



**JOIN OUR CURIOUS MINDS**  
**GRADUATE PROGRAM**



# Our Graduate Program

ZEN Energy is thrilled to invite graduates to our Curious Minds program. We value the perspective graduates bring to the business and are excited to identify and cultivate future talent.

Our 12 Month program offers excellent career development opportunities with placements across different business areas and a real chance to begin a career in the renewable energy industry.

The program encourages collaboration with our executive team and there are opportunities for an audience with Professor Ross Garnaut, ZEN Energy Director and leading Economist. This program is where Curious Minds will grow, flourish and help accelerate Australia's journey to being a renewable energy Superpower.

Sustainability is  
at the heart of our  
business strategy.



# About ZEN Energy

ZEN stands for Zero Emissions Now. That is our call to action and arms for all those passionate about taking action to stop climate change and being part of Australia's single greatest economy-wide change - the energy transformation.

ZEN is accelerating Australia's path to becoming a renewable energy Superpower and is Australia's first electricity retailer to have a near-term science-based emissions reduction target in line with limiting global warming by 1.5°C.

In the 5 years since we got our electricity retail license, we have brought together a community of sustainability-driven customers (governments, businesses, industries, and residents), renewable energy suppliers and capital partners. Some of our key customers include the South Australian Government, CSIRO's sites in New South Wales, Victoria, and the Australian Capital Territory and the Southern Sydney Regional Organisation of Councils (SSROC) which comprises twenty-five local councils in New South Wales, four of them in the top ten by size.

We have contracted renewable energy and environmental certificates from 20 solar and wind farms and are actively growing our firmed renewable energy supply.

We are active members of Diversity Council of Australia, The Clean Energy Council and have a thriving women's network ZEN-A and an active Wellbeing program, designed and led by our team.

# About ZEN Energy

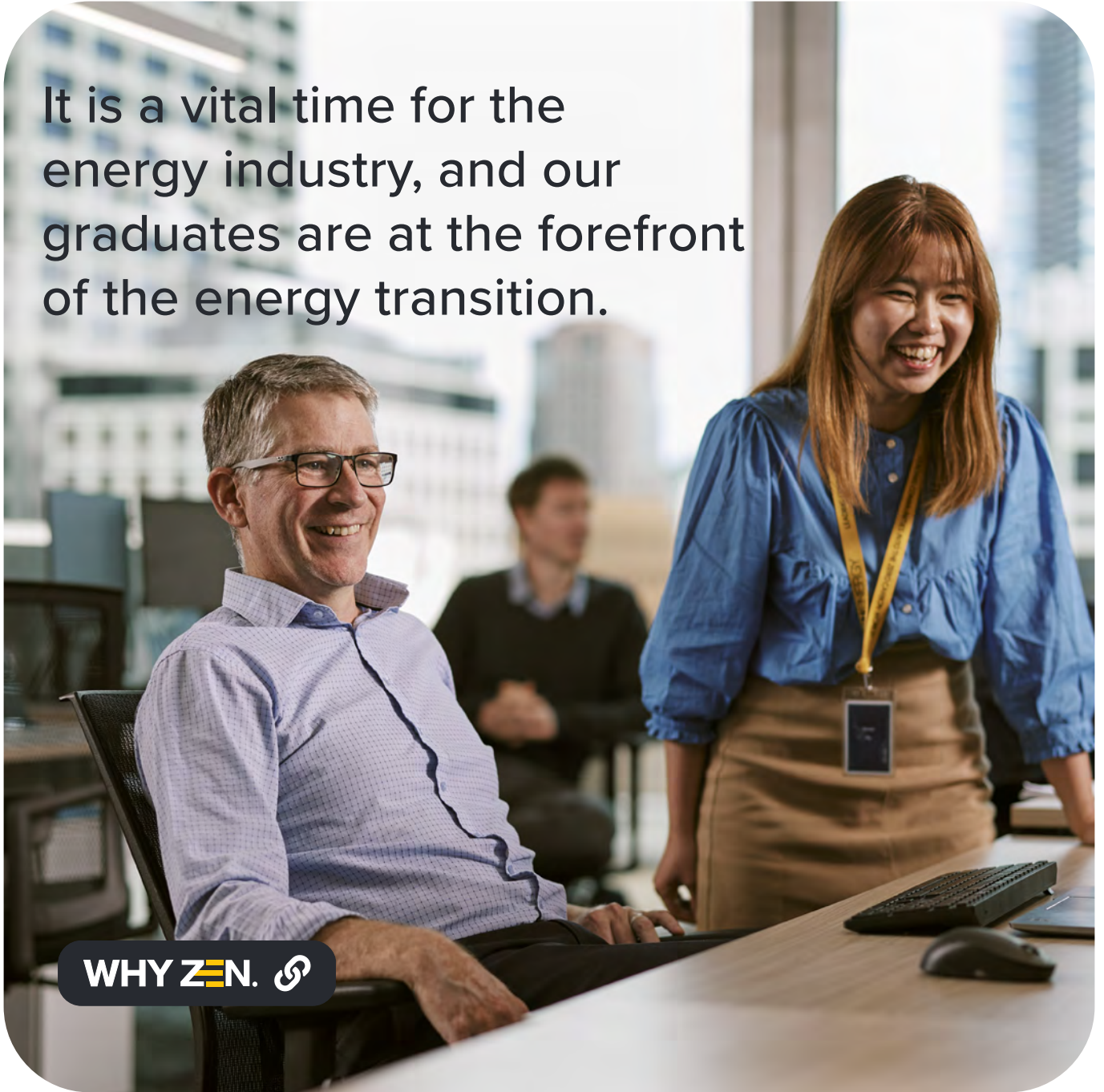
We are curious. We contribute. We believe in a zero-carbon world.

