



Engineering Graduate Program

Whether you have just graduated or have been working a year or two since leaving university, the Austral two-year graduate program is a fantastic opportunity for you.



Introduction

The Austral engineering graduate program is a combination of on the job learning across all areas of disciplines including structured training, and self-development.

Our graduate program will provide a fast paced, challenging, and diverse learning and development experience to make the most of your potential personally and professionally.

About

The program will follow a rotational structure across the two years providing an in-depth on the job training and learning opportunity with different functions and departments within Austral to gain a fully rounded understanding of how we operate and how you can make a difference.

Austral's graduate program will be in partnership with Engineers Australia for individuals to gain further structured training, networking, and a chartered pathway.

Mentoring

From the start of the graduate program graduates will be matched with a mentor to help provide guidance and support along the way.

A mentor will not take on a management position, however the mentor will be there to support you along your journey.



The program journey

Year one



Year two



Learning and development

The program is based on 70/20/10 principle with the support of a dedicated mentor, whereby 70% of the learning is from organic, but structured on the job experience, 20% is from self-development and the remaining 10% is from training courses.



Learning from experience - 70%

Construction (six months)

Working within our operations team you will be exposed to all aspects of active projects and project management tasks.

Tendering (six months)

Our design and estimating teams will take you through our tendering process for all types of civil, rail, piling and marine project submissions.

Finance (one month)

Developing knowledge around our accounts payable/receivable process, procurement, workplace and project reporting, our finance team will demonstrate how it interacts with the business.

HSE & QA (one month)

The safety team will take you through incident investigation, documenting controls, consultation, monitoring and compliance. You will develop an understanding of legislation, risk management, hazard identification and control processes.

Commercial (one month)

Our local commercial lead will develop your knowledge of the vital role that commercial awareness contributes to our operational effectiveness.

Human resources (one month)

Working with our human resources team you will be exposed to the recruitment and onboarding process, HR legislation, employee relations, employee engagement and diversity, equity and inclusion.

Workshop/APS (one month)

Our workshop facilities maintain our fleet of plant and ancillary equipment, whilst also designing and developing bespoke equipment solutions to suit. You will be exposed to the role our workshops play in contributing to the operational advantages on our projects.

Engineering (one month)

Our engineering function will provide exposure to design and technical solutions from the tender phase through execution. This includes risk workshops, design control processes and drafting/modelling.

Placement (six months)

You will have the opportunity to work either marine or civil/mining, on a project aligning with the progression to 'site engineer'.



Learning from others: Exposure, mentoring and coaching 20%

Throughout the program, there will be an element of social learning component which happens through social interactions, collaboration, feedback, peer observations and self- development. Graduates will be required to take ownership with the provided ongoing support and exposure.

- Attend seminars hosted by Austral and Keller
- Access to online e-learning
- Dedicated self-development days
- Webinars
- Quarterly reviews including presentations and reports
- Ongoing partnership with assigned mentor
- Exposure to experienced project managers, senior and executive leaders

Education: Structured training 10%

Alongside Austral on the job training, exposure to social learning opportunities, graduates will be enrolled onto the Austral Leadership Program. The in-house tailored program is delivered through a mix of face-to-face, online and self-paced learning.

What's included?

- Membership with Engineers Australia
- Austral Leadership Training Program
- Austral/Keller on-line learning library
- Dedicated workshops and webinars
- Networking

Key modules include:

- Personal empowerment - communication, self-management, emotional intelligence and resilience
- Austral Project Execution Model - project management life cycle, problem solving, stakeholder engagement and risk management
- Commercial awareness and contracts
- Safety and compliance
- Professional skills - leadership, innovation, teamwork, branding, presentation skills and critical thinking

Intake dates

The commencement of the graduate program occurs early every year. This program intake will be conducted on an annual basis.

What will I receive?

- Exposure to a diverse range of technical projects including near-shore marine, piling, structural steel and concrete, civil works and rail maintenance/renewals for high profile clients.
- Exposure to all departments within Austral Construction.
- Mentoring by senior technical experts in the field.
- Continuous professional development with structured on the job and formal training by industry experts.
- Chance to influence and report back to senior leadership.
- Travel and projects across Australia.
- Engineers Australia graduate membership.

About you

- Educated to a degree level or equivalent within a relevant engineering field of study.
- Strong verbal and written communication in our business language (English).
- Be an Australian or New Zealand citizen, an Australian permanent resident or have unrestricted working rights for ongoing work.
- Enthusiastic and can-do attitude.
- Proactive approach to learning and development.
- Willing to travel regionally and nationally as required.







If you are interested in joining the graduate program,
please email ac@australconstruction.com.au

Global strength and local focus

A **KELLER** Company



Quality
ISO 9001

SAI GLOBAL



OHS
ISO 45001

SAI GLOBAL



Environment
ISO 14001

SAI GLOBAL

