

Graduate Recruitment in OSR

The Office of State Revenue (OSR) is part of NSW Treasury. OSR is responsible for the collection of State revenue including taxes, duties and penalties to fund services for the people of NSW. We also administer a number of revenue schemes such as the First Home Owner Grant Scheme.

OSR undertakes a graduate intake program based on recruitment opportunities within the various divisions. Our website is updated with program details when a graduate opportunity becomes available.

Our corporate objectives are to maximise compliance, effectiveness and efficiency, stakeholder satisfaction and organisational and staff capability.

We have three operational divisions:

Operations

State Debt Recovery (SDR)

Revenue Advisory Services (RAS)

and three support divisions:

Executive

Information Services (ISD)

Management Services (MSD).

Read more about OSR at

www.osr.nsw.gov.au/about/corporate/

The graduate role

The graduate role (also known as Departmental Professional Officer or DPO) is a generic, entry level position which can potentially be located anywhere within the business.

Most graduate positions are located in the Payroll Tax, Land Tax, Duties or Debt Management areas within Operations Division. These areas provide an ideal introduction to the core business of OSR, providing graduates with the opportunity to learn about a variety of taxes and grants and to be involved in the key functions of assessment and debt management.

An ISD graduate can be placed in Applications, Infrastructure, Security Operations and Risk, or the office of the CIO, which looks after architecture and standards for ICT governance and services. Graduates will have the opportunity to learn our systems and processes and grow as an ICT professional.

Graduate positions also exist in MSD. Graduates can be placed in Finance, Corporate Strategy or Human Resources branches. These positions provide graduates with the opportunity to learn a range of skills and knowledge and participate in critical support, management and resource functions.

To perform the role effectively, a graduate needs to have an aptitude for research and problem solving; the ability to think and act quickly; well-developed written and spoken communication; a capacity for working effectively within teams; and the ability to learn and grow. With solid foundational skills in these areas, graduates will be able to make the best of opportunities for development and advancement.

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OSR provides an excellent work environment with friendly staff and flexible hours.

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Stephanie Lam
Graduate, Land Tax Program

“
Continuous support from management and their 100 per cent commitment to ensuring a healthy work/life balance are some of the greatest benefits on offer.
”

Matthew Morey
Graduate, Corporate Strategy



Development and career opportunities

All new staff to OSR are provided with a program of formal and informal training to enable them to perform their role. The in-house program includes:

- corporate new starters program
- divisional induction and orientation
- technical training for legislation and policy
- systems training for OSR software
- skills training
- familiarisation with ISO procedures.

Graduates are provided with a workplace coach to assist them in learning all aspects of their role. Their learning needs and career goals are regularly visited as part of our performance review process.

We provide many opportunities for staff to develop their technical, professional and management skills. These include:

- leave and financial assistance to support relevant tertiary studies
- access to in-house and external training programs
- support for CPA and ICAA mentoring programs
- temporary appointment, lateral transfer and development opportunities throughout OSR
- participation in specific projects.

Graduates can explore different functions of OSR and develop a range of highly marketable skills. Many consequently progress to more senior roles in management, field audit, technical specialties, policy, corporate strategy, finance and legal areas. Others have been successful in gaining placements in other government agencies.

Benefits of working in OSR

All of our graduate positions are based in our Parramatta offices, conveniently located close to public transport, major shopping centres, restaurants and a variety of other services.

We provide attractive, family-friendly working conditions such as flexible work hours, career breaks, a range of generous leave entitlements and staff health programs. These conditions provide an effective balance between work and personal life and contribute to the wellbeing of our employees.

Read more about the benefits at

www.osr.nsw.gov.au/about/careers/conditions/

An active social club within OSR provides a schedule of entertainment and events throughout the year, providing staff with opportunities to meet and socialise outside of the workplace.

OSR values

OSR is a values-driven organisation where all employees are expected to behave according to our corporate values of Responsiveness, Integrity, Teamwork and Achievement. These underpin the way we do business and the way we treat our clients and each other.

Read more about our values and Code of Conduct at

www.osr.nsw.gov.au/about/corporate/