



Human Resources

Construction is a people-business – and you'll get involved in all facets of HR management – from policy to practise. –
Your learning experience: HR policy development and implementation; recruitment; workforce planning; training – and development; remuneration and – retention strategies. #



Commercial

Gain an in-depth understanding of the commercial and contractual environment that is your part and parcel of our industry today. –
Your learning experience: reviewing the – terms and conditions for tender submissions; preparing variations and claims on projects; and reviewing supplier and subcontractor agreements. #



Engineering

Learn the essential connection between engineering and construction in our design – office and on our projects. –
Your learning experience: temporary works design; Safety in Design reviews; engineering – risk assessments; project performance – reporting; site scheduling and planning; – drawings and documentation control. #



Finance

Help monitor, manage and report on – our projects' revenues, cash flow and profit performance and see first-hand the dynamics of our accounts payable and receivable system. –
Your learning experience: monitoring, managing and reporting on project revenues, cash flow and profit performance, coordinating the financial interactions with our suppliers – and subcontractors. #



HSEQ & Sustainability

Learn about our industry's complex legislative and regulatory requirements; and learn how we keep our workforce and the community safe; and look after the environment. –
Your learning experience: Implementing – HSEQ controls on project sites, gathering and analysing HSEQ performance statistics; main – training HSEQ Issues registers; drafting Project Execution Plans, participating in HSEQ audits. #



FEATURING: – Professional Development through Employment Law Matters (ELM) #
Mentoring relationship with a senior leader in the organisation from day one #



FEATURING: – Built in framework for professional development #
Mentoring relationship with a senior leader in the organisation from day one #



FEATURING: – Professional Development through Engineers Australia #
Access to workshops from Internal Chartered Engineers #
International secondment opportunities #
Mentoring relationship with a senior leader in the organisation from day one #



FEATURING: – Professional Development through Continued Professional Development (CPD) Seminars with McConnell Dowell membership #
Mentoring relationship with a senior leader in the organisation from day one #



FEATURING: – Opportunity to go through the Infrastructure Sustainability Council of Australia (ISCA) program #
Mentoring relationship with a senior leader in the organisation from day one #

