

Australian Government

**Career  
Pathways**

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2025 Australian Government  
Graduate Program

**Legal Stream**

**Affirmative Measures - Indigenous**

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# What is the Australian Government Graduate Program Legal Stream

## **Affirmative Measures - Indigenous**

The Australian Government Graduate Program (AGGP) Legal Stream, led by the Attorney-General's Department is the gateway to an exciting and rewarding career in law, within the Australian Government.

The AGGP Legal Stream is committed to supporting Aboriginal and Torres Strait Islander legal graduates through the recruitment process, therefore we have established an Affirmative Measures – Indigenous recruitment campaign.

Through the Legal Stream, there will be two sub-streams for you to consider based on the type of legal work you would like to undertake. Candidates will be asked to identify their preferred sub-stream(s) during the application process.

### **Legal Policy sub-stream**

This role involves providing input into legal policy or the administration of legal policy within the Government.

Work you might be responsible for includes, but is not limited to:

- providing policy advice across Government to ensure decisions are based in accordance to law, to strengthen policy outcomes and to manage legal risk
- providing advice on administration of departmental policy
- examining and assessing legislation
- undertaking casework to support Australia's law and justice frameworks
- administering and advising on legal and policy frameworks

### **Legal Practice sub-stream**

This role may involve the provision of legal advice and/or representation with Australian Government Solicitor (AGS) or as part of an in-house legal team within Commonwealth Government agencies.

Work might occur across a range of relevant areas including, but not limited to:

- public law (administrative; freedom of information; privacy and public interest disclosure; human rights and discrimination; debt recovery)
- legislative development
- statutory interpretation
- corporate and commercial law (general contract law; procurement and tendering; governance and probity; financial services and consumer credit; insurance; intellectual property; media; information communication and technology; insolvency and bankruptcy)
- handling discovery in court proceedings
- Alternative dispute resolution and litigation
- providing internal general counsel services to an agency/department

To be considered for the Legal Practice sub-stream, you will either need to have completed, or be willing to complete your Practical Legal Training and be admitted as a lawyer.



# Am I eligible to apply?

To be eligible for the Legal Stream Affirmative Measures - Indigenous you must:

- be an Australian citizen at the time of your application
- have completed a minimum of a Bachelor of Laws or a Juris Doctor
- have completed your undergraduate degree, or postgraduate qualification, within the 5-year period prior to 31 December 2024
- be admitted as a Lawyer or willing to complete your Practical Legal Training during your graduate year to be admitted as a Lawyer, to be considered for a Legal Practice role
- be able to obtain and maintain a valid Australian Government security clearance if required by the agency you are matched with
- be Aboriginal and/or Torres Strait Islander (and be able to provide evidence of this if required).

## Capabilities we are looking for in Graduates

### Motivation & Fit

Exhibit proactive initiative, a robust work ethic, and consistent dedication to achieving objectives, assuming ownership of tasks, and displaying resilience in overcoming challenges, all while actively pursuing opportunities for professional development.

### Integrity

Ensure honest and ethical representation of the organization, fostering a culture of integrity and professionalism. Adhere to and guide others in following legislation, rules, policies, and codes of conduct.

### Critical Thinking & Problem Solving

Research and analyse information to offer evidence-based recommendations, addressing task obstacles, soliciting input from others, and collaborating to achieve optimal outcomes.

### Communicate with Impact

Effectively communicate ideas through active listening and thoughtful questioning, while attentively adjusting communication based on non-verbal cues. Demonstrate proficiency in creating well-structured written materials and deliver information clearly and precisely.

### Interpersonal Skills & Working Collaboratively

Foster a supportive team environment through facilitation of cross team information sharing, recognize collaborative achievements and engage with other units to address challenges collectively and offer support.

### Flexibility & Adaptability

Adapt to evolving circumstances, tasks, and priorities while maintaining positivity. Manages multiple tasks and deadlines, demonstrating resilience in challenging situations. Embraces change to achieve desired outcomes efficiently.

# Recruitment Process

## Online Application

The online application is your first opportunity to tell us what motivates you for wanting a legal career in the Australian Government. You will also be asked to upload your resume, academic transcripts and proof of your Australian citizenship.

## Written Activity

Candidates will be asked to participate in a written activity. This will involve candidates accessing an online platform to complete a written activity in response to a scenario. Further information and instructions on how to access and complete the written activity will be provided via email should you be successful in progressing to the written activity.

## Virtual Panel Interview

If you are successful in the written activity, you will be invited to attend a virtual interview with a selection panel.

## Referee Reports

Referee reports will be requested through the eRecruit system if you are invited to attend a virtual interview. While these will not be used as an assessment tool, they will however support agencies in progressing offers in a timely fashion.

## Merit Pool

To be included in the merit pool you will need to be found suitable at the interview stage. Once the selection report has been signed off by the delegate, you will be notified if you have been included in the merit pool.

## Matching

If you have been found suitable and included in the merit pool your location preference, experience, sub-stream and agency preferences will be used to match you with an appropriate participating agency. Additional agency specific reference checks may also be conducted at this stage.

