

PEBBLE JOBS

The Graduate Recruitment Playbook

For international students
2026 edition

PEBBLE JOBS PRESENTS

The Graduate Recruitment Playbook

A simple resource to help international students find internships and graduate roles.

A NOTE FROM CHIRAG

Hi, I'm Chirag. In 2023, my final year at the University of Sydney, I was exactly where you are now: looking for jobs and working out how anyone actually gets hired in Australia.

I sent around **600 applications**, which led to **60–70 interviews** and **6 offers**. Somewhere along the way, I stopped treating applications as a numbers game and started treating them as experiments: try something, see where it breaks, fix that one thing.

This playbook is the system I built, made simple enough to set up in an afternoon. Take what works for you, change what doesn't, and keep taking your shots.

Chirag Sharma

Co-founder, Pebble Jobs · USYD alum



WHAT'S INSIDE

01	The idea: stop playing the lottery	03
02	The method: apply in batches	04
03	Set up your AI job-search system	05
04	Where you stall, and what to fix	11
05	The hidden job market	12
06	Spotlights: business, technology, engineering, health and your own field	13
07	International student essentials	22
08	Why this might not work (and what to do then)	23

PART 01 · THE IDEA

Stop playing the lottery. Run an experiment.

Most people treat a job search like a lottery: buy more tickets, hope one wins. When nothing happens, they decide their resume is bad, the market is impossible, or they just need to apply more. Usually, they never find out which.

MY JOURNEY

~600 applications → 60–70 interviews → 6 offers

These are my numbers, not a benchmark. Yours will be different, and with a system from day one, they could be much better.

THREE IDEAS THIS PLAYBOOK IS BUILT ON

1

You are the evidence

Your resume isn't a document to polish. It's a selection from everything you've done. Build the full library once, then choose what each employer sees first.

2

Reframe aggressively. Fabricate nothing.

The same true experience can lead with different strengths for different roles. You can change the order. You can never invent.

3

Every no is data

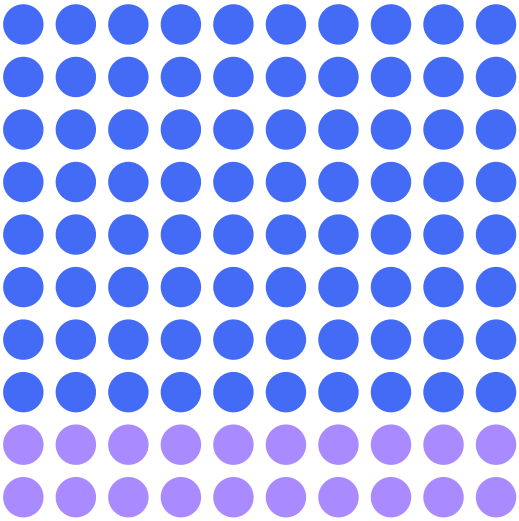
Track where your applications stop, then fix that stage, not everything at once. That's how 100 no's turn into a yes.

Why AI, and why it isn't enough on its own

AI makes applying easier for everyone, and many employers say they now receive more applications that all sound the same. Using AI to send more of the same won't help you. Using it to put your real evidence in front of employers, faster and more precisely, will. That's what the system in this playbook does.

PART 02 · THE METHOD

Work in batches of 100. Review every 20.



80 roles you really want

Stretch roles, dream companies, the jobs you're aiming for.

20 baseline roles

Roles you're confident you'd get, even overqualified for. They're your baseline check.

If even the baseline roles say no, the problem is your resume or eligibility, not your ambition. Fix that first.

When to drop the baseline

Include baseline roles in your first batch. Once they start responding, your resume is working: drop them and focus on roles you want. Bring them back only when you change your resume significantly, to check the new version still works. Bonus: baseline interviews are great practice for the ones that matter.

Not every job deserves the same effort

TIER 1 · 3–5 AT A TIME

"I really want this"

Its own chat. Deep company research, carefully tailored resume and written answers, early interview prep.

TIER 2

Strong fit

Tailored resume and a normal application. A quick check of the company's values.

TIER 3

Plausible option

Master-based resume, light tailoring, apply efficiently. Volume with care.

