2027 graduate program

Applications for our 2027 Graduate Program have now closed.

To stay informed about application dates and information for our 2028 program, please subscribe to receive NDIA Graduate Program updates .

A meaningful career

We recruit graduates who want to make a real difference in the lives of Australians with disability.

We welcome applications from graduates with a range of skills and qualifications.

As part of our 12-month graduate program you will:

- join the Australian Public Service (APS) Graduate Development Program , delivered by the APS Academy. This program is integrated within the NDIA graduate program. It helps to develop the skills, behaviours, mindsets and networks graduates need to contribute to the APS.
- gain exposure to different business areas through rotations within the NDIA
- build strong networks
- be part of an inclusive and diverse workplace
- receive mentoring, training and career development opportunities
- enjoy a competitive salary and flexible working conditions
- have an accelerated career pathway
- be promoted to APS5 when you complete the NDIA graduate program.

Contribute to a stronger NDIS

As one of the newer APS agencies, we're always evolving, which means:

- we’re looking for people with fresh ideas and enthusiasm
- you’ll get the opportunity to flex your creativity and make positive changes
- we have roles open across different functions and in various locations.

It's an exciting time to join the NDIA as we make important changes to improve service delivery and make the NDIS more flexible, fairer and easier to navigate.

What we look for in graduates

We’re seeking motivated graduates who are passionate about the NDIA's purpose and committed to making a meaningful impact.

We welcome applications from graduates with a range of academic skills, including:

- actuarial
- allied health
- behavioural science and psychology
- business and commerce
- computer science, ICT, cyber security, software development
- data and analytics
- economics, accounting and finance
- engineering
- government or public policy and political science
- human resources
- legal
- media, marketing and communications
- project and program management
- risk
- social sciences (policy, research, health, disability, social work).

We're seeking graduates who demonstrate:

- adaptability and openness to change
- strong collaboration and communication skills
- strong analytical thinking and problem-solving skills
- data literacy and an ability to work with evidence-based insights
- a genuine commitment to the values and purpose of the APS.

We also encourage applications from people:

- with disability
- who come from a culturally and linguistically diverse background
- who identify as Aboriginal or Torres Strait Islander.

We want our staff to reflect the diversity of the community we serve.

Locations

Our flexible working options mean some graduates can work from home some days and from the office other days.

We have over 160 NDIA office locations across Australia, including in:

- ACT – Canberra
- NSW – Newcastle, Sydney, Penrith
- NT – Alice Springs, Darwin
- QLD – Brisbane, Robina, Townsville
- SA – Adelaide
- Tasmania – Hobart
- VIC - Richmond, Geelong, Melbourne
- WA – Perth.

Graduates can choose to work from almost any of our offices. This includes offices in rural and remote areas.

Eligibility

To be an eligible candidate, you must:

- be an Australian citizen
- have completed at least an Australian Qualifications Framework Level 7 qualification (a bachelor's degree), equivalent or higher equivalent. This must be completed by 31 December 2026.
- have completed your most recent degree no more than 5 years ago on the date you lodge your application.

Successful candidates will be required to undergo a:

- pre-employment National Police History check
- Worker Screening check and/or Working with Children Check (where required).

They will also need to provide evidence of Australian citizenship.

Raphaella's NDIA Graduate Program experience

Learn about Raphaella's thoughts on the NDIA graduate program in this video.

Transcript for 'Raphaellas Graduate Program experience.docx '

What our graduates say

‘The NDIA graduate program has been a transformative experience for me.

The supportive environment and the opportunity to work on impactful projects have significantly boosted my confidence and clarified my career path.

The NDIA Graduate Program is designed to set you up for long-term success within the public service, with clear pathways for career advancement.
I highly recommend this program to anyone passionate about making a difference in the lives of people with disabilities.' - Ben

'The mentoring and coaching that I received was so valuable for accelerating my career development.' - Juli

'The Agency runs a Scheme that is the first of its kind - it allows for innovation, problem solving and independent thinking.' – Catherine

'If you're looking for a rewarding career and a supportive environment, I'd absolutely encourage you to apply for the graduate program.' - Nick

'When I applied for the Graduate Program it was my personal goal to support people in a meaningful way. The NDIS is doing just that.' Read more about Jessie's graduate journey

Benefits of being an APS graduate

Build your skills. Build your career. Shape Australia's future.

As a graduate in the APS you'll do meaningful work from day one and see the impact you make in the community we serve.

We'll ask you to contribute to work that matters and encourage your ideas.

Apply

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For all other queries, please contact GraduateProgram@ndis.gov.au.

Nick's NDIA Graduate Program experience

Learn about Nick's experience as an NDIA graduate in this video.

Transcript for 'Nicks Graduate Program experience.docx'

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