

Graduate Program 2027

Turn ambition into more, **TOGETHER**

Join our specialised graduate program grounded in our Together values, designed to support your growth every step of the way. You'll make a real impact while building the foundations for future leadership.

Shape your path

Personalised rotations aligned to your career goals



Thrive where you belong

Supportive environment that encourages growth and development



Unlock opportunity

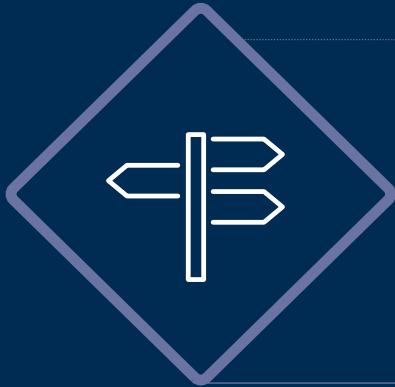
Learn from business leaders



Create impact

Graduate Project that delivers real business value





Shape your path

- › Personalised rotations codesigned with graduates.
- › Early responsibility with strong exposure.
- › Rotations that build on the knowledge of your degrees.
- › Flexibility to adjust as interests evolve.



Unlock opportunity

- › Proactively step into opportunities.
- › A supportive culture that expands thinking and career pathways.
- › Experiences in placements, events, and client interactions projects.
- › Access unique industry opportunities.



Create impact

- › Actively contribute to the industry.
- › Work on real projects and client challenges from day one.
- › Build visibility, influence, and make a real impact on the business.
- › Work directly with senior leaders.



Thrive where you belong

- › Join an inclusive, supportive community culture.
- › Feel confident bringing your whole self to work.
- › Build strong connections across the group.
- › Be part of a connected, accessible, respectful network.



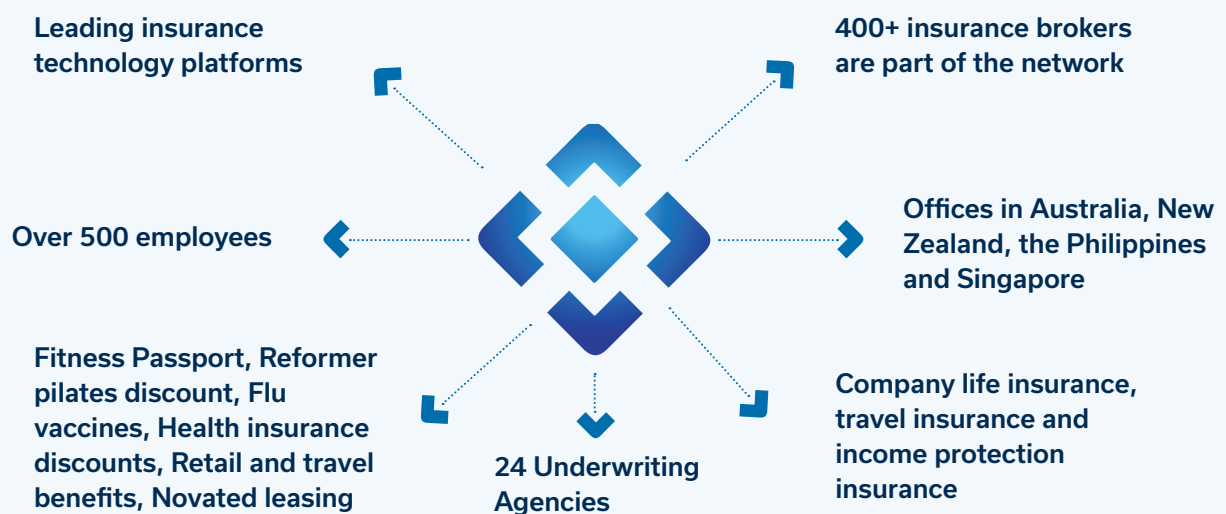
About Steadfast Group

Steadfast Group is the largest general insurance broker network and the largest underwriting agency group in Australasia with growing operations internationally. We were founded on the belief that a network of brokers would be stronger together, and this idea has been the backbone of our culture ever since. We believe that none of us is as good as all of us.

Team, Ownership, Goals, Entrepreneurship, Trust, Humility, Ethical and Relationship create our TOGETHER values. TOGETHER is core to Steadfast's culture and guides how we make decisions and work as a company to deliver value to broker network.

Steadfast was recognised as a 'Best Graduate Development Program' finalist at the Australian HR Awards 2021. At Steadfast, we are proud of our diverse team, composed of experts with a broad range of skills who work together, to drive the insurance sector forward. Every team member is passionate about collaborating and partnering with our grads to achieve success.

Our purpose is to create solutions designed to help our businesses and network achieve better outcomes for their clients and the communities. We provide support to our brokers by giving them exclusive products and services backed by the scale of Steadfast Group.





About the Steadfast Graduate Program

As a Steadfast Graduate, you will complete four rotations to build both breadth and depth of experience. Your first rotation will be with one of our network or subsidiary insurance brokers, providing valuable exposure to client relationships and the broader insurance landscape. The remaining three rotations will align with your chosen stream, allowing you to develop specialised skills and explore areas of interest.

