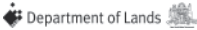


the right balance in your career



CAREERS
THAT COUNT.
The NSW Government.





A message from the Director General



Accountancy careers in the NSW Public Sector have never been more challenging and interesting.

The State Plan sets out an ambitious program of change in the economy, the community and the environment. From the delivery of fundamental services like health and education to attracting business investment and world class cultural and sporting events to our State, the NSW Public Sector's business is vast and varied. In 2006-07, this included recurrent expenditure of around \$50 billion for the Total State Sector.

Integral to these high impact projects are the NSW Public Sector's accountancy professionals.

Their roles include managing or working with multi-million dollar budgets and massive infrastructure assets, negotiating with contractors, advising on the expenditure of whole industry sectors, or managing the budget for a large government agency.

The NSW Public Sector offers many different career paths to those who are motivated to make a difference and contribute to the community. We recognise, support and encourage a diversity of interests and backgrounds in our workforce through a range of flexible working and employment conditions.

I encourage you to consider the exciting and rewarding options available to you. Please read on and explore what's on offer.

A stylized, handwritten signature in black ink, appearing to read 'Robyn'.

Robyn Kruk

Director General
Department of Premier and Cabinet

Balance the Benefits.

| FEATURES | BENEFITS |
|------------------------|---|
| Environment | Professional, friendly, supportive, challenging, team, respectful and innovative. Meaningful challenging work, diversity of clients. |
| Salary | Competitive with the private sector and generous superannuation. |
| Flexibility | Full-time, part-time, casual, vacation, contract and job sharing |
| Leave | Holiday, long service, maternity, family, community service, sick, and study, career breaks. |
| Study | Fee assistance and study leave to encourage your on-going career development. |
| Entry Programs | Graduate, Cadetships and Scholarships including mentoring programs such as 'Friendly Face' and 'Buddy'. |
| Social | Recreational, social and sporting clubs, events and activities. |
| Career Pathways | Promotional opportunities, development programs to support career goals and work placements in metro and regional locations. International scholarships and overseas work placements. |



Accountancy Careers in the NSW Public Sector

The NSW Government is made up of around 300 different organisations and has more than 300,000 employees. As one of the largest employers in Australia we offer you so much more than just a job. Put simply, we improve the standard of living for the people of NSW by helping:

- deliver essential services to the community
- protect our natural environment and cultural heritage
- build and maintain major infrastructure like roads, rail and transport
- manage and advise business and economic development in NSW.

Accountants play a crucial role in delivering better services by ensuring effective and efficient management of the State's resources. New South Wales' total assets alone were worth in excess of \$213 billion, as at June 2007.

Our people share a common goal of wanting to make a difference to our community. The demands of working in the NSW Public Sector also require our accountants to have strong capabilities and skill-sets. Accountancy professionals are customer focused, achievers, leaders, adaptable, learners, analytical, team players and possess the ability to communicate with non finance managers. These strengths complement the sound strategic, project accounting and commercial management required to succeed in a public sector accounting role.

We offer accountancy career opportunities throughout the State, with real career paths and progression, graduate programs, job security, flexible working hours and great rates of pay. We firmly believe in fairness and equal employment opportunity and we embrace respect and diversity.

Whether you're a recent graduate or an experienced professional, being an accountant in the NSW Public Sector offers the opportunity to get the right work-life balance in your career.

Meet some of our Agencies



NSW Department of
Commerce

'Making it simpler to do business in NSW'

The role of the NSW Department of Commerce (Commerce) is to make doing business in NSW simple, accessible and fair for employees, consumers and industry while providing best value for government.

Commerce incorporates NSW Procurement, Office of Fair Trading, Office of Industrial Relations, Office of Public Works and Services and the Government Chief Information Office and employs over 4000 people across NSW.

Within Commerce, Corporate Finance is responsible for financial planning and management, development of financial/accounting policies and procedures, cash and investment policies, business/funding model reviews, business unit performance/financial analysis, NSW Treasury funding submissions and reporting, managing Commerce's Chart of Accounts and reporting systems and the preparation of financial statements and liaison with the NSW Audit Office for the whole of Commerce.

