredible, and the ability to work alongside some very experienced and knowledgeable people within LLS and industry bodies is such a special opportunity. Not only does it provide the opportunity to pick some amazing brains but it is also a great way to network".

*Lauren Adler,
2023 Ag Graduate-Central Tablelands*



More than

1,565,182 ha

of land was managed for improved agricultural production.
Value created: \$78,259,100



More than

210,738 ha

of soil condition was improved by our agriculture team. Value created: \$12,012,066

What to expect

Animal biosecurity and welfare

What does a district veterinarian do?

This is a fantastic opportunity to become part of a supportive and experienced team of veterinarians and biosecurity officers who undertake work in the fields of prevention, preparedness, detection and response activities for animal biosecurity and animal welfare. You'll be joining a "boots on the ground" organisation that is making a real difference, delivering quality customer service to farmers, landholders and the wider community in regional NSW.

Our district veterinarians diagnose and manage disease in livestock (such as sheep, cattle, pigs, goats and poultry) by doing on-farm investigations and providing advice or implementing legislation. We gather information which allows us to tailor advice on priority diseases across the region and work closely with private vets who treat animals and contribute to disease surveillance. We work closely with NSW Department of Primary Industries and are always on the lookout for emergency, exotic, or notifiable diseases.

- This is a great introduction for graduates who are interested in production animals.
- You get involved in herd and flock disease investigation and management in a supportive environment.
- Extensive on-the-job training as well as an opportunity to attend our annual district vet conference, which provides networking & learning opportunities.
- Professional development in any production species is encouraged (e.g. vet public health, epidemiology or nutrition). Membership in the ANZCVS is encouraged and supported through relevant courses and study groups.



"There are so many pros to the job that have made it worth it for me so far. I'm really enjoying my time at LLS. In my first two months I've been involved in an emergency management response, presented at field days, worked closely with sheep, cattle, goat and pig producers, conducted health and wellness audits at our regional saleyards, traced notifiable diseases such as footrot, and been involved in disease investigations".

Ash Halligan,
2023 Vet Graduate - Riverina

During 2022



5,061

on-farm disease investigations were conducted by our vets and biosecurity officers. Value created: \$310,570,750



699

plant pest/disease investigations were carried out by our staff

What to expect

Natural resource management

What does a natural resource management officer do?

We work with communities to better manage our water, land, soil, vegetation, biodiversity and cultural heritage. This includes managing travelling stock reserves and areas of significance to Aboriginal communities. As an organisation responsible for engaging local communities in landscape management, we believe this creates unique opportunities for us to work and walk together with Aboriginal people and other Australians.

Snapshot from the Natural Resource Management Framework

Our natural resource management services have been instrumental in changing the norms around productive agriculture and sustainable land use. As we enter a more carbon-constrained and rapidly-changing decade, we are reshaping these services to meet the opportunities and challenges through:

- new environmental markets, increasing community expectations for natural resource stewardship, and emerging models for valuing natural capital
- emerging applications of behavioural sciences to land management practice change
- long overdue recognition of the role of Aboriginal land management practices in contemporary natural resource management.
- more frequent and intense extreme weather events requiring ongoing focus on landscape recovery and resilience, and the corresponding need to support land managers and natural resources to be prepared for ongoing climate change impacts
- the imperatives to service an increasingly diverse customer base, streamline our services as one Local Land Services, tightly target our limited resources for greater impact, and adapt to new entrants in a busy natural resource management space.



I have enjoyed the opportunity to learn how LLS supports landholders to manage their natural resources in a way that contributes to creating healthier landscapes and connected communities. As someone interested in protecting and restoring our water, soils and biodiversity, I've learnt a lot of the important role landholders have in managing our natural resources"

*Claire Rogers,
2023 NRM Graduate - South East*



113,965 ha

of significant species and endangered ecological communities were enhanced, rehabilitated, and protected. Value created: \$582,817,010



63,634 ha

of native vegetation was protected by our team through rehabilitation and enhancement. Value created: \$325,869,714



398 kms

of rivers and estuaries were protected through rehabilitation, enhancement, and protection. Value created: \$62,434,260

Program structure

We are looking for 10-12 graduates in total from the streams agriculture, animal biosecurity and welfare and environmental science.

Each graduate will be assigned a mentor as well as operating under a direct workplace supervisor. Progress check points are built into the program at regular intervals.

Whilst there is no guarantee of ongoing employment at the completion of the program, the experience will prepare graduates to be highly employable for an ongoing role with Local Land Services or other agencies in the public sector.

We will be keen to retain graduates who have performed well in the course of the program.