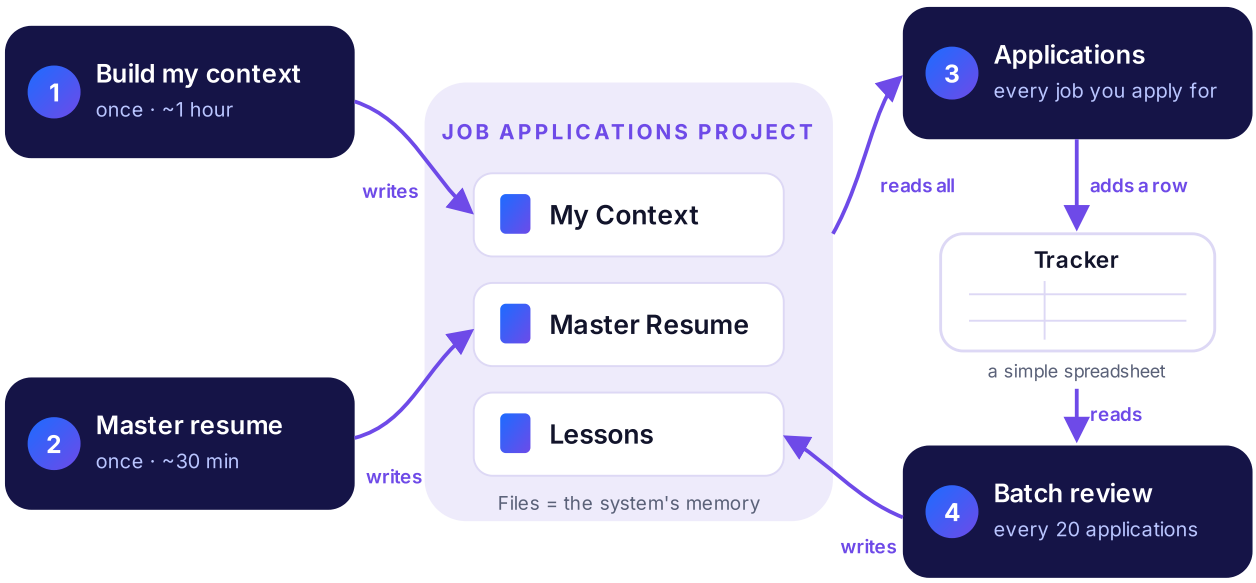
Change one big thing per batch

If you rewrite your resume, target new roles and change your cover letters all at once, then suddenly get more interviews, you won't know why. Change one big thing per batch, so each batch teaches you something. The system on the next pages tracks and reviews this for you.

PART 03 · SET UP YOUR SYSTEM

One project. Four chats. Three files.

Set it up once, in an afternoon. After that, most applications take minutes, and the system gets smarter with each batch.



Chats don't remember each other. Files do.

Every chat in a project can read the project's files, but not other chats. So each chat has one job: create a file, or use one. When a chat produces something important, save it as a project file.

What you need

- An AI assistant with a **Projects** feature (for example, Claude or ChatGPT), with web search on
- Your current resume, plus any older versions
- A spreadsheet (Google Sheets or Excel)
- About two hours for setup
- No Projects feature? Keep the three files in a folder and attach them at the start of each chat

THE SETUP AT A GLANCE

1 **Create your project** page 06
2 **Build my context** page 06
3 **Master resume** page 07
4 **Applications** page 08
5 **Keep a tracker** page 09
6 **Batch review** page 10

1 Create your project

5 minutes

Create a new project called **Job Applications**, and add an empty file called **Lessons** (just write "No lessons yet"). It fills up as you learn. If your AI tool lets you add project instructions, paste this in. It tells every chat in the project who you are and how to behave.

PROJECT INSTRUCTIONS

You are my job-search assistant. I'm **[Your name]**, a **[year / level] [degree]** student at **[University]**, graduating in **[month, year]**. I'm an international student on a **[student visa / 485 visa]**. I'm looking for **[internships / graduate roles]** in **[field]** in **[city / country]**.

Always use the files in this project: My Context, Master Resume and Lessons, plus My Spotlight if I add one. Write in Australian English. Never invent or exaggerate anything about me. If you need a detail you don't have, ask me.

2 Chat 1: Build my context

About an hour · do this once

This is the most valuable hour of your job search. Start a new chat in the project, attach your resume, and paste the prompt below. Then just talk. Voice dictation works well here.

CHAT 1 PROMPT

I want to build a complete record of my experience to use for every job application. My resume is attached.

1. Read my resume first.
2. Then interview me, **one question at a time**. Cover everything since my first year: uni projects (especially high marks), group projects I led, placements, internships and part-time jobs, clubs and societies, competitions, events where I spoke or volunteered, and anything out of the ordinary, including memorable conversations with people in industry.
3. Dig for specifics: numbers, tools, my exact role, and what changed because of my work. If I say "we" or "I helped", ask what I personally did.
4. Ask a **maximum of 15 questions**. Make them open-ended and probing, and prioritise the experiences most likely to impress employers. If we reach 15, write the document with what you have and list any gaps.

