

## **DSTA Technology Graduate Programme (TGP) FAQs**

### **1. What can I benefit from the DSTA TGP?**

The DSTA Technology Graduate Programme (TGP) is designed to equip you with a holistic and strong foundation in your early career through a structured 2-year development programme. Through the programme, you will be able to:

- a. Discover your career interest and broaden technical horizons.
- b. Build strong technical grounding and hone leadership skills.
- c. Build networks and learn from experienced tech leaders and like-minded peers.
- d. Connect with a dedicated mentor to accelerate your career development.
- e. Gain hands-on experience as you work on impactful projects in one of our programme centres.

### **2. How can I apply?**

You can apply to the programme online via this [link](#)

### **3. How do I qualify for the DSTA TGP?**

The programme is open to all fresh and recent graduates (less than 2 years' working experience). Candidates should have tertiary qualifications in Engineering or Infocomm Technology related fields and hold a Singapore Citizenship.

### **4. Is the TGP open to Masters level graduates?**

Yes, the programme is open to individuals who had gone for a direct Masters as the TGP is intended for fresh graduates or those with less than two years of work experience.

### **5. What is the application and selection process?**

Every application goes through a selection process where we shortlist individuals at each stage.

- a. Online application
- b. Panel interview
- c. Online assessment (for selected domains)

### **6. When will I be notified of the results?**

We will be in touch with you within a month after interview.

### **7. How do I indicate my preferred areas of work?**

In the application form, you will be able to indicate your top 3 preferred areas of work.

### **8. Will I be able to choose my preferred role or programme centre?**

If you have particular preferences, do share with the panel of interviewers. Our talent recruiters will also work with you closely to understand your aspirations and do the role matching based on your skills, interests, and organisational needs.

### **9. Must I apply through the TGP application form, or can I apply to a specific job posting?**

If there is a specific job posting you are interested in, you may apply directly for the job. If found suitable for the job subsequently, you will still be put on TGP along with all fresh or recent graduates (less than 2 years of work experience), as the programme is intended to develop you with a holistic and strong foundation as you begin your career with us.

**10. What happens after the 2-year programme?**

At the end of the programme, you will gain 2 years of specially curated training experience and be groomed to take on Senior Engineer roles within DSTA. You will also have greater clarity on the different career opportunities in DSTA. More importantly, you will be able to forge stronger bonds and identity with your TGP peers.

**11. Are there any particular disciplines I must enrol in to qualify for the TGP?**

The TGP is open to candidates pursuing a degree in engineering or infocomm technology related fields. You may refer to our brochure to gain a better understanding of the available areas of work.

**12. Will there be rotations to other programme centres during the programme?**

- a. No. You will start out in a role which best matches your interests and potential and will be developed to build strong technical foundation in the domain. However, there will be constant opportunities for exposure to other technical areas through our specially-curated programmes, and you can look forward to learning from local and international experts.
- b. There will be career mentors to help you gain clarity and work with you should you be keen to rotate to another programme centre at the end of the programme.
- c. The programme centre which you are deployed to will curate a personalised career development plan to build up your competency and technical foundation.

**13. How many are you hiring for the programme?**

We do not set a target and all successful graduates will be developed on the programme.

**14. Would there be different progression rate for those recruited under the Technology Graduate Programme and other full-time hires?**

The DSTA TGP is designed for all fresh and recent graduates (less than 2 years' working experience) and will help you gain a strong footing and foundation in the formative years of your tech career. Career progression for each employee is dependent on their performance and aspirations. You are assessed for progression based on merit.

**15. Are the 2 years in TGP considered an apprenticeship, training programme or internship?**

No. The DSTA TGP is designed to kickstart your career with us and gain a holistic and strong foundation in your early career. By joining DSTA TGP, you will be formally recruited as a DSTA engineer and will join a programme centre as a full-time employee of DSTA. You will enjoy on-the-job training which is a critical component of the programme.