

Local Land Services



Graduate program 2023



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 6 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 frontline staff. You will be mentored by a member of our experienced team and have the opportunity to rotate across different roles in your operational area 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!

A handwritten signature in black ink, appearing to be 'G. [unclear]', 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.

Our cluster

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 in our cluster, including the NSW Department of Primary Industries.

Through its graduate program coordinator, the Department of Regional NSW will ensure all Local Land Services graduates are keyed into opportunities across the cluster and 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.](#)



About the graduate program

With a competitive salary, ongoing professional development, 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.

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 2022 (as confirmed by your university transcript)
- be available to start work in January 2023
- have the right to work full-time in Australia until at least 31 December 2023 (this includes Australian Citizens, permanent residents and visa holders).

Priority locations

- Armidale
- Bega
- Berry
- Bourke
- Broken Hill
- Buronga
- Cobar
- Coffs Harbour
- Cooma
- Dubbo
- Forbes
- Glen-Innes
- Goulburn
- Grafton
- Griffith
- Hay
- Inverell
- Moree
- Narrandera
- Nyngan
- Tamworth
- Wagga Wagga
- Walgett
- Young
- Other locations may be considered for exceptional candidates.



What to expect

Animal biosecurity and welfare

What does a district veterinarian do?

Local Land Services 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. We work closely with private vets who treat animals and contribute to disease surveillance. Our job is quite strictly legislated in terms of what we can and cannot do. Landholders pay yearly “rates” to Local Land Services, which fund our activities (so there is no charge at the time of our visit, aside from lab testing fees).

We work closely with NSW Department of Primary Industries and are always on the lookout for emergency, exotic, or notifiable diseases. We provide field veterinary services and producer liaison when we find these diseases. Thankfully, this occurs rarely but each time we are on farm testing for these diseases (and not finding them) we are proving our “absence of disease” to our export markets. We record each farm visit, have targets that we need to meet each year, and all this filters back into a much greater food security system that helps keep our export markets open and our “clean, green” image around the world.

When natural disasters strike, district veterinarians play an important role helping impacted producers. They undertake animal welfare checks and veterinary assessments and assist with euthanasia of impacted stock. We are a trusted resource in our communities and help safeguard agriculture in NSW.



During 2020-21



3,446

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



1,598

plant pest/disease investigations were carried out by our staff

What to expect

Agriculture

What does a land services officer do?

We work hand in hand with landholders and producers across the state to increase the productivity and sustainability of their enterprises. 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.

Local Land Services is a customer focused organisation that is here to support landholders and our agriculture industries navigate and prosper in an ever changing and challenging environment. Our ability to keep improving this important service delivery is significant to our future direction.

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.



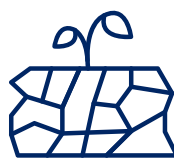
During 2020-21



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

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.



During 2020-21



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 6 graduates in total from the streams agriculture, animal biosecurity and welfare and environmental science. Veterinary graduates will undertake a 12-month placement with a district veterinarian, with periods shadowing other employees. Agriculture and environmental science roles will undertake job rotations in 3-4 month blocks to experience the variety of work undertaken across these teams.

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.

There is no guarantee of ongoing employment at the completion of the program, however it is anticipated that graduates will be highly employable for an ongoing role with Local Land Services or other agencies in the public sector.

Stage	Activity
Regional NSW onboarding	<ul style="list-style-type: none"> Induction one week block (delivered face-to-face) Workplace tours Executive welcome and presentation Regional NSW mandatory training On Country experience Government 101 Mentoring workshop
Rotation 1 1-3 months	<ul style="list-style-type: none"> Introduction to the workplace Conduct skills assessment and customise learning journey Completion of SOPs* and SWMS* (as applicable) Core learning -goal setting for success Three month check-in progress report
Rotation 2 4-7 months	<ul style="list-style-type: none"> Introduction to workplace supervisor Review of learning plan Completion of SOPs* and SWMS* (as applicable) Core programs -managing effective communication (focuses on negotiation and dealing with difficult stakeholders) Check-in and talent assessment Career conversation
Rotation 3 8-11 months	<ul style="list-style-type: none"> Introduction to workplace supervisor Review of learning plan Completion of SOPs* and SWMS* (as applicable) Core programs -understanding change and building resilience
Month 12	<ul style="list-style-type: none"> End of program review Career planning