When I type **DONE**, write a document called **My Context**. For each experience include: title, organisation and date · **Problem** (what needed solving) · **What I did** (my actions, not the team's) · **Result** (with numbers where possible) · **Skills shown**. End with my 3–5 strongest themes and the types of roles they suit.

THEN

Copy the final document into a file called **My Context** and add it to the project files.

KEEP IT ALIVE

Did something new? A project, a role, an award? Add it to My Context the same week.

3 Chat 2: Master resume

About 30 minutes · do this once

Start a new chat. Attach every resume you've sent, even old ones. Each one probably emphasised something different, and that's useful: a resume for an analyst role and one for a client-facing role show two true versions of you. **Only have one resume? That's fine too.**

CHAT 2 PROMPT

Using **My Context** and the resume(s) I've attached, build my **Master Resume**.

1. Include every experience that could be relevant to the roles I'm targeting, written as strong bullet points: action, what I did, and the result.
2. After each bullet, add tags for the role types it suits, for example **[Analysis] [Client-facing] [Data] [Technical] [Project]**.
3. If I've attached more than one resume, compare them. Tell me what each version emphasised, and what's strongest across them.
4. Suggest 2–3 short profile summaries for different role types.

This master is a library, not a resume I'll send, so it can be long. Only use facts from my files. Reframe aggressively, fabricate nothing.

Save it

Save the result as a file called **Master Resume** in the project. Every application is built from this.

The bullet test

For every bullet, ask: is it true, and could I explain it in an interview? If not, it goes.

Australian resume basics

- Two pages is plenty for students and graduates
- No photo, date of birth or marital status
- Reverse chronological: most recent first
- State your visa and work rights clearly, for example "Student visa: up to 48 hrs per fortnight in semester, full-time in breaks" or "Temporary Graduate visa (485): full work rights until [date]"



Most people edit their last resume for every new job, so it slowly drifts. A master resume keeps every good version of your story in one place, ready to be reordered for each role.

4 Chat 3: Applications

Every job you apply for

Use one chat per role you really want (Tier 1). For everything else, one chat per batch keeps things tidy. Paste the prompt, then the job ad.

CHAT 3 PROMPT

Here's a job I want to apply for. Company: **[Company]**. Role: **[Role]**. Tier: **[1 = I really want this / 2 = strong fit / 3 = plausible option]**.

[Paste the full job ad here]

Using My Context, Master Resume and Lessons (and My Spotlight, if I have one):

1. **Eligibility:** Does the ad require citizenship, permanent residency, a security clearance or "full working rights"? Tell me clearly if I appear eligible, or what to check.
2. **Fit:** Score my fit out of 10, with the top 3 reasons for and my biggest gap. If it's below 5, say so honestly.
3. **Company research:** Search the web and give me 5 bullets: what they do, recent projects or news, and their stated values. Include links and flag anything uncertain.
4. **Tailored resume:** Choose the most relevant bullets from my Master Resume and reorder them so my strongest evidence for this role comes first. Use the ad's key terms only where they're true for me. Show the full resume.
5. **Written answers:** If there's a cover letter or selection question, draft it in my voice, under 250 words, with specific examples.
6. **Recruitment contact:** Find the official graduate recruitment or careers contact from the company's own careers pages. Tell me where you found it. Never guess an email address.
7. **Tracker row:** End with one line: Date | Company | Role | Tier | Baseline (yes/no) | Resume focus | Status: Applied

Read every line before you send

AI makes mistakes and sometimes overstates things. Never send anything you couldn't explain in an interview.

Save good outputs

Name each resume by company and role, so you know exactly what you sent when they call you.

What good tailoring looks like

One uni project, two true versions. Only the emphasis changes.

BEFORE · GENERIC

Worked on a group market-entry project.

FOR AN ANALYST ROLE

Built the financial model for a 4-person market-entry project; our recommendation earned a distinction.

FOR A CLIENT-FACING ROLE

Led weekly client-style presentations for a 4-person market-entry project and delivered two days before the deadline.

5 Keep a tracker

One minute per update

Create a spreadsheet with the columns below. After each application, paste in the tracker row from Chat 3. When you hear back, update the status. That's the only manual part of the whole system, and it's what makes everything else work.

JOB TRACKER · BATCH 1

DATE	COMPANY	ROLE	TIER	BASELINE	FOCUS	STATUS
02 Mar	**Company A**	Graduate Accountant	1	No	Audit	Interview
02 Mar	**Company B**	Graduate Software Engineer	2	No	Software	Test
03 Mar	**Company C**	Graduate Data Analyst	2	No	Data	Rejected
03 Mar	**Company D**	Business Analyst Graduate	3	Yes	Analysis	Video
04 Mar	**Company E**	Graduate Civil Engineer	3	Yes	Design	No reply
05 Mar	**Company F**	Graduate Consultant	1	No	Client	Applied

Example only.

