



# CADET PROGRAM

Our Cadet Project Engineer program is custom built to help you understand the challenges and rewards of high-risk industrial contracting works

Successful applicants will be offered a paid cadetship involving a 12 weeks full-time work program or a carefully structured part-time work program – and real world, "boots-on-the-ground" experience.

## Quality Management

A commitment to quality (and high quality outcomes) means the work we do – on and off site – is delivered on time, on budget and without incident. It also means we meet or exceed the expectations of our clients, colleagues, suppliers and stakeholders

## Cost Controls & Tracking

Commercial acumen is the ability to recognise how different actions taken or decisions you make in your job impact profitability and cashflow. From claims and variations to budgeting and forecasting – it is imperative you understand how to track and control the financial performance of your projects

## Safety Management

We operate in the highest risk sector of what is already one of Australia's highest risk industries. Nothing matters more to us than safety. It is our most important business practice, and we demand visible leadership at every stage of a project and from everyone involved

## Programming & Sequencing

With so many site or project specific variables outside of our control, effective time management and problem solving capabilities are mandatory. Experience is key, which is why you will spend much more time onsite than you do in the office

## Environmental Management

Wherever possible, we are committed to eliminating environmental harm from our operations. Responsible procedures and practices are integrated across all operations and we strive to exceed the demands and expectations of not just our clients, but communities in which we work

## Materials Solution Management

We are at the forefront of 21st century treatments and technologies that reduce our reliance on finite virgin construction materials by turning C&D waste streams into high quality, high value and custom engineered building materials

As a Cadet Project Engineer, you'll have the opportunity to take the theories you're studying and apply them on a fully operational project site. Each Cadet will be assigned an experienced mentor, with a focus on supporting you to fulfil core day-to-day responsibilities.

## Selection Process

Applications for our Cadet Program are open year-round. However, available positions will depend on our workbook at the time. We follow standard processes by shortlisting who we think are the best candidates and conducting interviews. More than one interview may be involved in this process.

## Key Attributes

The ideal candidate is someone who shares our vision, mission and values. Who puts their safety and the safety of everyone around them first. Someone we can depend on and who isn't afraid to ask questions or show initiative. An individual who takes pride in their work but who is humble with success.

### Strong work ethic

Experience in any professional environment shows us you understand what it means to be part of a team and that others rely on you playing your role

### Excellent Communication

What we do is high risk, with little margin for error. Failure to effectively communicate – verbally or in writing – can have significant consequences

### Willingness to learn and grow

We need to trust you'll follow direction, but welcome the challenge to solve problems yourself. If you don't ask questions we'll assume you know what to do