*SOPs - standard operating procedures

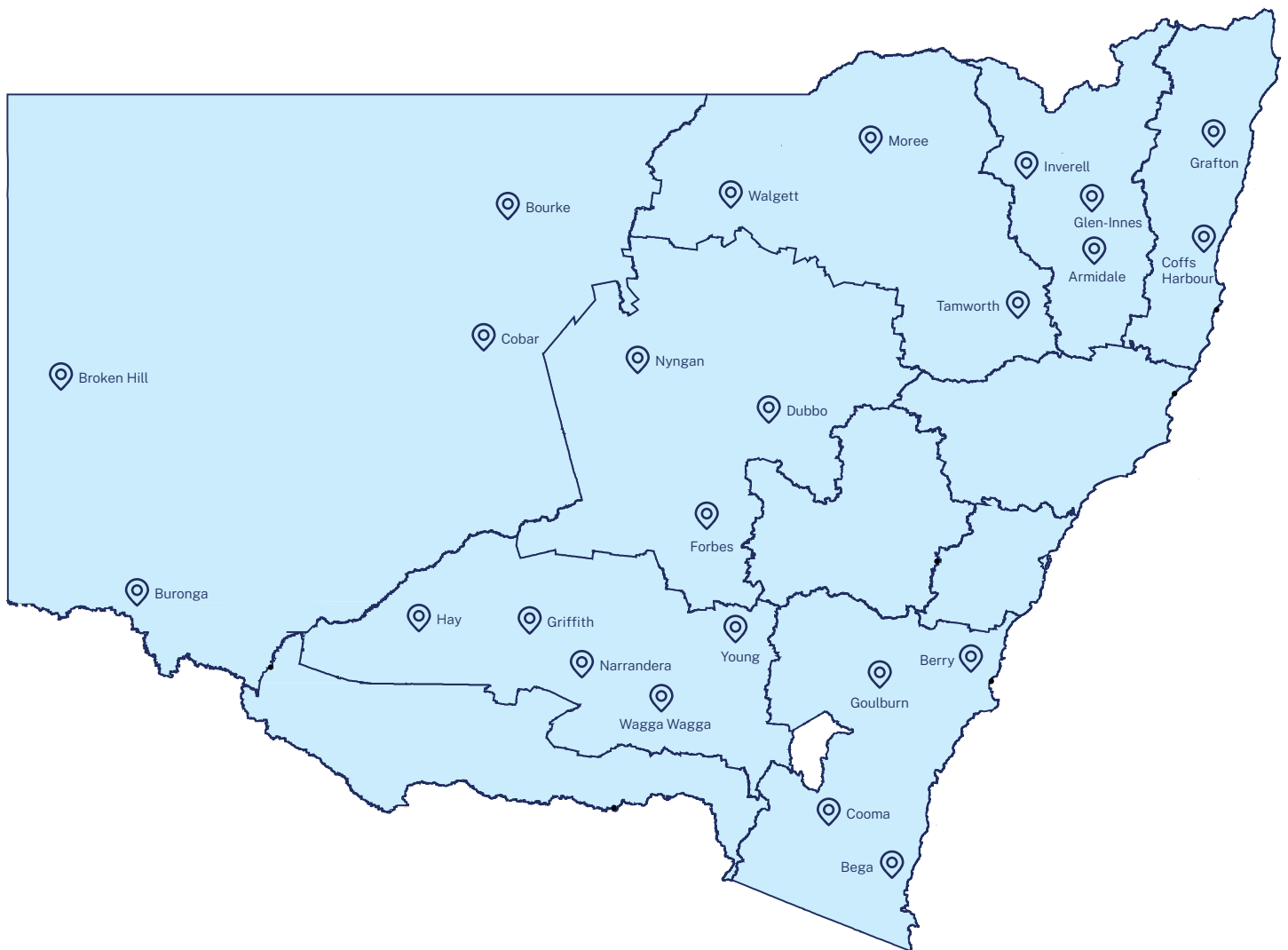
*SWMS - safe work method statements

Where you will work

These are the preferred locations you can work from. Locations have been chosen based on business needs, suitable offices and available support. Alternate locations may be considered for exceptional candidates.

Graduate positions are available in the following regions:

- Central West
- North Coast
- North West
- Northern Tablelands
- Riverina
- South East
- Western.



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.

Just like the rest of our staff, our graduates will be enrolled in a series of core learning programs offered by the Regional NSW learning team to help immerse you in your new role and prepare them 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
- goal setting for success
- understanding change and building resilience
- mastering effective conversations
- exceptional customer service
- team management systems profiling
- on Country experience (Aboriginal cultural awareness training).

Additional learning available based on individual learning needs:

- Digital Capability Uplift program
- leading in a digital space
- writing skills
- mastering effective conversations
- finance 101
- human resources 101
- understanding unconscious bias
- job application and interview training.