ZEN is a values-led organisation. Join our program because you believe in our values.



It is a vital time for the energy industry, and our graduates are at the forefront of the energy transition.

WHY ZEN. 



# Our Program

Our program consists of four key elements:

## **Induction**

Our comprehensive induction program will help first-year graduates rapidly build networks and establish themselves in our organisation.

## **Mentoring and support**

Graduates are matched with mentors to assist them with all elements of the placement, including skills development and career guidance. Each grad will be mentored by a key leader or member of the Executive team and will have access to the CEO.

## **Job rotations**

Graduates may undertake job rotations across the business, providing exposure to multiple teams, leadership, and the workings of a nimble energy operation.

## **Professional development**

Graduates are encouraged to continue developing further education in their areas of interest. Graduates will have access to additional financial assistance as an opportunity to improve their skills, knowledge and capabilities.

“

I started at ZEN in a Graduate Analyst role. ZEN has an evolving, fast-paced, and creative environment with much to offer. I enjoy working with people of great minds and experience, I always learn something new. At the end of the day, I feel happy to be part of an organisation that contributes to the environment.

**Vennela Thottempudi – ZEN Energy Graduate**



# The benefits - WHY ZEN

There is more to choosing an employer than just the job. WHY ZEN.

## **Industry experience**

The program is an exciting opportunity for graduates to gain valuable experience in the renewable energy industry from a 1.5°C degree company that is serious about a zero-carbon future. It is a vital time for the energy industry, and our graduates get to be at the forefront of the energy transition.

## **Graduates can expect**

- Real-world experience, training and mentoring
- To work with people passionate about the energy transition and willing to share their experience
- To work, socialise and thrive in the ZEN Energy network
- Career opportunities and permanent positions on completion of the program

## **Rewards for the curious**

On top of the invaluable experience Graduates gain in the program, we offer a competitive graduate starting salary coupled with recognition for excellent performance through our performance-based incentive program.



“

I like working for an organisation where egos get left at the door, and everyone works collaboratively to the same goal of creating a world of emission-free energy.

Lara Reid - Business Development Manager

WHY ZEN. 

# The benefits - WHY ZEN



We pride ourselves on our excellent well-being program, offering ONE well-being day per quarter. In addition, to leave, graduates can access volunteering days and some fabulous initiatives developed by our employee-led social and well-being committee.

# Are you who we are looking for?

At ZEN, ideas, curiosity and an open mind come from growing our genuinely diverse team

We recognise, respect, and value every aspect that makes us unique. We seek graduates with diverse insights, ambition, and a passion for leading communities to a zero-carbon world.

We're interested in individual characteristics—values and perspectives, not just academic abilities.

