



Franny Dorney

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I've been in my role for one year and three months. I did my undergraduate in International Relations and European Studies here in Tasmania, and ended up moving to Melbourne, where I did a Masters of International Development Practice and worked for a medical aid charity for a few years. However, I was always interested in public policy, and wanted to move home, so I applied for the graduate program. Usually, people enter the graduate program straight out of university, but it took me a bit longer to find my way here.

A typical day in my job varies a lot. As a policy graduate you're given a lot of different tasks. You might start by doing some research in the morning (at the moment, I'm researching some women's fact sheets) then spend the afternoon writing up a report or working with other agencies to get their input on a briefing for the Secretary or Minister. Yesterday I monitored Question Time, listening to the political context and keeping up with what's going on, and transcribing the questions for the broader Department's information. It's really mixed, and it can change from day to day or week to week. As a graduate you also rotate in different divisions, so you get a lot of different work experiences.

It's a great program for many reasons. You come in with a whole bunch of other graduates, you do

training together and you build up those horizontal networks. It's been easy to make friends and learn from each other. You get a lot of support all round. For example, people further up the chain will take you along to high-level meetings so you get exposure to that level of strategic or interagency discussion, or they earmark an interesting task as a great opportunity for a graduate to take on. In my experience you get both the opportunities and the encouragement to show what you, uniquely, are made of. It's been amazing.

On a personal level, including as an introvert, seeing that in the State Service there is no one mould for a 'good leader' – that twenty different people might approach the same role in a different but equally effective way – has been a powerful thing. Seeing the diversity of people leading is very important to me – showing that there's not one model you have to fit. For me, that makes the difference between admiring and aspiring.

I'm really enjoying the State Service. There is so much room for growth. You can have a really diverse and fulfilling career here, even if you stayed in the State Service for your entire 40 or 50 year career. It's full of opportunities, and there are so many inspiring people about – it makes you excited to go to work and see where it takes you.