Status options

Applied · No reply · Test · Video · Interview · Offer · Rejected

Always record the **furthest stage** you reached, not just the final result. "Rejected after a video interview" teaches you something very different from "rejected with no reply".

Three simple rules

1. Mark **No reply** after three weeks of silence.
2. Mark your **baseline** roles (see page 4) so you can compare them.
3. Record the **resume focus** you used, so you can see which version works.

TRACKER SET-UP PROMPT

Set up a job tracker for me. Give me the column headers as one line I can paste into Google Sheets or Excel: Date, Company, Role, Tier, Baseline, Resume focus, Status, Notes. Then explain in 3 short steps how to add a drop-down list for Status with these options: Applied, No reply, Rejected, Test, Video, Interview, Offer.

> "What doesn't get tracked gets lost."

One minute per update is the difference between guessing and knowing.

6 Chat 4: Batch review

Every 20 applications · 10 minutes

This is where the learning happens. Every 20 applications, open your batch review chat, paste your tracker, and let it find the pattern you can't see from the inside.

It then gives you an updated **Lessons** file. Swap it into your project, and every application chat after that uses what you learned.



CHAT 4 PROMPT

Here is my tracker for my last 20 applications: **[paste your tracker rows, with statuses]**.

Act as a data-driven career coach.

1. Show my funnel: applied → replies → tests → video interviews → interviews → offers, with percentages.
2. Compare my **baseline** roles with my other roles.
3. Find the **one stage** where I'm losing the most. Use this guide: no replies = resume, targeting or eligibility; rejected after tests = test preparation; video interviews = delivery; later stages = how I communicate fit.
4. Recommend **one change** for my next batch, and tell me how I'll know if it worked.
5. Rewrite my **complete Lessons file**, starting from the current one in this project: keep lessons that still apply, update any that have changed, remove any that no longer apply, and add today's. Newest first, 10 lessons at most, each with the date, what we learned and what we're changing. Give me the full file so I can replace the old one.

Be honest. If 20 applications is too few to conclude anything, say so and tell me what to watch.

How the Lessons loop works

1. **Chat 4 gives you a complete, updated Lessons file:** old lessons kept, changed or removed, plus the new one.
2. **In your project, delete the old Lessons file and upload the new one.** One clean file, no duplicates.
3. **Chat 3 reads the Lessons file every time you apply,** so your next batch uses what you learned automatically. You don't paste it anywhere else.
4. **If a lesson is about your resume** (for example, "lead with projects"), also ask Chat 2 to update your Master Resume.

PART 04 · DIAGNOSE

Where you stall tells you what to fix

Most people keep rewriting their resume no matter where things go wrong. Instead, find the stage where most of your applications stop, and fix only that.

No replies	**RESUME, TARGETING OR ELIGIBILITY** Lead with the project or experience that matches the role. Check the ad for citizenship or PR requirements before applying.
Rejected after online tests	**TEST PREPARATION** Find out which test the company uses (numerical, logical, situational judgement or game-based) and practise that format, timed.
Stuck at video interviews	**DELIVERY** Record yourself answering practice questions and watch it back. Check pace, eye contact and structure: situation, task, action, result (STAR).
Stuck at interviews or assessment centres	**COMMUNICATING FIT** Show why you fit this role and this company. In group exercises, listen, build on others' ideas and keep the group moving.
Final round, no offer	**MOTIVATION AND FIT** Ask for feedback, politely. Review how you explained why you want the role, and prepare sharper examples.

Once your resume is getting you interviews, stop changing it. It has done its job. Put that energy into tests, interviews and how you talk about yourself.

PART 05 · THE HIDDEN JOB MARKET

The hidden job market

How to find roles before they're advertised

Many roles are filled by someone who was already known to the team. Conversations get you *considered*. You still go through the process, but you walk in as a name, not a number.

Your university's careers service

Careers fairs, employer talks and workshops. Go even if you're not job hunting yet, and ask staff which employers hire international students.

Professional associations

Student memberships, events and mentoring. Your spotlight lists the main ones for your field.

Student societies and clubs

Volunteering on a committee connects you with sponsors and alumni faster than just attending.

Industry nights and meetups

Smaller events where people actually have time to talk. Many are free for students.

Competitions and hackathons

Case competitions and hackathons let employers watch you work before they read your resume.

Your internship or placement

Treat it like an extended interview. Many graduate offers start with a good placement.