## **Interested?**

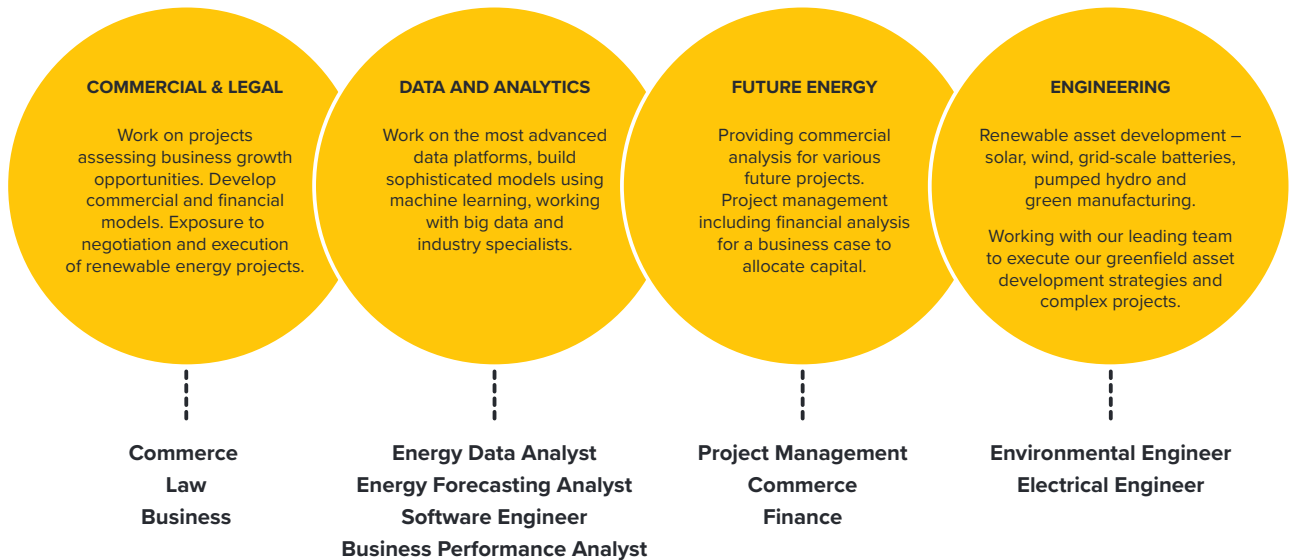
To apply for this exciting graduate program, you must:

- have successfully completed an undergraduate degree within the last 12 months or be in the final year
- be available to work full or part-time.
- complete a profiling assessment to evaluate the fit between personal and corporate values and assist with development opportunities
- hold a permanent Residency or an Australian/NZ citizenship, or have the legal right to work in Australia on application



# Placements

For our next intake, placements will be offered in the following areas:



## Applications

All applications must be completed online and should include a current resume and a cover letter addressing selection criteria.

## Undergraduate degree

- Information systems
- Engineering
- Finance
- Project Management
- Data & Analytics
- Law

# Placements

## **Interviews**

Following assessment, successful candidates are invited to an interview. A panel of ZEN representatives conduct behavioural-based interviews. This is an opportunity for candidates to tell us why they are an excellent fit for ZEN; we look forward to hearing key achievements and giving examples of challenges and learnings.

First interviews will take place either in person or online for applicants not based locally.

## **Pre-employment checks**

Following interviews, pre-employment checks will :

- Hogans Personality Assessment
- Two employment reference checks
- Tertiary qualification check

## **Offer**

After completing all stages of the recruitment process, successful graduates will receive an offer in writing.

We hope you will consider applying for this program. Places are limited and extremely popular, so apply today as we are excited to welcome those that want to make a difference.

We acknowledge the Traditional Custodians of the land, waters and knowledge for the places where we gather to collaborate and strengthen communities. In our work, we recognise the importance of Country – not just as a place, but how it also maintains community, family, kin, lore and language. We pay our respects to Elders past present and future.

This always was, always will be, Aboriginal land.

**ZEN**ENERGY

L2, 134 Fullarton Rd  
Rose Park, Adelaide  
South Australia 5067

Eagle House, L9, 473 Bourke St,  
Melbourne,  
Victoria 3000

Varga House, Suite 16/615 Elizabeth St,  
Redfern, Sydney  
New South Wales 2016