

# Migration Tasmania - Overseas Skilled Occupation Profiles

The following profiles have been developed through consultation with industry and employers in Tasmania. They are used by Migration Tasmania as a guide for selection of overseas candidates in the Tasmanian Skilled Migration State Nomination Program who do not have a job offer from a Tasmanian business. Overseas candidates with skills and experiences described in these profiles may be contacted by Migration Tasmania through the Australian Government's Skillselect database and invited to apply for nomination by Tasmania for a subclass 491 or 190 visa, or to connect them with Tasmanian employers seeking those skills.

Given the number of Expressions of Interest registered in SkillSelect, Migration Tasmania cannot not guarantee an invitation to apply for nomination.

From time to time, in response to industry demand, Migration Tasmania may also make contact with candidates who do not have an occupation listed in the Overseas Skilled Occupation Profiles to promote specific employment opportunities in Tasmania.

Note:

This document is not an authoritative list of the current or most pressing skills or workforce shortage areas in Tasmania.

The National Skills Commission conducts ongoing research and publishes data regarding trends in the Australian job market, including workforce needs in Tasmania. For more information visit the [Labour Market Insights](#) portal.

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# Business, Accounting and Finance

## **Occupations Included:**

221111 Accountant (general)

221112 Management Accountant

221113 Taxation Accountant

221213 External Auditor

221214 Internal Auditor

132211 Finance Manager

## Background

The business, accounting and financial services labour market is currently saturated with graduates in finance, business and accounting. There is no difficulty reported by employers recruiting to graduate positions

Tasmanian employers have reported a shortage of experienced finance professionals. Retention of employees after gaining experiences is also reported as a problem with many reports of employees moving to other states or territories once they complete one or two years employment in Tasmania

Medium to large organisations are more likely to be able to retain appointees employees and provide better career progression based on employees' skills and professional certifications.

## Skills and experience needs

Employers have indicated that the market seeks professions with the following attributes:

- Business Analysts – 3 to 5 years of experience
- Finance Analysts – 3 to 5 years of experience
- Auditors – 3 to 5 years of experience with relevant professional qualification
- Financial Accountants – 3 to 5 years of experience with relevant professional qualification

Other desired attributes:

- high proficiency in English
- client interaction experience
- report writing and analysis
- professional certification
- experience in CPA, CA or ACCA accredited firms highly regarded
- experience with well-known multi-national organisation such as Google, Unilever, Microsoft highly regarded

# Information Technology and Computing / Graphic Design and Content Creation

## **Occupations Included:**

232411 Graphic Designer

232412 Illustrator

232413 Multimedia Designer

232414 Web Designer

261111 ICT Business Analyst

261112 Systems Analyst

261211 Multimedia Specialist

261311 Analyst Programmer

261312 Developer Programmer

261313 Software Engineer

261399 Software and Applications Programmers (Nec)

262112 ICT Security Specialist

263111 Computer Network and Systems Engineer

## Background

Tasmanian employers report a general need for IT professionals, at all levels of experience.

Employers are particularly looking for mid to senior level professionals who have experience of working at a recognised organisation or IT firm in overseas

## Skills and experience needs

### *General:*

Candidates should possess at least one of the following characteristics:

- All IT professionals
  - Minimum 2 – 5 years of experience
  - Experience working with well-known overseas businesses valued (eg, Google, Facebook, Youtube)
  - Human Resources experience valued
  
- Software Engineers, Software and Applications Programmers – 2 to 5 years of experience *plus*
  - Experience of working in product focused companies
  - Experience in game development
  - Exposure to CPU/GPU optimisation

- C or C++ programming (particularly low-level coding)
  - Engineers focused on graphics
  - Engineers with a focus on Research & Development
  - People with interface engineering experience
  - Engineers familiar with iOS development experience (Objective-C and Swift)
- Cybersecurity Analyst experience highly valued – 2 to 5 years of experience
  - Multimedia Designer/Graphic Designer/Graphic Designer – Experience in motion designing and animation and minimum 5 years of experience
  - Illustrator – Experience in digital art and familiar with Procreate

*Mid to senior level IT professionals:*

Mid to senior level experience is highly valued in the industry and involves at least one of the following:

- Five years plus experience
- Experience developing products related to the needs of an organisation as well as own products
- Experience handling complex services including cybersecurity
- Innovation
- Experience working with well-known overseas businesses (eg, Google, Facebook, Youtube)

# Engineering and Infrastructure

## Occupations Included:

133211 Engineering Manager  
233211 Civil Engineer  
233212 Geotechnical Engineer  
233213 Quantity Surveyor  
233214 Structural Engineer  
233311 Electrical Engineer  
233512 Mechanical Engineer  
312111 Architectural Draftsperson  
312211 Civil Engineering Draftsperson

## Background

Employers in the Engineering and Infrastructure sector report difficulty recruiting for both entry level and experienced roles.

Opportunities exist throughout Tasmania. Growing needs are appearing in wind and renewable energy technology and new mining ventures in north west and western Tasmania.