Where to find the jobs

- **SEEK Grad** (formerly GradConnection) and **Prosple** for graduate programs and internships
- **SEEK, LinkedIn and Indeed** for all-year roles
- Your **university careers portal**
- **Company careers pages:** register your interest to hear when programs open
- **Pebble Jobs** for roles likely to sponsor visas

Turning a conversation into an opportunity

1. Prepare a 30-second intro: who you are, what you're studying, what you're curious about.
2. Ask about their work before talking about yours.
3. Ask, "Who else should I talk to?"
4. Connect on LinkedIn within 24 hours, mentioning something specific you talked about.

PART 06 · SPOTLIGHTS

Find your spotlight

Each spotlight covers the same things for one field: the job titles to search, the rules that apply, who hires and what to check, and where to meet people. Your field isn't here? Build your own on page 21.

Business, finance and accounting
page 14

Technology: IT, software and data
page 16

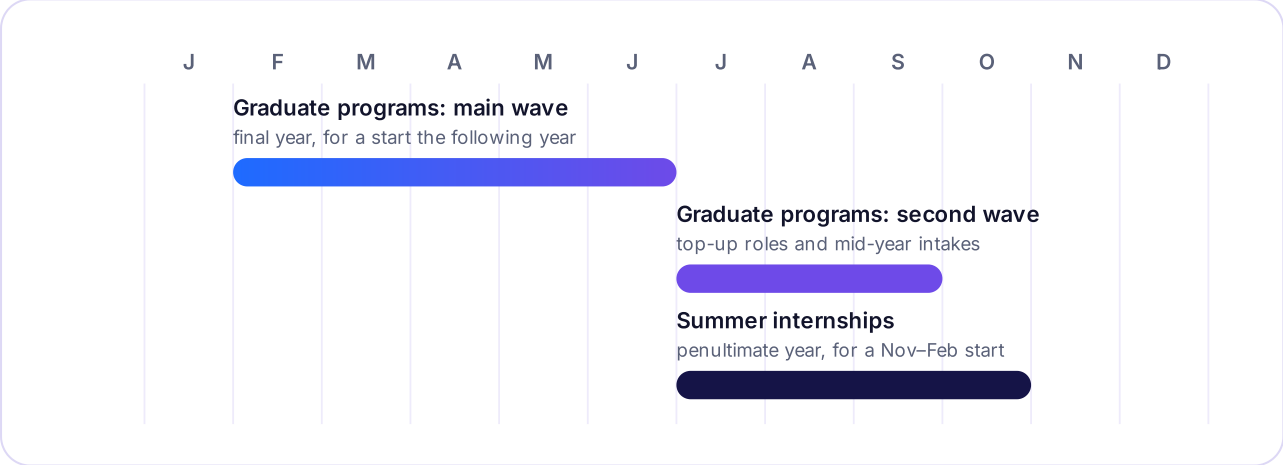
Engineering
page 18

Health
page 20

Build your own spotlight
page 21

When applications open (not start dates)*

Most programs recruit months ahead: you apply in your final year for a job that starts the following year.



*Typical windows only. Every employer sets its own dates, and many take expressions of interest earlier. Register interest and check each program.

Read the eligibility line first

Look for "Australian citizens and permanent residents only", "full working rights" or "security clearance". Five seconds here saves an hour on an application you can't win. Work-rights rules change from year to year, so always check the employer's current graduate page.

SPOTLIGHT · BUSINESS, FINANCE AND ACCOUNTING

Business, finance and accounting

More international students in Australia study business than any other field, so competition for the big programs is real. The good news: business roles exist in almost every industry, not just banks and accounting firms.

Search for the work, not the job title

Accounting & audit

- Graduate accountant
- Audit associate
- Tax consultant
- Assurance graduate

Finance & banking

- Financial analyst
- Credit analyst
- Banking graduate
- Treasury analyst

Corporate finance

- FP&A analyst
- Commercial analyst
- Finance graduate
- Management accountant

Consulting & strategy

- Graduate consultant
- Strategy analyst
- Risk analyst
- Business analyst

Rules worth knowing

Accounting bodies run the pathway

CPA Australia, CA ANZ and the IPA run the professional programs accountants complete after graduating. They are also the bodies that assess accountants for skilled migration.

The Accounting Professional Year has closed

Enrolments have closed and all activities end by 1 May 2026. Ignore older advice telling accounting graduates to enrol. The IT and engineering versions are still running.

Internships often feed graduate programs

Many large firms fill much of their graduate intake from their own summer interns, so apply for internships in your penultimate year.

Check citizenship requirements early

Major banks like CommBank and Macquarie require citizenship or permanent residency for their graduate programs, and Australian Public Service roles generally require citizenship.