## Offers

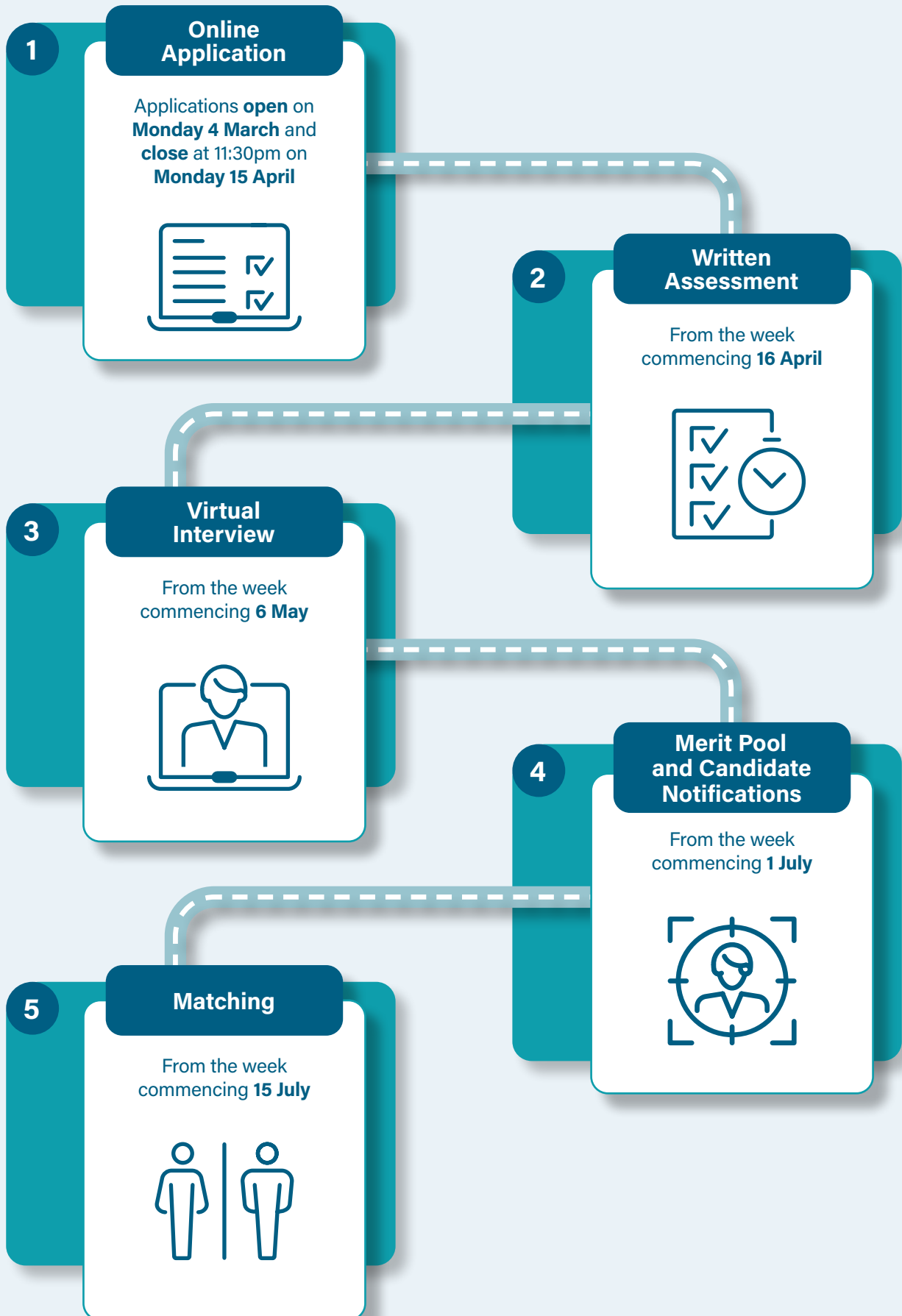
Congratulations, you did it! You have been successful in the assessment process and your matched agency will contact you to discuss an offer of employment.

## Feedback

Due to the expected volume of candidates throughout this recruitment process, an opportunity to seek feedback will be provided to you at the conclusion of the process. However, feedback will only be provided if you progressed past the online application stage.



# Key Dates of the recruitment process



## Participating Agencies

For the 2025 intake, the following agencies will be participating in the AGGP Legal Stream. You will have the opportunity to nominate which agencies you would prefer to be matched with; this will be taken into consideration at the matching stage.

Attorney-General's Department	Department of Defence
Australian Government Solicitor	Department of Education
Australian Bureau of Statistics	Department of Employment and Workplace Relations
Australian Communications and Media Authority and eSafety Commission	Department of Finance
Australian Digital Health Agency	Department of Health and Aged Care
Australian Transaction Reports and Analysis Centre	Department of Home Affairs
Civil Aviation Safety Authority	Department of Industry, Science and Resources
Department of Agriculture, Fisheries and Forestry	Department of Social Services
Department of Climate Change, Energy, the Environment and Water	Department of the Prime Minister and Cabinet
	Department of Veterans' Affairs
	Safe Work Australia
	Services Australia

## RecruitAbility

The RecruitAbility scheme applies to this vacancy. Our participation in the APS RecruitAbility scheme means we will progress an applicant with a disability to a further stage in the recruitment process if they have opted into the scheme and met the minimum requirements of the role.



For more information, please visit APSC RecruitAbility scheme guide applicants and find out if you are eligible.

The AGGP Legal Stream team believe building a culture of inclusion begins with an equitable application process. If you have any questions or require any support or reasonable adjustments throughout the process our team can provide confidential assistance. Feel free to contact us via email on [aggp@hoban.com.au](mailto:aggp@hoban.com.au) or call us on **1300 304 130**.

## Additional Support throughout the recruitment process

If you require any adjustments or additional support throughout the recruitment process, please contact us via email on [aggp@hoban.com.au](mailto:aggp@hoban.com.au) or call us on **1300 304 130** and we would be happy to assist you.

## Contact

If you have any questions about the recruitment process, please contact [aggp@hoban.com.au](mailto:aggp@hoban.com.au) or call us on **1300 304 130**.