Throughout the program, you'll connect with senior leaders and benefit from structured learning, mentorship, and on-the-job experience. You'll work on meaningful projects, develop key professional and technical capabilities, and gain insight into the wide range of opportunities across the Steadfast network.

By the end of the program, you'll have built a strong foundation of skills, industry knowledge, and professional connections. This will equip you with the confidence and capability to transition into a successful long-term role.

Graduate Project

Each year, the graduate cohort collaborates to research their chosen topic and develop recommendations that address a real business problem. These recommendations are then presented to the CEO, executive team and Steadfast employees at a formal presentation event.

Benefits

- ▶ Leadership development and career management.
- ▶ Coaching with some of our most senior leaders.
- ▶ Participation in our mentoring program.
- ▶ Opportunity to attend the Steadfast Convention 2027 in Adelaide.

APPLY NOW



Through the Steadfast Graduate Program, I have built professional relationships, received mentorship and support, and gained memorable experiences, in particular, attending the Steadfast Convention.



*Raymond Hatem
2026 Graduate*



Career Streams

› Actuarial › Business Analytics › Finance › Human Resources
› Information Technology › Insurance › Law › Marketing

Actuarial

Degrees: Actuarial Studies

Potential Rotation Areas: Data Analytics & Insights, Actuary, Underwriting

Finance

Degrees: Business, Commerce, Applied Finance, Accounting, Economics

Potential Rotation Areas: Mergers & Acquisitions, Subsidiary Performance, Corporate Finance

Information Technology

Degrees: IT, Advanced Computing, Computer/Data Science, Cybersecurity, Software Engineering

Potential Rotation Areas: IT, Cyber Risk, AI & Technology

Legal & Risk

Degrees: Law

Potential Rotation Areas: Legal, Risk & Compliance

Business Analytics

Degrees: Data Analytics, Business Analytics, Data Science, Mathematics, Statistics, IT, Actuarial Studies, Economics

Potential Rotation Areas: Data Analytics & Insights, Risk & Compliance, Subsidiary Performance

Human Resources

Degrees: Business, Commerce, Human Resources, Industrial Relations, Psychology

Potential Rotation Areas: Recruitment, Learning, Culture, Remuneration, Operations

Insurance

Degrees: Any Degree

Potential Rotation Areas: Broker, Underwriting, Broker Services, Mergers & Acquisitions

Marketing

Degrees: Business, Commerce, Marketing, Advertising

Potential Rotation Areas: Marketing, Communications, Corporate Affairs, Digital

Application timeline





Frequently Asked Questions

Q1 **How long is the graduate program?**

The program runs for 12 months.

Q2 **When does the graduate program start?**

The program will start mid January 2027.

Q3 **Where will I be based?**

All graduates will be based at the Steadfast Sydney Office located at: Level 17, 2 Park Street, Sydney NSW 2000.

Q4 **Can I apply for multiple career streams?**

Yes. When you register, you'll be asked to select up to two streams. If application is successful, you can discuss your preferences with the team, including choosing one stream or potentially combining both.

Q5 **Is a permanent role guaranteed after completion of the program?**

Yes. After completing your rotations, you will work with your program manager and rotation supervisors to place you in a permanent position.

Q6 **What qualifications are required to be considered?**

Applicants must hold a bachelor's degree with a minimum credit average. All coursework must be completed by the end of 2026, and applicants must have graduated within the past two years.

Q7 **Do you sponsor international applicants / Can international students apply?**

Unfortunately, we are only able to consider applications from Australian and New Zealand residents at this time.

Q8 **Will I have access to a mentor?**

Steadfast supports new graduates by pairing them with previous graduates who act as mentors. This helps new starters gain practical insights, ask questions, and navigate the program more confidently. The mentor relationship supports both personal and professional development.

Q9 **Does Steadfast support work-life balance?**

Steadfast operates on a flexible working model, typically requiring three days in the office and offering the option to work from home for two days. However, this arrangement may vary depending on the team you are placed with.

Q10 **Where can I find out more information about Steadfast?**

To find out more about Steadfast, please visit our [website](#)



Contact

Contact

For any questions, please email **Sam Collins**, Head of Talent & Culture, at graduate@steadfast.com.au

Diversity

We are committed to providing a workplace where people feel they can bring their whole self to work. We aim to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of Steadfast.

We are strong supporters of Aboriginal and Torres Strait Islander peoples, businesses and communities through our Reconciliation Action Plan. We are also passionate about the environment, diversity, equity and inclusion, and give back to the communities we serve through the Steadfast Foundation.

We are proud of our Family Friendly Accreditation. We are major sponsors of Women in Insurance, Young Insurance Professionals, Head over Heels, the Dive In festival and are active members of the Champions of Change Coalition.





BINBE BUTA

Better Together

Jye Brown

Jye is a proud Dunghutti and Gungulu man whose work is grounded in culture, community and connection. BINBE BUTA translates to Better Together. The artwork visually interprets Steadfast's eight core values, Team, Ownership, Goals, Entrepreneurial, Trust, Humility, Ethical and Relationship.

Disclaimer: Participation in this graduate program does not guarantee ongoing employment. Program structure, rotations, and benefits may be varied at the company's discretion.