

## Graduate Consultant

Thread Consulting | NSW-based | 2026 intake

Help shape a better world

Thread Consulting works with government agencies and purpose-driven organisations to design strategy, strengthen operating models, improve service delivery and build practical, evidence-based business cases.

We specialise in complex environments - where policy, people, governance and implementation intersect. Much of our work supports environmental, climate and public sector reform initiatives across NSW.

If you are curious, analytical, and motivated by real-world impact, this graduate role offers immediate exposure to meaningful work and direct access to experienced Partners.

### The role

From your first months, you will contribute to live client engagements across areas such as:

- Strategy and organisational design
- Change management
- Program design and evaluation (MER frameworks)
- Business case development
- Governance and risk analysis
- Stakeholder engagement and facilitation support.

In a normal day in this role, you might be:

- Drafting sections of a government business case
- Supporting design of a monitoring and evaluation framework for an environmental program
- Developing a program logic model for a government service
- Contributing to risk registers and implementation plans for high-impact charities
- Preparing for and attending workshops with senior government and charity Executives.

This is not a “shadowing” role. You will own real project components and contribute as a core part of the Thread Consulting team.

### What we offer you as a Graduate Consultant

<b>Formal training</b>	You will complete formal training to give you transferable qualifications: <ul style="list-style-type: none"><li>• Diploma of Project Management</li><li>• MERCER Role Description accreditation</li><li>• Excel training (intermediate to advanced).</li></ul>
<b>Professional development</b>	We are committed to your professional development, providing: <ul style="list-style-type: none"><li>• Monthly two-hour development sessions with Partners</li><li>• Direct mentoring and feedback from Partners daily</li><li>• Internal training on Thread’s proven methodologies</li><li>• Opportunity to develop supervision skills by leading Junior Consultants</li><li>• Optional in-person co-working and embedded client experience.</li></ul>
<b>Network building</b>	In your work with Thread Consulting, you will gain exposure to: <ul style="list-style-type: none"><li>• NSW public service environments across multiple agencies</li><li>• Environmental and climate-focused NGOs</li><li>• Executive-level decision processes</li><li>• Workshop facilitation and stakeholder engagement.</li></ul>

## What makes Thread different

Thread is a small and highly expert team, so our Graduate has unique opportunities including:

- Direct access to Partners - no corporate layers
- Real client ownership early in your career
- Exposure to complex, high-trust government work
- Collaborative and supportive team culture
- Flexible working arrangements, where we value depth of contribution over volume of hours.

## At the end of 12 months

At completion of the Graduate program with Thread, you will have:

- Contributed to multiple live consulting engagements
- Drafted client-facing products and presented to senior stakeholders
- Developed strong analytical, writing and structuring experience
- Built a portfolio of real-life examples to demonstrate your skills
- Gained a project management qualification and other industry-relevant certifications
- Built your own networks across public and purpose-driven sectors
- Prepared to transition to a Consultant role with us, or to move to your next opportunity.

## Who this role would suit

We are open to graduates from a range of disciplines, including:

- Public Policy / Public Administration
- Environmental Management / Environmental Science (policy lens)
- Organisational Psychology
- Business / Commerce / Management
- Economics (particularly public or environmental economics)
- Human Resources
- Law (non-practicing).

What matters most for your success is that you have:

- Strong analytical thinking and a drive to find solutions
- Excellent writing skills
- Ability to structure complex information clearly
- Confidence working in ambiguous environments
- A genuine interest in public impact and the people who make it.

For more information, see the Graduate Consultant Position Description.

## Eligibility

We are interested in hearing from you if:

- You will graduate from your degree mid-year 2026, you have recently graduated, or you have up to three years post-university experience
- You have experience that demonstrates your problem-solving skills, including in a non-consulting context
- You have full working rights in Australia.

Start date: March to July 2026 (negotiable)

Location: NSW (remote/hybrid working)

*If you are motivated by purpose, enjoy structured problem-solving, and want real responsibility from the start of your career - we would love to hear from you.*

## Thread Consulting Graduate Program: Overview

	Mar-Apr	May-Jun	Jul-Aug	Sep-Oct	Nov-Dec
<b>Training timeline</b> (indicative)	MERCER Role Description drafting Online - 8 hours Introductory Thread methodologies	Excel training (e.g. Coursera) Online - 28hrs Intensive Thread methodologies	Diploma of Project Management (BSB50820) Online - 6 half-day sessions	Diploma of Project Management (BSB50820) Online - 6 half-day sessions	Diploma of Project Management (BSB50820) Online - assessment
<b>Professional development</b>					
<b>Partner engagement</b>	<ul style="list-style-type: none"> <li>• Monthly two-hour session with Partners</li> <li>• Skill development, career planning and feedback</li> </ul>				
<b>Mentoring and support</b>	<ul style="list-style-type: none"> <li>• (Optional) one day per week in-person co-working with Partners and colleagues</li> <li>• (Optional) embedded working, in-house with clients</li> </ul>				
<b>Thread methodologies</b>	<ul style="list-style-type: none"> <li>• Internal training on risk management, program logics, business case requirements and other proven methodologies</li> <li>• Learn and apply proven methods and tested client approaches</li> </ul>				
<b>Client exposure</b>	<ul style="list-style-type: none"> <li>• Understanding of NSW public service</li> <li>• NGO sector (environment and climate change)</li> <li>• Build your own networks through direct contact with clients</li> </ul>				
<b>Project ownership</b>	<ul style="list-style-type: none"> <li>• Variety of engagement types and sectors (organisational design, change management, strategy, program design, evaluation and reporting, business cases)</li> <li>• Ownership of project elements and sub-products</li> <li>• Opportunity to develop supervision skills (leading Junior Consultants)</li> <li>• Collaborative and supportive team of colleagues</li> </ul>				