Initial induction

- Induction (delivered face-to-face)
- Workplace visits
- Executive welcome and presentation
- Regional NSW mandatory training

Program Content scheduled throughout the year

- Mentoring workshop
- Introduction to the workplace
- Conduct skills assessment and customise learning journey
- Complete a Performance and Development Plan
- Completion of SOPs* and SWMS* (as applicable)
- Check in progress report and review of learning plan
- Managing effective communication (focuses on negotiation and dealing with difficult stakeholders)
- Understanding change and building resilience
- Government 101
- Customer Service Skills
- On Country experience
- Job application and interview skills
- Career conversation
- Completion of graduate group workplace project
- End of program review
- Career planning

*SOPs - standard operating procedures

*SWMS - safe work method statements

Where you will work

We have 10-12 graduate positions available across the 3 disciplines. With offices all across regional NSW, our graduates will have the opportunity to be part of our major statewide projects or immerse themselves in region-specific business units.

Whilst there is no guarantee of preferred location at the beginning of the recruitment process and the location of some roles will be negotiable, the following locations have a pre-identified requirement to fill a graduate role. Applicants who are keen to apply for the roles in these pre-identified locations should make reference to this in their application letter.

Agricultural Science

We have 1 role available in each of the following locations and potentially other roles at negotiable locations:

- Western region (flexible across Bourke, Cobar, Hillston, Buronga, Wentworth, Broken Hill)
- Riverina (Wagga with potential for some flexibility across the region).

Environmental Science

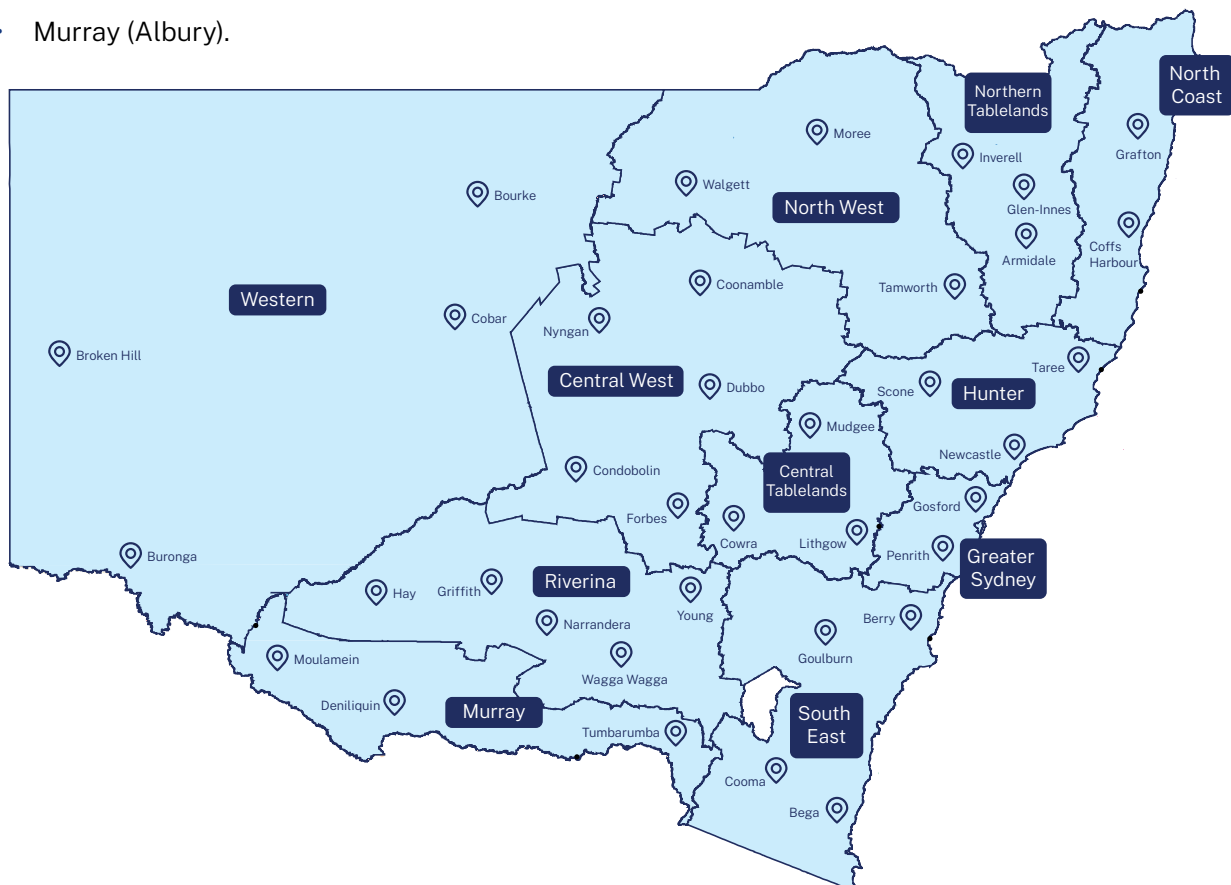
We have 1 role available in each of the following locations and potentially other roles at negotiable locations:

- Western (flexible across Bourke, Cobar, Hillston, Buronga, Wentworth, Broken Hill).