The finer details

These are full time roles, for a 12-month period commencing January 2023.

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 five 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

All graduate roles have been assessed as Grade 4 under the Local Land Services Award. Grade 4 roles are remunerated \$75,992-\$83,211 (plus superannuation) per annum subject to experience.

[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

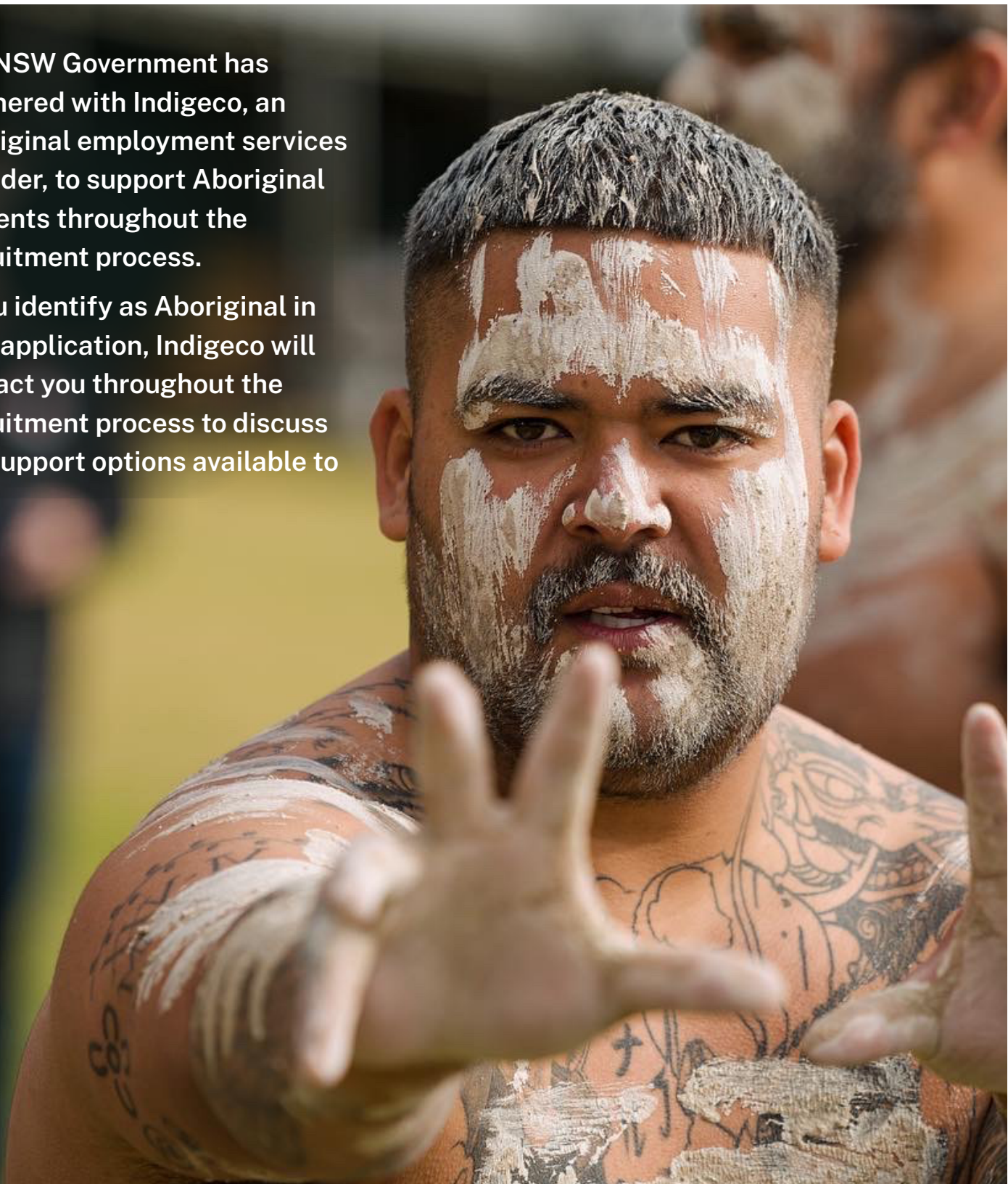
We're committed to providing more opportunities and welcoming more students with a diverse background.

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 iworkfor.nsw.gov.au no later than 11 September 2022. 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 you will be provided 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 behavioral 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 utilized when future employment opportunities arise.

For more information or to discuss the recruitment process, please contact gerry.moore@lls.nsw.gov.au or call 0409 813 616. Applications close 11 September 2022.

Local Land Services

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Office hours

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