The STEM PhD Program, a joint venture of the Group of Eight (Go8) universities and Westpac, was established in recognition of the importance of the STEM fields to the future of Australia, and aims to deliver both greater research outcomes and professional development for researchers who can make an enhanced contribution to the economy.

The program is a significant step toward collaboration between industry and universities. It provides a unique opportunity to develop researchers from Australia’s top universities, as well as to deliver innovative solutions to the challenges faced in the commercial sector. The program demonstrates Westpac’s ongoing commitment to innovation and diversity.

The program offers PhD students with a focus on Science, Technology, Engineering, or Mathematics (STEM) fields part-time employment with the Westpac Group during their studies.

Participants are supported by a structured development program with key learning events, opportunities to work on real industry challenges and innovation projects to build their business skills and experience.

Participants enrolled at a non-Sydney based Go8 university will be able to apply for local academic support under the program at either UNSW Sydney or the University of Sydney.

PARTICIPANT BENEFITS

- Valuable business and commercial experience working in one of Australia’s leading companies
- Supportive professional development and mentoring program
- Great networking opportunities across a number of business areas
- Flexible working arrangements to ensure a good balance between work, study and life commitments
- Financial security during PhD candidature
- Opportunities to join different groups, clubs and committees where participants can make a real difference and support local communities
EMPLEYMENT MODEL

Successful applicants will receive an offer of employment as follows:

- Four year fixed-term employment contract at Westpac Group
- Employment is part-time at three days per week in Sydney
- Full time equivalent salary of $100,000 p.a. plus superannuation and benefits. For a three day part-time position, this equates to an annual base salary of $60,000 p.a.
- Employment start date: June 2018
- Employment end date: June 2022
- During employment, Program participants will complete two, 24-month rotations in two different Westpac Group Business Units, with the second rotation starting in June 2020

THE PROGRAM IS SMALL AND SELECTIVE IN ORDER FOR PARTICIPANTS TO RECEIVE INDIVIDUAL ATTENTION AND CREATE A SUPPORT STRUCTURE THAT WILL SET THEM UP FOR SUCCESS
ELIGIBILITY CRITERIA

Westpac Group is an amazing place to work; so we look for amazing people. To be considered for the STEM PhD Program, participants will:

- Have confirmed candidature in 2018 for a Doctor of Philosophy (PhD) in a STEM discipline at a Group of Eight (Go8) University
- Have written confirmation from their university that they will be able to be a part-time employee of Westpac Group at three days per week concurrent with their PhD candidature. E.g. a letter from the candidate’s PhD Supervisor or equivalent
- Have a deep knowledge of the scientific method
- Have strong quantitative skills for understanding complex analytical concepts or interpretation of data
- Be a strong self-leader, with a drive to improve and learn new skills
- Demonstrate good presentation skills. PowerPoint critical and other tools advantageous
- Have the ability to research new ideas, technologies and concepts
- Be a good communicator with the ability to explain complex ideas in simple terms
- Be an Australian or New Zealand citizen or have permanent residence status
- Be available to work in Sydney for three days per week in a part-time position
- Candidates with a PhD topic in the areas of data science, machine learning and IT programming are particularly encouraged to apply

APPLICATIONS

Applications for the 2018 program will open 1 February 2018. Candidates can apply online via the Westpac Group Careers Page. They will be required to provide:

- CV
- Abstract from their Honours Thesis, Masters Thesis or equivalent (this should be attached in the same section as their CV)
- Short summary (200 words or less) of their proposed PhD research
- Written approval from their PhD Supervisor to participate in the program and work at Westpac for three days per week, concurrent with PhD candidature

Candidates can express their interest or find out more by emailing:
STEMPhDProgram@westpac.com.au
**RECRUITMENT PROCESS & KEY DATES**

1 February 2018
Open for applications

5 February 2018
Commence University presentations

22 February 2018
Applications close

22 March 2018
Interview sessions / assessment centre

23 February - 14 March 2018*
Candidate screening & selection process

23 - 30 March 2018*
Background & reference checks completed. Offer letters issued

May 2018
Program welcome event

June 2018
Employment start date & induction

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**EXPRESSION OF INTEREST**
PhD Supervisor to identify & encourage potential candidates to apply

**ONLINE APPLICATION & ELIGIBILITY SCREENING**
Candidate submits an online application including all eligibility requirements

**ASSESSMENT & VIDEO INTERVIEW**
Candidates complete required assessments & online video interview

**INTERVIEW SESSIONS**
Eligible candidates interviewed by business / HR representatives

**PARTICIPANT OFFER**
Final candidates selected during candidate calibration

*Please note that dates may vary
2017 PROGRAM PARTICIPANT FEEDBACK

“I've quickly developed better working habits, learnt a lot of new skills, and gained confidence in different areas, such as networking with people throughout the bank and not being afraid to ask for guidance when needed.”

“The program has provided us with lots of opportunities for professional and personal development, such as presentation workshops, mentors and networking events, which have been invaluable while transitioning into a corporate environment.”

“On a personal level, every morning I wake up excited to tackle the day’s challenge whether it is getting a step closer to solving a bigger problem within the bank, or achieving a milestone in my research.”

“I was attracted by the opportunity to try something outside university and gain practical experience in a program tailored specifically to STEM students, while still keeping my PhD studies going and ensuring I’d be supported for the remainder of my program.”

“The STEM PhD program is a great opportunity to gain experience working in industry while carrying on with your PhD. Westpac is genuinely interested in your personal development through the program, and is keen to use the skills you bring from your PhD work, and moreover, has a great culture that makes it easy to acclimatise to.”