

Planning Cadet

Targeted Opportunity for an Aboriginal and Torres Strait Islander peoples.

Term Contract: 5 Years

Salary \$1,291.32 per week plus superannuation

Qualification: Planning-related Bachelor Degree

Commencing: 1 February 2027

Have you completed at least one year of a planning related degree and want to help shape the future of cities and communities?

About the opportunity

Join Wollongong City Council as a Planning Cadet and gain valuable professional experience while completing your university studies. Working within Council's City Strategy Division, you will learn alongside experienced planning professionals and contribute to projects that help shape Wollongong's future. From supporting strategic planning initiatives and urban growth projects to researching planning issues and contributing to development assessment activities, this cadetship offers a unique opportunity to build practical skills in a professional environment while earning an income. Throughout the five-year program, you'll gain exposure to a range of planning disciplines and have opportunities to work across different areas of Council, developing the knowledge and experience needed to launch a rewarding career in planning.

What You'll Learn

- Strategic and statutory planning principles and practices
- How Local Environmental Plans (LEPs), Development Control Plans (DCPs) and planning policies are developed
- Development assessment processes and planning legislation
- Research, analysis and reporting techniques for planning projects
- Stakeholder engagement and community consultation practices
- Professional communication and presentation skills
- How local government contributes to sustainable growth and liveable communities

What You'll Be Doing

- Assisting with strategic planning projects across Wollongong and the Urban Release Areas of West Dapto, Calderwood and Tallawarra
- Supporting the preparation of planning policies and planning controls
- Undertaking research, data analysis and reporting on planning issues and initiatives
- Assisting with the assessment of development applications under supervision
- Preparing written reports, presentations and project documentation
- Working collaboratively with a range of Council teams and stakeholders

Applications close 11.59pm Sunday 23 August 2026.

Interested? Contact David Fitzgibbon, Urban Release Manager on 02 4227 8652 for questions related to the job or attend a session below which will cover what is involved in the program, expectations, tips on how to apply for the roles and the opportunity to meet your potential supervisor. Please come along and meet our team.

Session 1 (Online)	Session 2 (Face to Face)
When: Tuesday 11 August 2026, 5:30 – 6:30pm	When: 19 August 2026, 5:30 – 6:30 pm
Location: Online Register here	Location: Wollongong Youth Services 85 Burelli St, Wollongong NSW 2500 Register here

Selection Criteria

Wollongong City Council uses a merit-based recruitment process.

To support the panel in assessing your suitability, please respond to the criterion in detail. Your responses should clearly demonstrate how you meet each requirement, using specific examples that highlight your relevant skills, experience, knowledge, and attributes.

Please ensure your answers are authentic and reflect your own experiences. Responses generated by AI or copied from generic sources are discouraged, as they do not provide the depth or relevance needed for effective assessment.

We also encourage you to reflect on how your approach and values align with Wollongong City Council's core values: Respect, Integrity, One Team, Sustainability, and Courage.

The more detail you provide, the better equipped the panel will be to understand your capabilities and alignment with the role and our organisation.



This position is targeted for Aboriginal and Torres Strait Islander peoples under Section 126 of the Anti-Discrimination Act 1977 (NSW). This opportunity aligns with Council's commitment to supporting employment outcomes for Aboriginal and Torres Strait Islander peoples through our Innovate Reconciliation Action Plan.

1. Have you completed, or will you have completed by 1 February 2027, at least one full time year of study in a Bachelor degree in Urban and Regional Planning, Town Planning, Environmental Planning, Property and Development, Geography, Environmental Science, Landscape Architecture, Architecture, or a related planning discipline?
2. Why have you applied for this Cadetship and what interests you most about a career in Planning ?
3. Tell us about the skills, personal qualities and experiences you would bring to this role. What do you enjoy about working with others and how do you contribute positively as part of a team?
4. This opportunity allows you to work and study. Tell us how you have managed your time with competing priorities such as work, schooling and/or extracurricular activities.

As part of our recruitment process we will corroborate your Aboriginality.

Note: Shortlisted applicants will be required to participate in an interview or assessment centre on 3 & 4 September 2026 Please note these is the only date available for the assessment.

We are looking for someone who:

- Demonstrated interest in and understanding of key contemporary planning issues.
- Has completed at least one full time year of a Degree in Urban Planning or a related planning qualification by February 2027
- Appropriate language, literacy, numeracy and digital literacy skills to manage the educational and professional requirements of the cadetship.
- Ability to work with data and information to identify trends, analyse issues and communicate insights to support planning initiatives.
- Appropriate professional judgment and maturity which continues to develop through exposure to a professional work environment and variety of work tasks and challenges.
- Works well in a team.
- Ability to adapt to and work effectively within a variety of challenging situations.
- Ability to seek and accept constructive advice from mentors and more experienced colleagues.
- Is reliable, self-motivated, and takes ownership of their learning and development.
- Can seek and accept constructive feedback from others.
- Has a commitment to understanding Work Health and Safety principles.

Learn more about our learning pathways program and the benefits of working at council [HERE](#)

Our learning pathways program provides you with:

- Learning about local government and how we contribute to our community.
- Exciting and meaningful work that has a real impact.
- Regular mentoring with your supervisor to help develop your professional skills.
- A tailored professional development plan to help you succeed and be your best.
- Valuable skills, knowledge and experience.
- Enrolment fees paid by Council.
- Paid time release to attend classes or undertake distance education required for your study.
- Completion of an industry recognised qualification.
- A fun, friendly and supportive work environment!



2025 Winner
AHRI Awards:
Best Employee
Experience
Strategy



2025 Highly Commended
NSW Local Government
Excellence Awards:
Organisational Diversity
& Inclusion



**Veterans
Employment
Program**



Committed
to Carer
Inclusivity

Why you'll love working here

We're values based, and purpose-led

We care about our community and aim to create an extraordinary Wollongong. This is achieved by working toward the goals in the Our Wollongong Our Future Community Strategic Plan 2035. Our work is guided by our values of Courage, Integrity, Respect, Sustainable and One Team.

Make a difference in your community

You'll be part of a team that makes a positive impact through the services they provide, the infrastructure they build and the community they create.

Be your authentic self

Our strength is the diversity of our people. Council is an inclusive workplace where everyone is welcome, valued and belongs.

Grow capability and opportunity

We'll invest in you to develop the next generation of leaders who'll deliver services, projects and infrastructure that can only be found in large complex organisations.

Create local and industry connections

As part of a large and complex Council in a major city, you'll establish networks with a range of Local Government Industry peers, bodies, associations and organisations.

Career growth and recognition

Reward and recognition, corporate learning opportunities, study assistance, and leadership development programs to help you grow and succeed.



Next Steps

How to apply

Click apply and submit your up-to-date resume and answer the selection criteria questions. Your application will be assessed following the conclusion of the advertising period.

We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the Talent Acquisition Team on (02) 4227 7065.

More information

We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with disability are encouraged to reach out so they can be 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.

Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.

Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or casual.

Suitable candidates are subject to relevant employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.

