

Saltwater Pathways Program

1. What is the Saltwater Pathways Program?

The Saltwater Pathways Program is a dedicated initiative, coordinated by Programmed Apprenticeships and Training (PAT) and the Barossa Aboriginal Future Fund (BAFF).

The Saltwater Pathways Program is a newly established strategic initiative to create better pathways for Northern Territory coastal First Nations communities. By recruiting, training and employing First Nations candidates of Coastal communities, with a geographical connection to the Barossa Operations, we will build a legacy of capacity, career and security.

2. Who is the BAFF?

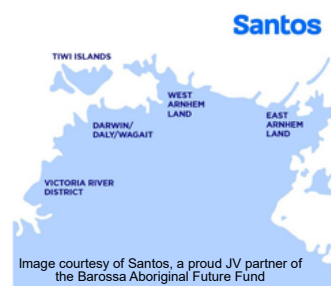
The Barossa Aboriginal Future Fund (BAFF) is a collaborative initiative dedicated to benefiting coastal Aboriginal communities in the Northern Territory, funded by a joint venture of Santos, Prism Energy, and JERA. Each partner plays a pivotal role in supporting the Barossa Gas Project, demonstrating a commitment to community engagement and Indigenous employment through the establishment of the BAFF.

Learn more here: <https://www.santos.com/baff/>

3. Which Traditional Owner groups and community connections are recognised for eligibility?

The Barossa Aboriginal Future Fund (BAFF), supported by the Barossa LNG joint venture partners, has been established to share the benefits of the project with Northern Territory coastal Aboriginal people living in the coastal regions:

- a. Darwin/Daly/Wagait
- b. Tiwi Islands
- c. West Arnhem
- d. East Arnhem
- e. Victoria River District



4. What host companies will be involved?

The below companies are Saltwater Pathways Program Partners, offering unique workplace experiences for the successful trainees. Click on the links below to learn more about the companies, their values, and what they do.

- Intertek: www.intertek.com
- Qube: www.qube.com.au
- BW Offshore: www.bwoffshore.com
- Compass Group: www.compass-group.com
- Santos: www.santos.com
- Fields Group: www.fields-group.com

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5. Will I know who my host company is?

Yes. Following the assessment centre successful candidates are offered the traineeship and host company offer. You are employed by Programmed for the duration of the traineeship with your host playing a vital role in your training, experience, and site location you will work at.

6. How many positions are available?

The Saltwater Pathways Program is intending to support up to 13 trainees on the inaugural intake. All positions will start together for an induction program, working Mon-Fri. Your rosters and working conditions will depend on the role you are successful in, further details will be shared throughout the recruitment process. Traineeship opportunities are below:

The Onshore Opportunities:

The positions will be full-time based at one of the Saltwater Pathways Program partner sites, working Monday to Friday. The traineeships will be a mix of hands-on practical experience and online/classroom theoretical lessons.

- Cert III Supply Chain Operations (Warehouse Stream or Logistics Stream)
- Cert III Conservation & Ecosystem Management (Environmental Management Traineeship)
- Cert III Business (Procurement)
- Cert II & Cert III Security Operations
- Cert III Laboratory Skills

The Offshore Opportunities:

The positions will be full-time based on one of the Saltwater Pathways Program partner sites, initially working Monday to Friday before transitioning to an even time roster of 3 weeks, 3 weeks off. The traineeships will be a mix of hands-on practical experience and online/classroom theoretical lessons. The positions will require transit via helicopter to the offshore asset.

- Cert III Supply Chain Operations (Warehouse Stream or Logistics Stream)
- Cert IV Work Health and Safety
- Cert III in Hospitality

Interested in more than one role? You're welcome to apply for multiple opportunities when you complete your online application.

These traineeships are for a nominal duration of 24 months. The traineeships are not permanent positions.

7. Who will be my employer?

You are employed by Programmed Apprenticeships and Traineeships for the duration of your traineeship.

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8. How do I apply?

All applications must be submitted online via our website through the Programmed web page <https://programmed.com.au>. From here, navigate to our “Careers” page and click into the suitable advert to apply.

Alternatively, you can go straight to our dedicated landing page: Saltwater Pathways Program | Programmed

9. I missed the application deadline; can I still apply?

No, unfortunately once the deadline has passed it will not be possible to apply as there is a strict timeline for each stage of the recruitment process.

