

Shape futures.
Build skills.
Make a difference.





Who are we.

CSI is a work and education program within Corrective Services NSW.

What we do.

CSI provides an extensive range of products and services for the day-to-day operation of NSW Correctional Centres. CSI also manufactures and supplies product and services in partnership with the private sector and Government.

Why we do it.

CSI work programs provide work readiness capability for people in custody to enhance their opportunities to gain employment post release, reducing recidivism and enhancing community safety.

Our business.

We have over 120 commercial business units and 60+ Service Industries operating across 29 Correctional Centres. We have been trusted by Australian businesses for over 30 years. The CSI quality system is based on the International Standards Organisation (ISO) 9001 Quality Management System, with several of its divisions holding external certification to this standard.

Our commitment.

Empower inmates to gain employment skills and qualifications while in custody. We continue to surpass industry benchmark performance for correctional industries globally with innovation at the forefront. We treat land, resources, and people with great respect.

WHS.

WHS policy to manage the health and safety of workers and workplaces with training of staff and inmates.

Vocational education and training.

People in custody can participate in a program and complete traineeships in print, construction, warehousing, hospitality, food services, furniture making, laundry operations, horticulture, business administration, commercial cleaning operations, agriculture, facilities maintenance, and engineering.



The role: Overseer.

As a CSI Overseer, you'll do more than supervise, you'll mentor, coach, and inspire. You'll lead inmate teams in trade-based work, helping them build skills, confidence, and a sense of purpose.

You'll also:

- Deliver on production targets and vocational training goals
- Promote a safe, respectful, and productive work environment
- Model ethical behaviour and professionalism
- Contribute to inmate case management and work readiness programs
- Drive quality, efficiency, and continuous improvement

Training requirements.

To succeed in this role, you'll need to meet the same training standards as a Correctional Officer. This includes completing the Certificate III in Correctional Practice within your first year of employment. This nationally recognised qualification equips you with the knowledge and technical skills to manage people in custody and maintain security in a custodial setting.

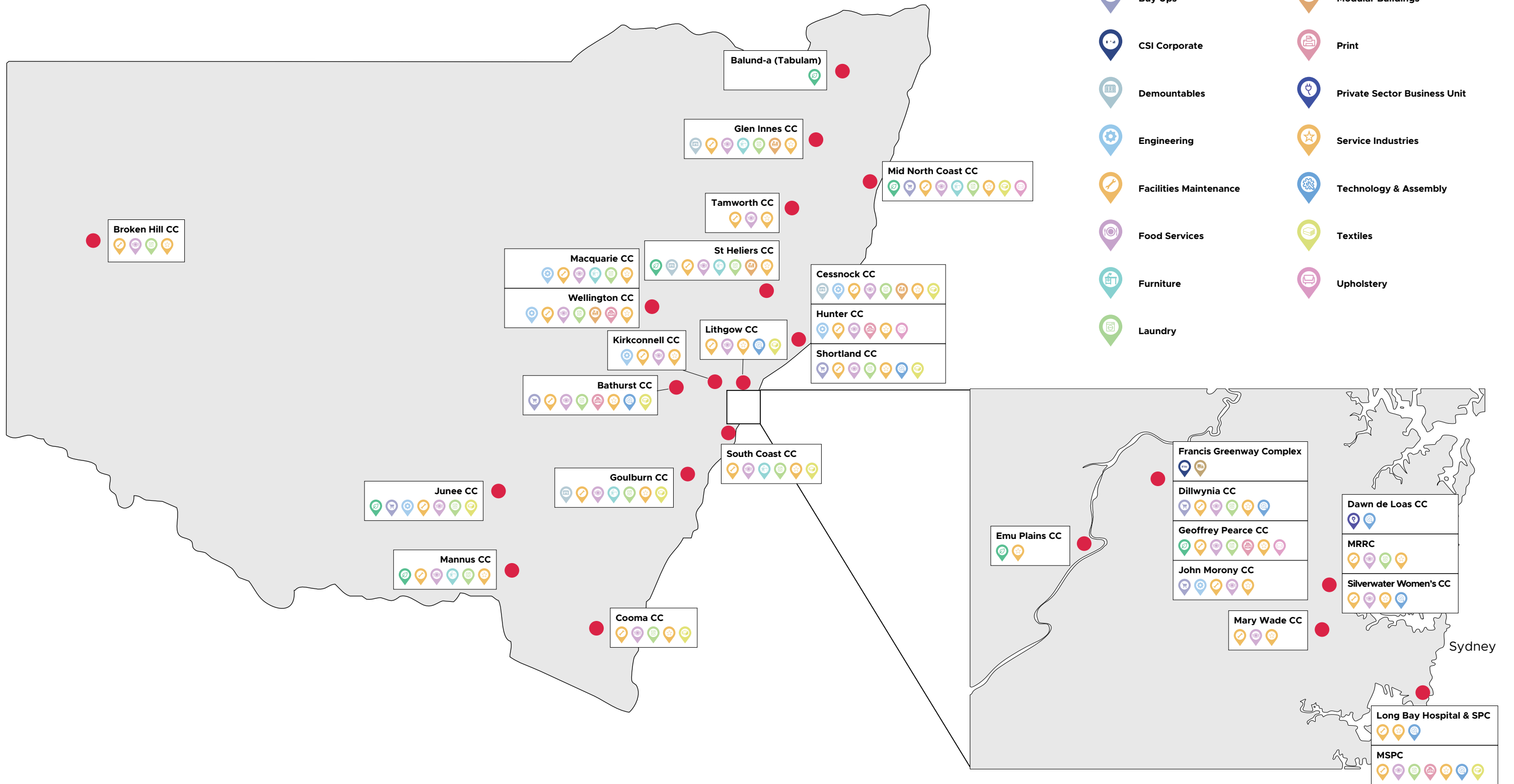
Essential requirements:

- Current Certificate III in Correctional Practice (or willingness to complete within Corrective Services NSW timeframes)
- Current NSW Driver Licence and willingness to drive as part of the role
- Relevant trade qualifications
- Willingness to undertake additional training as required

Diversity and inclusion.

CSI proudly supports:

- Armed Forces personnel – Trade qualifications recognised as equivalent to Certificate III
- Aboriginal and Torres Strait Islander people – Career development pathways to achieve trade qualifications
- Women in trades – Encouragement and support to apply for Overseer roles





Conditions of employment (as of July 2025) - Overseers

- Salary: \$94,456 per annum
- Incidental Allowance: \$3,705 per annum
- Superannuation: Employer contributions apply
- Hours: 38 hours/week averaged over a 28-day roster
- Leave: One rostered day off per period + annual leave loading
- Shift Work: May be required (with applicable allowances)

Career progression and senior roles.

At CSI, your career can grow as fast as your ambition. With leadership, dedication, and performance, you can progress into senior roles such as:

- Senior Overseer – \$105,040 + \$6,177 incidental allowance
- Manager of Business Unit – \$138,340
- Manager of Industries L2 – \$149,778
- Manager of Industries L1 – \$156,188
- Operations Manager – \$169,268

We also offer ongoing training and development programs to support your professional growth.

How to apply.

Ready to take the next step? Here's how:

1. Apply online when a vacancy is advertised: iworkfor.nsw.gov.au
2. Attach your resume (Word format) and include:
 - a. Details of your trade qualifications
 - b. Two referees (including one current supervisor or manager)
 - c. Your contact email and phone number
3. Bring original qualifications to your interview
4. Address the selection criteria in your application:
 - a. Highlight your skills, experience, and achievements
 - b. Use strong, active language (e.g., "I take responsibility for...")
 - c. Focus on how you meet the key accountabilities and capabilities listed in the Role Description



**Our accreditation.
Curious about life as a Trade
Overseer?**

Scan the QR code to hear directly from one of our team members about what it's like to lead, mentor, and make a real impact every day. Discover how you can turn your trade skills into a rewarding career with purpose.



**Keen to know which CSI operations
are active at each correctional
centre?**

Scan the QR code to explore our locations and discover the diverse range of industries where meaningful work happens every day.



Want to learn more?

Corrective Services NSW:
correctiveservices.dcj.nsw.gov.au

Corrective Services Industries:
csi.nsw.gov.au

Department of Communities and Justice:
dcj.nsw.gov.au

Search for Jobs:
iworkfor.nsw.gov.au

We have a lot to be proud of, collectively our work changes lives in a positive way.

For further information or enquiries:

Call 02 4582 2420

Email CSIRecruitment@correctiveservices.nsw.gov.au

Visit csi.nsw.gov.au

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