Look beyond Sydney and Melbourne

Some firms open more roles to international students in other cities. Deloitte, for example, has listed international-student roles in Adelaide, Brisbane, Canberra, Hobart and Perth.

SPOTLIGHT · BUSINESS, FINANCE AND ACCOUNTING

Who hires business graduates

A starting list to research, not a complete one. Always check current eligibility on each employer's graduate page.

WHO	EXAMPLES	WHAT TO CHECK
Big 4 accounting firms	Deloitte, PwC, EY, KPMG	Varies. PwC accepts full-time work rights but doesn't sponsor early-career roles. Deloitte opens select roles to international students and says so in the job ad.
Mid-tier accounting firms	BDO, Grant Thornton, RSM, Pitcher Partners	Smaller graduate intakes. Check each role's work-rights line.
Major banks	CommBank, Macquarie, Westpac, NAB, ANZ	CommBank and Macquarie require citizenship or PR for graduate and intern programs. Check the others.
Consulting	Accenture, McKinsey, BCG, Bain	Varies by firm and office. Check each program page.
Large companies	Finance graduate programs at large listed companies	Varies. Commercial and FP&A roles exist in every industry.
Government and regulators	Australian Public Service agencies, such as the ATO and Treasury	Generally require Australian citizenship.
Small firms and startups	Local accounting practices, fintechs	Hire through the year, often through people. Ask about work rights early.

Associations and events

- **CPA Australia**, **CA ANZ** and the **IPA**: student resources and events
- **CFA Societies** in major cities, for investment roles
- **FINSIA**, for financial services
- Your university's accounting, finance and consulting societies
- Case competitions sponsored by firms

Where to find the jobs

- **SEEK Grad** and **Prosple** for graduate programs
- **SEEK** and **LinkedIn** for all-year roles
- **eFinancialCareers** for finance roles
- Firm careers pages: register your interest
- **Pebble Jobs** for roles likely to sponsor visas

SPOTLIGHT · TECHNOLOGY

Technology: IT, software and data

IT is the second most popular field for international students in Australia. Tech employers care a lot about what you've built, so your projects can matter as much as your marks.

Search for the work, not the job title

Software

- Graduate software engineer
- Developer
- Front-end / back-end
- QA / test engineer

Data & AI

- Data analyst
- Data engineer
- Data scientist
- ML engineer

Cloud & security

- Cloud engineer
- DevOps engineer
- Cyber security analyst
- Network engineer

Product & consulting

- Business analyst
- Technology graduate
- Technical consultant
- Product analyst

Rules worth knowing

Show your work

A GitHub profile, a deployed project or a hackathon entry gives interviewers something concrete. Put the links on your resume.

ACS is your professional body

ACS assesses ICT occupations for skilled migration and runs the Professional Year in IT, which can earn 5 points toward an eligible skilled visa. Student membership is free at affiliated universities.

Clearance roles are off-limits

Defence, government and some cyber security roles need citizenship and a security clearance. Filter them out early.

Hiring isn't only once a year

Some tech companies hire graduates year-round. Canva, for example, says its graduate programs are open all year with no set start dates.

Eligible doesn't mean sponsored

Many tech companies accept graduate visa holders but don't sponsor early-career roles. That can still work in your favour: a 485 gives you time to build the year of experience sponsorship usually needs.

SPOTLIGHT · TECHNOLOGY

Who hires tech graduates

A starting list to research, not a complete one. Always check current eligibility on each employer's graduate page.

WHO	EXAMPLES	WHAT TO CHECK
Product companies	Atlassian, Canva	Both have listed international student and graduate visa holders as eligible. Canva says it won't sponsor visas for early-career roles.
Banks' technology teams	CommBank, Westpac, NAB, ANZ	CommBank's programs require citizenship or PR. Check the others.
Consulting and IT services	Accenture, the Big 4's technology teams, IT services firms	Varies. Deloitte opens select technology roles to international students.
Telcos and large companies	Telstra, Optus, major retailers' tech teams	Varies. Check each program page.
Government and defence	Government digital agencies, defence contractors	Generally require citizenship. Many roles need a security clearance.
Startups and scale-ups	Early-stage and growth companies	Hire through the year. Smaller teams and faster learning; ask about work rights early.

Associations and events

- **ACS**: events, mentoring and a careers platform
- Developer and cloud user groups and meetups
- Hackathons, including ones run by employers
- Women in tech and diversity groups
- Open-source contributions and your uni's computing societies

Where to find the jobs

- **SEEK Grad** and **Prosple** for graduate programs
- **SEEK**, **LinkedIn** and **Indeed** for all-year roles
- Startup job boards
- Company careers pages: register your interest
- **Pebble Jobs** for roles likely to sponsor visas

SPOTLIGHT · ENGINEERING

Engineering

Engineering firms run large graduate programs, and several accept graduate visa holders. Accreditation, placements and professional bodies shape the path, so learn the rules early.