Department of Commerce

Maritime Authority of NSW

Office of the NSW Food Authority

Railcorp

Department of Lands

Department of Education and Training

Housing NSW

The Audit Office of NSW



'Helping build a stronger community by providing solutions for people in need'

- One of the largest providers of social housing in the world
- Helps people find stable and affordable accommodation
- Owns and manages 146,000 properties
- Public Housing, Community Housing, Aboriginal Housing and support services
- Study Assistance
- Flexible work practices and Career Break schemes
- Scholarships





Roads and Traffic Authority
www.rta.nsw.gov.au

'The Journey Ahead'

- One of Australia's biggest public sector transport agencies
- Manages over 20,000 km of State, regional and local roads
- Responsible for over 4,900 bridges and 3600 traffic signals and facilities
- The testing and licensing of drivers, registering and inspecting of vehicles
- Funding and support to local councils to manage over 160,000 km of roads
- More than 200 offices and worksites throughout NSW
- Graduate and Undergraduate programs
- Traineeships and Apprenticeships

Roads and Traffic Authority of NSW

NSW Fire Brigades

Country Energy

Department of Environment and Climate Change

Management and Office of State Revenue

NSW Treasury - Office of Financial Management and Office of State Revenue



'Promoting State resource management to achieve better public services and a stronger economy'

- Manages the State Budget and Crown debt
- The Gross State Product is \$320 billion per year
- Maintains the State's finances and AAA credit rating status
- Serves the Government on economic issues and State financial management policy
- Advises on the allocation of resources for the benefit of the State and community
- Administers and collects taxes relating to State revenue and collects outstanding State debt
- Graduate programs
- Development programs and placements to other agencies or overseas

NSW MARITIME

'Delivering services to the maritime community and achieving results for NSW'

- The authority and regulator for, safe, sustainable ports and waterways
- Improves the infrastructure and access to waterways, ensures safe ports and the protection of the environment in state waters
- Maritime history can be traced back to the first Sydney Port Harbour Master in 1811
- Recreational Boating Division manages six areas of Sydney and Regional NSW inland waterways and up to three nautical miles off the NSW coast
- Clients include over 500,000 recreational vessel operators
- Maritime Property Division develops and manages wetlands and dryland property areas worth over \$450 million, including the major port beds of Sydney Harbour, Botany Bay and its tributaries



THE AUDIT OFFICE
OF NEW SOUTH WALES

'The real impact of our work comes from our ability to inform and influence others'

Our Role

- Conduct financial audits of over 500 NSW Government entities
- Investigate allegations of serious or substantial waste
- Assess whether Government agencies are achieving value for money

Our People and Culture

- Graduate Program with comprehensive in-house and on-the-job training
- Support in gaining your CA or CPA qualification
- 'Friendly Face' mentoring scheme
- Excellent progression and promotional opportunities
- Flexible work practices
- Professional and friendly work environment
- Opportunity to travel throughout NSW



Meet Your Accounting Colleagues

Clement Siu, Program (Budget) Manager Roads and Traffic Authority

I've been here over four and a half years having spent a year working at a Chartered Accounting firm. I'm one of the new guys compared to the time many of my colleagues have been at the RTA.

I joined the RTA Graduate Program as it gave me the opportunity to work in a variety of exciting business areas including business strategy, corporate finance, internal auditing and commercial services.

I really wanted to have a positive impact on the NSW community and be part of a team and that's why I chose the Public Sector. Working in the private sector meant I would have been only serving the shareholders of a company.


I really enjoy working with my experienced and knowledgeable colleagues. Even my managers are all supportive and approachable. One of the real benefits is the flexible working arrangements. It is such a supportive culture.

My current job involves managing the Road Safety Engineering Program which is an amazing privilege. Knowing I am part of the process of delivering road safety projects is really rewarding.

Being part of the RTA has provided me the opportunity to develop my skills that I would not have gained in one business area. I have even completed my Certified Practising Accountant (CPA) Program with financial assistance and study leave provided.

The experience gained has provided me with strong foundations to advance into other roles within the RTA.

“such a
supportive
culture.”

A portrait of Dianne McHugh, a woman with short blonde hair and glasses, wearing a dark blazer over a black top. She is smiling slightly and looking towards the right. The background is a solid dark green.

“I’m an Accountant
who does not work
very much with
numbers”

Dianne McHugh, Principal Policy Analyst **NSW Treasury**

I’ve been working in the NSW Public Sector for just over thirteen years and usually I say I’m an accountant who does not work very much with numbers. You get puzzled looks but it’s the quickest way to say I work in a policy area, I’m not a number cruncher.

I used to work for a leading accounting firm as well as legal publishers as an editor and I joined the Public Sector because I felt it provided me with more variety and I could use my commerce degree in different ways. I also thought this was a better fit for me personally, not having to always boost the bottom line.

I really enjoy debating accounting issues with my colleagues and analysing requirements. My work environment allows me to explore the side of accounting that is a lot more about professional judgment rather than just the form.

