



GRADUATE PROGRAM

Our Graduate Project Engineer Program is carefully structured to cultivate talent in high-risk construction environments with little margin for error

No job is ever the same and new recruits will develop a range of highly sought after professional skills through structured units and real-world site responsibilities over the two-year full-time program.

QSHE Management

Our Quality, Health & Safety, and Environmental (QHSE) management systems are certified to international standards and central to everything we do. They are the foundation of your personal and professional development as a construction industry professional

Programming & Sequencing

Our ability to meet time, quality and cost specifications is at the core of our reputation and helps us tender for new projects as well as attract repeat business

Estimating

A large percentage of our growing workbook is the result of competitive tender submissions where our Estimators have successfully secured new contracts without compromising quality, safety and environmental standards or profitability and cashflow

Materials Solution Management

From excavated spoil to scrap steel; timber to crushed concrete – CMA recovers and reuses more than 90% of all construction and demolition (C&D) waste from our project sites

Budgeting & Cost Controls

Commercial acumen is the ability to recognise how different actions taken or decisions made throughout a project lifecycle can impact profitability and cashflow

Contract Administration

Your ability to administer and manage the delivery (and receipt) of services under contractual terms and conditions is key to becoming a successful Project Manager

Stakeholder Management

Many of our projects involve 'live' environments and high profile developments that demand careful and considered engagement of key stakeholders

Mobile Plant Operations

Our people and plant are our lifeblood. From demolition robots and precision drill rigs to mini and (very!) heavy excavators – an understanding of the right plant, the right attachments and the right operators for a particular job is vital

Personal Development Programs

How you develop as an engineering and business professional is critical to your career. Graduate project engineers will also undergo business skills training to strengthen their personal capabilities and lay the foundation for long term success and professional growth.

- Team Leadership
- Communication & Negotiation
- Conflict Resolution
- Customer Service

Selection Process

We start recruiting in January each year and the number of positions depends 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 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