Search for the work, not the job title

Design & analysis

- Graduate engineer
- Design engineer
- Structural / civil engineer
- Electrical design engineer

Site & delivery

- Site engineer
- Field engineer
- Project engineer
- Commissioning engineer

Operations & assets

- Maintenance engineer
- Reliability engineer
- Asset engineer
- Process engineer

Rules worth knowing

Practical experience is part of your degree

Most accredited engineering degrees require practical experience before you graduate. Check your own course rules, and treat your placement like an extended interview.

Engineers Australia shapes the path

Free student membership, events and a members-only jobs board. It also assesses engineering occupations for skilled migration.

The engineering Professional Year is still running

It includes an internship, runs in several cities, and can earn 5 points toward some skilled visas.

Don't wait for the ad

Register your interest on company careers pages, so you're notified the day their program opens.

Look beyond the big names

Big graduate programs get thousands of applicants. Smaller engineering firms and contractors hire throughout the year, often without a formal program, and often through people they've met.

SPOTLIGHT · ENGINEERING

Who hires engineering graduates

A starting list to research, not a complete one. Always check current eligibility on each employer's graduate page.

WHO	EXAMPLES	WHAT TO CHECK
Engineering and design consultancies	Aurecon, Arup, WSP, AECOM, Jacobs, GHD, Stantec, Mott MacDonald	Many run large graduate programs. Eligibility varies: Aurecon, for example, lists graduate visa holders as eligible.
Construction and infrastructure	John Holland, CPB Contractors, Laing O'Rourke, Acciona, Lendlease	Site and project roles. Check each program's work-rights requirements.
Energy and resources	AGL, Origin Energy, Transgrid, Ausgrid, BHP, Rio Tinto	Varies by company. Mining roles are often regional or remote.
Government and utilities	State government graduate programs, water and transport utilities	Varies. Some state programs accept visas with full-time work rights for the program's length; others, like Sydney Water, require citizenship or PR.
Defence and aerospace	BAE Systems Australia and other defence firms	BAE requires Australian citizenship and eligibility for security clearance. Defence roles commonly do.

Associations and events

- **Engineers Australia**: free student membership and networking nights
- **Young Engineers Australia**: local committees and events for students and early-career engineers
- Technical societies such as **IEEE** and **IET**
- Your university's engineering societies
- Design competitions and industry nights

Where to find the jobs

- **SEEK Grad** and **Prosple** for graduate programs
- The **Engineers Australia** jobs board (members)
- **SEEK** and **LinkedIn** for all-year roles
- Company careers pages: register your interest
- **Pebble Jobs** for roles likely to sponsor visas

SPOTLIGHT · HEALTH

Health

Health works differently from most fields: for many professions, you need registration before you can practise. Treat this page as a starting point, then check the rules for your own profession.

Registration comes first

Nurses, midwives and many other health professionals must be registered with their National Board, through Ahpra, before they can practise. A job offer or a visa doesn't replace this.

Choose an approved course

Registration usually depends on completing an approved program of study. Check your course's approval status with your university and Ahpra.

Skills assessment is a separate step

For skilled migration, your occupation is assessed by a separate body. For nurses and midwives, that's ANMAC, not Ahpra.

Graduate programs vary by state

Many new graduates start in graduate or transition programs run by public and private health services. Each state and employer sets its own eligibility and dates.

Where to look

- State and territory health department job portals
- Private hospital groups and aged care providers
- Regional health services, some of which recruit internationally and offer visa pathways
- **Pebble Jobs** for roles likely to sponsor visas

People to meet

- Your profession's association, such as the **Australian Nursing and Midwifery Federation** or the **Australian Physiotherapy Association**
- Placement supervisors and clinical educators
- Graduate information sessions run by health services

Every health profession has its own rules. Use the "Build your own spotlight" prompt on the next page to research yours in detail.

SPOTLIGHT · YOUR FIELD

Build your own spotlight

Studying law, architecture, teaching, design, science or something else? Use this prompt to build a spotlight for your own field in about 10 minutes. Paste it into a new chat in your Job Applications project, with web search turned on.

BUILD YOUR OWN SPOTLIGHT

I'm a **[degree] [student / graduate]** in **[field]**, looking for **[internships / graduate roles]** in **[city]**, Australia. I'm an international student on a **[student / 485]** visa.