10. When do the Traineeships commence?

All traineeship roles will commence in November of 2026. Successful candidates will be provided with more information as we progress through the recruitment stages.

11. Can I choose multiple positions that I would like to be considered for?

Absolutely! When you apply, you can select any or all the opportunities that interest you. As we move through the recruitment process, we'll work with you to determine which role aligns best with your skills and aspirations.

12. What can I expect in terms of salary?

You'll be employed under the conditions of the Hydrocarbons (upstream) Award, and you can expect an annual salary of up to \$64,834.00 in your first year. This also includes a 15% special purpose allowance, which adds to your overall compensation.

13. Do I need my own PPE, Boots, tools etc.?

No, you will be supplied with all of the required items for educational training and on the job training.

14. How do I prepare for the aptitude test?

Our aptitude tests are designed to measure your current abilities, and your potential, so you won't need to study beforehand. This is a computer-based test that assesses your strengths and ability to learn new concepts.

Aptitude tests will be completed online at a Programmed office when you complete your interview. You are encouraged to ensure you have had enough sleep the night before, make sure you have eaten and are hydrated. If you'd like to know more about what this type of testing can look like, we encourage you to research online where you will find plenty of free resources.

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15. I can't attend my interview / aptitude test on the days available; can I attend on another day?

Please reach out to Programmed so we can collaborate with you to find the best dates and times. Communication is key! Unfortunately, due to the strict timeline of each recruitment stage, attendance is required on one of the selected dates only.

16. Can I send you my resume by email/post/walk in?

All applications must be made via the Programmed website where you will also be required to complete an online application form and upload your resume and cover letter if you have one. If you are unable to complete this online, please call us on 8985 9620, press #2 for Programmed Training to discuss any challenges.

17. I am a mature-aged person, can I still apply/do you get many mature-aged applying?

Absolutely! Age is not a limitation, and if you meet the other criteria as outlined on the advert/application, we will accept your application.

18. When will I find out if I am successful?

Candidates will be notified on progress along the way, with final offers made to the successful trainees after due diligence (see below).

19. What is involved in due diligence?

Due diligence involves pre-employment medicals (including drug and alcohol testing), reference checks, police clearance checks, and a proof of Aboriginality certificate. Candidates who progress to this stage will be contacted by the Programmed team.

20. What if I can't provide Proof of Aboriginality?

If you do not currently have a formal confirmation letter, you may wish to contact your local Land Council, Aboriginal Corporation or community organisation to discuss obtaining one. All information provided will be kept strictly confidential and used only for the purpose of confirming eligibility for this identified role.

21. Am I guaranteed a position at the end of the program?

Unfortunately we cannot guarantee ongoing employment. This is a 24-month opportunity for the duration of your traineeship. Our partnering clients cannot guarantee employment following your traineeship.

However, you will gain valuable experience and a nationally recognised qualification on successful completion of your training. This will increase your future employment opportunities.

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22. What can I expect at the assessment Centre?

Our assessment centres allow us to get to know you even better. You'll meet the team from Programmed, the Saltwater Pathways Program and our host companies. You will participate in interactive group activities and discussions with other candidates, throughout the session. The Assessment Centre will be held on the 23rd & 24th of September 2026, and you will be required to attend in person.

23. Can I get an update on the status of my application?

Due to the number of applications, it can be difficult to provide individual status updates. However, we will do our best to keep you informed.

You will receive email updates as you progress through the recruitment stages.

24. Why is the program only for First Nations people?

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and Discrimination Act 1996 (NT). The position/s is/are therefore only open to Aboriginal or Torres Strait Islander applicants.

This program is a targeted initiative aimed at creating pathways for Northern Territory coastal First Nations communities. It focuses on recruiting, training, and employing First Nations candidates through the Barossa Aboriginal Future Fund (BAFF). The Barossa Aboriginal Future Fund (BAFF), supported by the Barossa LNG joint venture partners, has been established to share the benefits of the project with Northern Territory coastal Aboriginal people living in the coastal regions.

25. Who do I contact if I need adjustments during the recruitment process?

If you require wheelchair access, a support person, hearing assistance, additional assessment time or another adjustment, please call the Programmed team on 08 8985 9620 and press #2. You can also raise your requirements with the team at any stage of the recruitment process.