In general, a minimum 3 to 5 years' experience is desired.

Registration (or eligibility for registration) on the National Engineering Register is highly regarded.

## Skills and experience needs

- A minimum 3 – 5 years post qualification experience
- Estimation experience is in high demand
- Wind and renewable energy production related experience valued
- Overseas employment with known multi-national companies is well regarded (eg, Siemens, BAE, Honeywell, Mitsubishi, Bouygues, ACS, Vinci, Power China, Hitachi, AECOM, Alstom, Downer EDI, Thales, GHD)
- Civil and Geotechnical and Structural Engineers - dam and hydraulics experience
- Electrical Engineers - power systems, primary systems and SCADA (Supervisory Control and Data Acquisition) systems experience
- Project Delivery and Project Management Officers - experience with Water, Sewerage, Civil or Mechanical Engineering
- Architectural Draftspersons / Civil Engineering Draftsperson - Engineering skills and major projects experience
- Mechanical Engineers – Experience in working in heavy industries (mining, hydropower, oil and gas)





## Health and Allied Health

### **Occupations Included:**

252411 Occupational Therapist

252511 Physiotherapist

252611 Podiatrist

252712 Speech Pathologist

253111 General Practitioner

254411 Nurse Practitioner

254412 Registered Nurse (Aged Care)

254413 Registered Nurse (Child and Family Health)

254414 Registered Nurse (Community Health)

254415 Registered Nurse (Critical Care and Emergency)

254416 Registered Nurse (Developmental Disability)

254417 Registered Nurse (Disability and Rehabilitation)

254418 Registered Nurse (Medical)

254421 Registered Nurse (Medical Practice)

254422 Registered Nurse (Mental Health)

254423 Registered Nurse (Perioperative)

254424 Registered Nurse (Surgical)

254425 Registered Nurse (Paediatrics)

254499 Registered Nurses nec

### Background

Nursing opportunities are expected to continue to grow in number over the coming five years.

Bridging Programs (such as IRONS) are not sufficient to be confident of readily finding nursing employment).

Physiotherapists, Speech Pathologists and Occupational Therapists are in very high demand (especially in Mental health and Community Care).

Remote areas in particular have significant recruitment difficulty. General Practitioner vacancies in regional areas have become increasingly difficult to fill, with shortages now also being experienced in metropolitan areas

## Skills and experience needs

### *Physiotherapists, Speech Pathologists and Occupational Therapists*

- Superior English
- Physiotherapists, Speech Pathologists and Occupational Therapists with training or experience in “mutual recognition” countries are well regarded (UK, Canada, South Africa, USA, NZ, HK)
- Full AHPRA registration desirable, or
  - Current Stage 1 skills assessment from Occupational Therapy Board of Australia plus 2 years post qualification work experience
  - Australian Physiotherapy Council Limited Certificate of Substantial Equivalence or Final Certificate plus 3 years post qualification work experience
- Speech Pathologists with a Certified Practising membership with Speech Pathology Australia (SPA)
- Paediatric experience highly valued.

### *Nurses*

- Australian work experience or non-Bridging training or experience in mutually recognised countries (UK, Canada, South Africa, USA, NZ, HK)

### *General Practitioners*

- Full AHPRA registration desirable
- Proficient English capability
- Australian qualifications or experience highly valued



# Hospitality and Tourism / Accommodation

## **Occupations Included:**

141111 Cafe or Restaurant Manager

141311 Hotel or Motel Manager

351111 Baker

351112 Pastrycook

351311 Chef

351411 Cook

## Background

The Tasmanian hospitality and tourism / accommodation industries are experiencing significant ongoing shortages across roles and skill levels

Employers prefer candidates who have experience in recognised Australian or international restaurant and hotel chains.

The industry has indicated that employers in regional areas outside of the major Hobart and Launceston centres are being affected the most by shortages.

Employers look for flexibility when recruiting in hospitality industry.

## Skills and experience needs

Minimum three years post qualification experience valued

Experience in large, recognised restaurants or international hotels valued

# Building and Construction

## **Occupations Included:**

133111 Construction Project Manager

133112 Project Builder

312114 Construction Estimator

331111 Bricklayer

331211 Carpenter and Joiner

331212 Carpenter

331213 Joiner

333411 Wall and Floor Tiler

334115 Roof Plumber

334111 Plumber (General)

341111 Electrician (General)

## Background

Tasmanian building and construction employers are experiencing a significant shortage of skilled workers, partly contributing to delays in projects.

## Skills and experience needs

- A minimum 2-3 years of experience
- English proficiency highly valued (Proficient and above)

# Transport and Logistics

## **Occupations Included:**

149413 Transport Company Manager

133611 Supply and Distribution Manager

## Background

The transport and logistics industry is experiencing difficulty in finding employees across the sector, but particularly in the following skilled roles:

- Transport planners, leaders and supervisors
- Fleet controllers and schedulers
- Logistics and Warehouse Managers

## Skills and experience needs

- A minimum 2-3 years of experience
- English proficiency highly valued (Proficient and above)