Veterinary Science

We have 1 role available in each of the following locations and potentially at other locations where a district vet is available to supervise the graduate:

- Western (Buronga, Broken Hill or Bourke)
- Greater Sydney (Penrith or Gosford)
- Murray (Albury).



Your ongoing learning journey

All Local Land Services staff undertake regular training and supported learning to ensure they are equipped to work productively and safely for the benefit of our customers and community.

As part of the LLS graduate program, you will be enrolled in a series of core learning programs to help immerse you in your new role and prepare you for employment with the NSW Government.

Additional to the core learning, each graduate will work with their mentor and workplace supervisors to create a customised learning journey based on their individual learning needs.

Core courses will include:

- government 101
- finance 101
- human resources 101
- goal setting for success
- understanding change and building resilience
- mastering effective conversations
- exceptional customer service
- behavioural insights profiling
- job application and interview training
- on Country experience (Aboriginal cultural awareness training).

Additional learning available based on individual learning needs may include:

- writing skills
- understanding unconscious bias
- project management



The finer details

These are full time roles, for a 12-month period commencing January 2024.

Local Land Services staff work a 38 hour week. You will be entitled to leave (including 4 weeks annual leave, 20 days sick leave and family leave and 5 days community service leave per annum), flex time and superannuation entitlements in line with your employment contract.

In line with the Local Land Services Award, graduates in the western division are entitled to an additional week of recreational leave each calendar year.

Remuneration

Agricultural Science and Environmental Science graduate roles have been assessed as Grade 4 under the Local Land Services Award. Grade 4 roles are remunerated \$79,031 (plus superannuation) per annum subject to experience.

The veterinary graduate roles have been assessed as Grade 4.4 under the Local Land Services Award. Grade 4.4 roles are remunerated at \$86,539 (plus superannuation) per annum.

[Read the role description for graduate veterinarians on I Work for NSW](#)

[Read the role description for both agriculture and natural resource management on I Work for NSW.](#)



Diversity and inclusion

We're committed to providing more opportunities and welcoming more students with a diverse background.

People with disability are under-represented in the NSW public sector workforce and have the potential to add valuable skills and perspectives to our sector. If you have a disability you can request a reasonable adjustment at each step of the recruitment process.

We're committed to making sure our workplaces are safe, inclusive, and welcoming for everyone. If you identify as lesbian, gay, bisexual, transgender, intersex, and/or queer/questioning (LGBTIQ+), we want you to feel supported to bring your whole and true self to work in the NSW Government graduate program and throughout your government career.

The NSW Government has partnered with Indigeco, an Aboriginal employment services provider, to support Aboriginal students throughout the recruitment process.

If you identify as Aboriginal in your application, Indigeco will contact you throughout the recruitment process to discuss the support options available to you.



The application process

Local Land Services' graduate roles will be assessed against the GSE Comparative Assessment process.

The Comparative Assessment process will involve 5 discrete assessment steps:

- written application
- pre-screening video interview
- interview with a three person panel
- presentation at interview
- referee checks.

Stage 1: Submit your application

Candidates are asked to submit their resume, university transcript and covering letter via workfor.nsw.gov.au no later than Tuesday 19 September 2023. Your cover letter should address why you are interested in the graduate program, your preferred stream and location(s).

Stage 2: Pre-screening

Eligible candidates will be invited to undertake an online pre-screening interview using MyInterview. Myinterview uses video and can work on any device – your phone, tablet or desktop. You can complete your videos in a space and time that works for best you. The focus of these video interviews is to learn more about your interest and motivation in your professional field and working with Local Land Services.

Stage 3: Interviews

If you are successful in progressing to this stage, you will be invited to a virtual interview with the recruitment panel. The panel will ask you to make a 5-minute presentation on a topic that will be provided to you at least 72 hours prior to the interview. The panel will also ask you a small number of behavioural style questions to assess your fit against the capabilities described in the graduate role description.

More info on behavioural questions can be found at [Interviews - NSW Public Service Commission](#).

Stage 4: Post-interview checks

Referee checks will be undertaken for preferred candidates.

Stage 5: Offers of employment

If you satisfactorily pass stages 1–4, we may make you an offer of employment. This offer will be subject to satisfactory pre-employment checks (citizen, visa, qualifications and criminal history). Candidates may also be asked to undertake a pre-employment health check.

Some candidates may be placed into talent pools that can be used when future employment opportunities arise at this grade.

For more information or to discuss the recruitment process, please contact gerry.moore@lls.nsw.gov.au or call 0409 813 616. Applications close Tuesday 19 September 2023.

Local Land Services

Principal Offices

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Office hours

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