Coming from the private sector, the Public Sector is more flexible, friendly and more interested in the development of individuals. It is very supportive and I think the workplace draws a more diverse and interesting array of people.

There are so many different opportunities in terms of types of agencies and types of work. You don’t have to stay in the one agency or the same type of job. The great thing is, if you come across an area that suits you, like me, then you can stay.

I’ve been asked how to value the Harbour Bridge to debating accounting impacts on the State budget. It’s true, every week there are always different issues, problems and debates and that’s what makes it hard to identify a particular highlight.

In many ways my work has helped me have a better understanding of people, relationships and organisations.

I joined the NSW public sector at the end of 2004 on an industrial placement as part of my university degree and then I was recruited into the NSW Treasury's 2007 graduate intake. Like many new recruits I joined to 'make a difference' and the positive impact my work has on real people has been really rewarding.

My current role is extremely challenging and the ability to apply my interest and skills in accounting and economics is what I enjoy most about my role at the moment.

I strongly believe in applying my Accounting training to helping others – something I have been able to achieve at NSW Treasury.

From day one of the Graduate program I have been involved in high level strategic projects as wide ranging as developing new market based investments in the environmental policy area to assessing options for the future of one of NSW's land mark environmental assets.

In late 2007, I was named as Young public sector Professional of the Year and I was selected to be part of the Australian Delegation to the Commonwealth Head of Government meeting in Uganda in November 2007.

Working in the NSW public sector, you quickly grow to enjoy the family friendly atmosphere, good work and flexible work practices. These things have been really important for me on starting my career, when I have had to balance further study with life outside of work.

The opportunity to make NSW a better place to live and work is very satisfying and what's more, the supportive environment has really shown me that the NSW public sector has a lot to offer to graduates.

Simon Sheikh, Senior Financial Analyst **NSW Treasury**

“From day one of the Graduate program I have been involved in high level strategic projects”

“as an
employer
it’s second
to none”



Joyce Low - Manager, Financial & Investment Services - **Housing NSW**

Eight years ago, I joined the NSW Audit office in their graduate recruitment program and since then I have worked in the Sydney Harbour Foreshore Authority and now I'm currently in the Corporate Finance and Planning Team for Housing NSW.

I was working in property management and thinking about a career change. The values of the public sector were really attractive to me – like ethical practice, equal opportunity and flexible working conditions – and offered a healthy work-life balance.

This meant I could pursue a professional career without sacrificing time with my family and that was really important to me.

The variety of clients I have worked with such as the Cabinet Office, the Cancer Council and the Department of Commerce has been really enjoyable and exposed me to a multitude of different businesses. My current and main task in Housing NSW is to account for \$28 billion worth of fixed assets which is very exciting but also challenging.

There is nothing typical in my work, it's varied and interesting and I love the interaction with internal and external stakeholders.

The great working conditions, financial support and study leave for further education that the sector provides means as an employer it's second to none. The best part is the satisfaction you get when issues are resolved and you know you have added value to the organisation and the NSW community.



I started working in the Audit Office in 2002 after studying in Nepal and then came to Australia and studied a Bachelor Degree in Commerce in Wollongong. Since I've been with the Audit Office, I've completed my Masters and obtained a CPA qualification.

After my graduation from University I tried working as an accountant in various organisations at different levels, but I didn't enjoy the work and so I applied for the graduate program. I thought this would be good training and develop my prospects and I'm pleased to say I was right.

My work involves a lot of interaction with colleagues and other professionals and it really forces you to think laterally, so it's very challenging but rewarding when you come to the right conclusions.

I feel really proud to be working in the NSW Public Sector as I know every day I am contributing towards building a better State and this is a great motivator.

I know the structured training programs have helped me enormously not only on the technical side but I've learned soft skills, such as interviewing, time management, supervising and organising. They really focus on developing people for management and leadership.