Search the web and build a one-page "spotlight" for my field:

1. **Job titles:** the 10–15 titles graduates in my field should search, grouped into role families.
2. **Timing:** when internships and graduate programs in this field typically open for applications (not start dates).
3. **Who hires:** 10 employers or employer types, and what each one's graduate page says about work rights for international students. Link the source, and say "unknown" if you can't find it.
4. **Rules:** any registration, accreditation or licence I need before I can work, and which body assesses my occupation for skilled migration.
5. **People:** professional associations, student memberships and regular events in **[city]**.
6. **Job boards:** the best places to find roles in this field.

Use official sources wherever possible, include links, and flag anything you're unsure about. Don't guess.

THEN

Save the result as a file called **My Spotlight** in your project. Your application chat will use it alongside your other files.

CHECK IT

Open the links. Confirm eligibility on each employer's own careers page before you rely on it.

What AI can't tell you

AI is good at mapping a field. It's unreliable at telling you whether a specific job ad will actually sponsor you, because that changes job by job. That's the check Pebble Jobs runs on every listing.

PART 07 · INTERNATIONAL STUDENTS

The essentials, in one page

Visa rules shape your job search more than almost anything else. Here's what to know, in plain English. Rules change often, so always check the current details.

WHILE YOU STUDY	On a student visa, work is generally limited to 48 hours per fortnight while your course is in session, and unlimited during scheduled breaks. Work that is a required part of your course is generally excluded, and students who have started a master's by research or PhD can work unlimited hours. Check your own conditions on VEVO.
THE GRADUATE VISA (485)	Most bachelor's and coursework master's graduates get up to 2 years, with longer stays for some nationalities. Holders have **unlimited work rights** in any field, so many "full working rights" roles are open to you. Most applicants must be 35 or under. The application fee is $5,750 (from 1 July 2026).
EMPLOYER SPONSORSHIP	The Skills in Demand visa needs 1 year of relevant work experience. That can be full-time, part-time or casual work from the last five years. The salary must be at least A$79,423 (from 1 July 2026) and the market rate for the role. If you don't already have a year of relevant experience, your first year on a 485 is when you build it.
SKILLS ASSESSMENT	Each occupation has an assessing body: Engineers Australia for engineers, ACS for ICT, CPA Australia, CA ANZ or the IPA for accountants, and ANMAC for nurses and midwives. A Professional Year in IT or engineering can add points for some skilled visas. The accounting Professional Year has closed.
RECENT CHANGES	As of 2 November 2026: under new rules from 2 October 2026, most new Student visa applications can't include a partner or children, and family members can't be added after a Student visa is granted. A similar restriction for 485 applicants was announced on 17 September 2026, but it isn't law yet and has no start date.

Where to check

Official rules: **immi.homeaffairs.gov.au**. For advice about your own situation, use a **registered migration agent** (search the official Register of Migration Agents).

Why Pebble Jobs exists

When your goal is a sponsored role, random applications waste your time. Pebble Jobs scans live listings, verifies sponsorship and cross-checks employer records, so you can aim at roles that could actually sponsor you.

General information only, not migration or legal advice. Accurate as at November 2026.

PART 08 · HONEST LIMITS

Why this might not work (and what to do then)

No system removes luck. The aim is to improve your odds and learn faster, not to guarantee an outcome.

It can surface fit. It can't create it.

Great positioning can't turn one year of experience into five. If you keep stalling, aim one step closer to where you are.

Work rights can override everything

If a role requires citizenship or PR, no application will change that. Filter early and spend your effort where you're eligible.

Big companies run strict processes

Don't try to go around them. The goal is to be recognised within the process, not to skip it.

Hiring is partly random

Roles get paused, budgets disappear, internal candidates appear. A no is not always about you.

AI can make you generic

Thousands of students have the same tools. Your context file, full of real, specific evidence, is what makes the output yours.

Small numbers can mislead

Twenty applications is a hint, not proof. Look for patterns across batches before making big changes.

A FINAL WORD

You miss 100% of the shots you don't take.

For me, it was about 100 no's for every yes. Take your shots, learn from every no, and aim them a little better each time.

Pebble Jobs

Find jobs that sponsor you.

Pebble Jobs searches visa sponsorship jobs across Australia, the UK and the USA, so you spend your time on roles that could actually sponsor you.

Try Pebble Jobs free for 7 days →

Scan or tap: pebblejobs.com

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Tell us what helped, and what didn't
Two minutes of feedback on this playbook or Pebble Jobs shapes what we build next.

tally.so/r/lbQPkk

General information only. Not migration, legal or financial advice. AI tools can make mistakes, so check everything before you send it. Visa and program details accurate as at November 2026. pebblejobs.com · © 2026 Pebble Jobs, an Orelia Capital product.