

Working at the PSC

Learn about our benefits, open roles, and recruitment process

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Benefits of working with us

There is something for everyone at the PSC.

Working with us will give you a unique opportunity to partner with the NSW public sector, drive a world class work force across the sector, and access benefits that will help you get the most out of your work and life.



Career development

We foster your growth:

- Professional networks such as the Young Professionals Network and **Communities of Practice**
- Learning and Development opportunities
- Transfers and secondments
- Study leave



Diversity & inclusion

We prioritise a diverse and inclusive workplace for everyone:

- We are a recognised Disability Confident Recruiter for our commitment to removing barriers to recruitment and selection.
- Access to reasonable adjustments



Flexible working

We understand that flexible working looks different for everyone:

- Different job types, including fulltime, part time, and job share
- Hybrid working
- Varying start and finish times
- Flexible Working Hours Agreement



Health and wellbeing

We are committed to providing a workplace that promotes motivated, productive, and healthy people:

- Employee Assistance Program
- Discounted gym and pool access
- Building facilities and activities such as yoga, meditation, Pilates, and many seasonal events such as cooking classes



Remuneration

We have competitive remuneration packages and entitlements:

- Salary packaging
- Choice of superannuation provider
- Leave-loading

Explore jobs at the PSC

Interested in seeing what's available?

[Check out roles at the PSC here](#) →

What to expect from our recruitment process

Completing your application



Our role descriptions give clear and practical information about a role including role accountabilities, essential requirements and capabilities required to perform the role.

You will need to submit your resume and a cover letter (max 2 pages) via I work for NSW.

Only submit relevant qualifications and certifications if requested.

If you need help with preparing your application or understanding the process, please visit [I work for NSW for additional resources](#) or [contact us via email](#).

Interviews and assessments

There will be a minimum of 3 forms of assessment for the successful applicant, including a behavioural based interview. [Find out more about types of assessments used in our recruitment process.](#)

Interviews and assessments will be based on the requirements of the role.

All focus capabilities in a role description will be assessed. Complementary capabilities may also be assessed. These capabilities are found in the Capability Framework.

The [Capability Framework](#) describes the capabilities needed to perform a role and are broken into key groups:

- Personal attributes
- Relationships
- Results
- Business enablers
- People management group (for roles with managerial responsibilities).

These groups, combined with capabilities drawn from occupation-specific capability sets (where relevant), work together to provide an understanding of the capabilities needed for the role.

Using the Capability Application Tool

The Capability Application Tool can help you to understand and use the NSW Public Sector Capability Framework, including providing practice application and interview questions based on the focus capabilities listed in the role description.

[Access the Capability Application Tool here.](#)

Reference checks

If you are successful through the assessment process, reference checks will be completed.

Please let the hiring manager know during your interview if you need to have a conversation with your referee(s) before reference checks are completed.

Pre-employment checks



If you are recommended for a role following reference checks, you will need to complete pre-employment checks.

The required checks will depend on the role, but at a minimum will include a criminal record check.

Successful candidates



If you meet all the above requirements and are successful for the role, you can expect an offer of employment.

Application feedback



Both successful and unsuccessful applicants will be notified of their outcome.

If you are unsuccessful, we encourage you to seek feedback from the hiring manager who will provide constructive comments to assist you with future applications.

If you are unsuccessful in this recruitment but met the requirements of the role, you may be placed into the talent pool.

We are a proud employer of a diverse workforce. We encourage applications from everyone regardless of age, gender, ethnicity, cultural background, or sexual orientation. We are committed to reflecting the diverse community we serve and creating an inclusive and flexible workplace.

People with disability are supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.

As supporters of flexible working, we understand that flexibility means different things to different people. We welcome discussions about how our roles can be undertaken flexibly, including through job share arrangements.