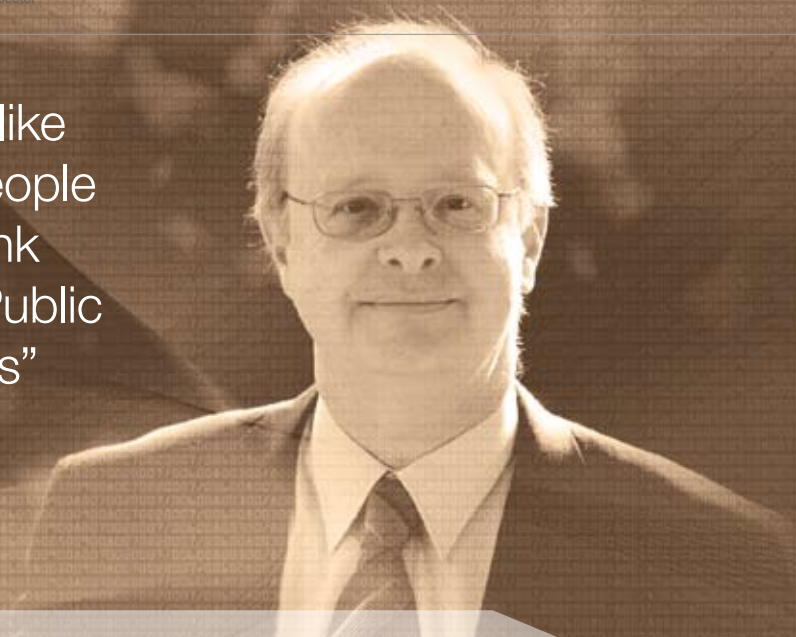
It really is a great place to work. It's a very flexible work environment, friendly, the people are highly professional and it's a great work culture. There's a strong team environment but we also have a high level of independence and autonomy. So it's very enjoyable and it's a good balance day to day.

Rajesh Sharma, Senior Auditor Audit Office of NSW

"focus on
developing
people for
management
and leadership"



“It’s not like
what people
may think
about Public
Servants”



Ian Holt, Manager Financial Planning & Analysis **Department of Lands**

I've been with in the Public Sector for over thirty years and in my current role I provide a value adding management accountancy service and business support advice. I am an accountant and as the corporate budget manager for my department, my specialisation is to make good business decisions and get greater value for money for taxpayers like us.

Having worked in a variety of agencies like Department of Corrective Services, NSW Treasury and NSW TAFE Commission, I know we work very hard, there's lots of challenges and learning opportunities and great working conditions. It's not like what people may think about Public Servants.

I really enjoy solving often complex problems by applying financial solutions to business issues and it's very rewarding to see financial advice aiding business operations.

It's a great place to work, with real working time flexibility and the ability to work in many departments. The NSW Public Sector has opportunities for individual growth and really encourages learning.

Working in Parliament House as Financial Advisor to one of its standing committees, meeting the Premier and Treasurer and discussing my recommendations with them has been a real career highlight. They accepted my recommendations too and so I feel in my own small way I really contributed to the running of the State of NSW.

I joined the NSW Public Sector as part of the graduate program having been previously employed in the private sector and I have been working here now for over three and a half years.

My job is never the same each day. Having to travel and see clients means I meet new people every day and based on the needs of my clients, my role is both challenging and rewarding.

The working environment allows me to apply my skills, knowledge and judgement and importantly add value to my clients.

The best thing about my job is the flexibility and a genuine work-life balance. There are so many opportunities to achieve career goals and you receive great support and encouragement from your colleagues.

The work is challenging and our clients are as high profile as the private sector but it's great to be part of an environment where I'm able to balance my personal and work commitments. Work-life balance is not a myth, it's encouraged and practiced.

I work in such a friendly atmosphere and the social and after-work activities are very well organised and great to be part of.

Achieving Senior Auditor status has been a real career highlight for me because I changed my career path and entered the graduate program as a mature age graduate. It was a risk and yet was worth it as I am now attaining my career goals with further career opportunities still ahead.

Chariee Bultitude, Senior Auditor **Audit Office of NSW**

“Entered the graduate program as a mature age graduate.”

A balanced approach.

The NSW Public Sector offers a variety of employment opportunities and options for accountants wishing to leave the private sector, seeking more flexibility in their working hours, returning to work or a graduate looking for the right program.

Take the next step towards a career that counts and get the balance right.

You can visit the NSW Government Job-board for current positions advertised

www.jobs.nsw.gov.au

or visit the web sites of the following agencies to apply or find out more.

NSW Treasury Office of Financial
Management and Office of State
Revenue:

www.treasury.nsw.gov.au

Department of Premier and Cabinet:

www.dpc.nsw.gov.au

The Audit Office of NSW:

www.audit.nsw.gov.au

Housing NSW:

www.housing.nsw.gov.au

Office of the NSW Food Authority:

www.foodauthority.nsw.gov.au

Roads and Traffic Authority:

www.rta.nsw.gov.au

Railcorp:

www.railcorp.info

Department of Commerce:

www.commerce.nsw.gov.au

Country Energy:

www.countryenergy.com.au

Department of Environment and
Climate Change:

www.environment.nsw.gov.au

Department of Lands:

www.lands.nsw.gov.au

NSW Fire Brigades:

www.nswfb.nsw.gov.au

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THAT COUNT.**
The NSW Government.

