



# Graduate Program

Launching 2023

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



## Introduction

The Keller 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 Keller to gain a fully rounded understanding of how we operate and how you can make a difference.

Keller'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.

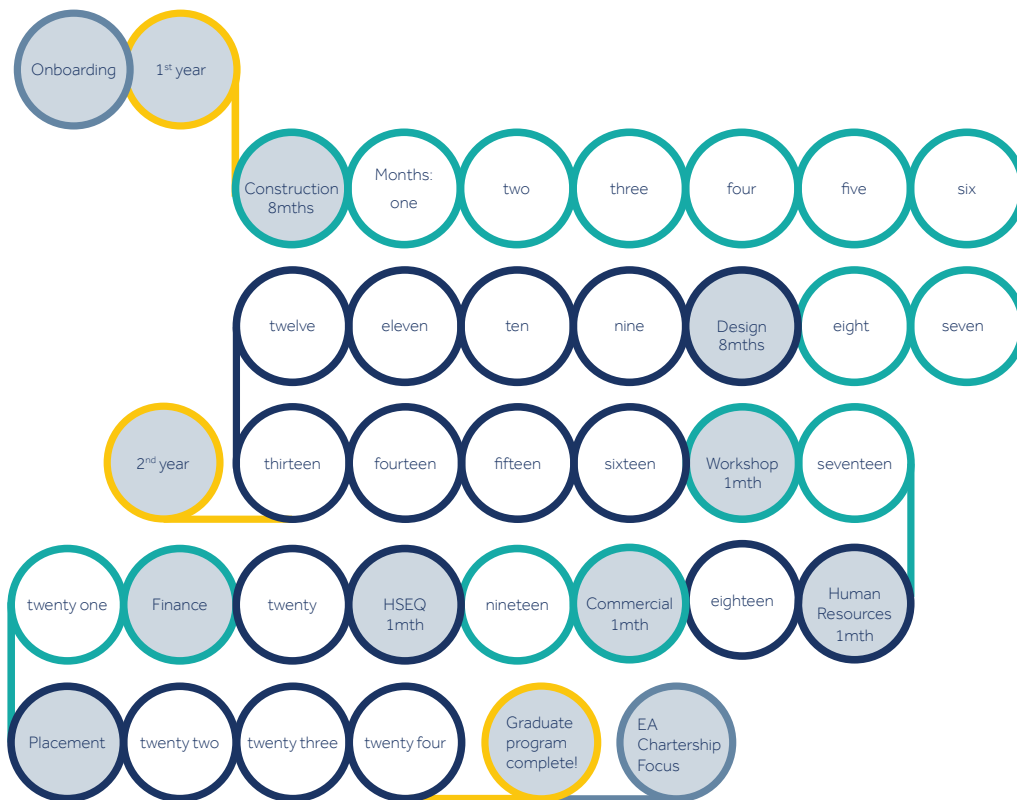
A mentor will not take on a management position, however the mentor will be there to support you along your journey.



ENGINEERS  
AUSTRALIA



# The program journey



## 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 learning and development, 20% is from self-development and the remaining 10% is from formal training courses.



### On the job training - 70%

#### Construction (eight months)

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

#### Design (eight months)

Our design and estimating teams will take you through our tendering process for all types of heavy foundation and ground engineering project submissions.

#### Workshop (one month)

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

#### 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.

#### Commercial /legal (one month)

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

#### HSEQ (one month)

The HSE 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.

#### 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.

#### Placement (one month)

You will have the opportunity to work either with an interstate team, on a major project or within one of our Keller-owned companies.



## Self development 20%

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Throughout the program, there will be an element of self-development in which graduates will be required to take ownership of additional learning through a variety of platforms.

- Attend seminars hosted by Keller and engineers in Australia and worldwide
- Attend dedicated workshops
- Access to online e-learning
- Dedicated self-development days
- Webinars
- Quarterly presentations and reports

## Structured training 10%

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Alongside Keller on the job training, graduates will be enrolled onto the Engineers Australia's Graduate Program. This program is delivered online over 18 months through a mix of flexible live and self-paced learning.

### What's included?

- Membership with Engineers Australia
- 18 month graduate course program
- Dedicated workshops

### Key modules include:

- Personal empowerment - communication, self-management, emotional intelligence and resilience
  - Project management - project management life cycle, problem solving, stakeholder engagement and risk management
  - Professional skills - leadership, innovation, teamwork and critical thinking
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## Intake dates

The first intake will start with Keller in mid 2023 and candidates will be enrolled on the March Engineers Australia intake. The graduate program will run each year.

### What will I receive?

- Exposure across all departments within Keller Australia
- Mentor with senior technical experts in the field
- Engineers Australia graduate membership
- Graduate network across Australia
- Continuous professional development
- Networking with other graduates across engineers Australia
- Chance to influence and report back to senior leadership
- Resilience and emotional intelligence
- Structured on the job and formal training by industry experts
- Travel across Australia

## About you

- Educated to a degree level or equivalent within a relevant engineering field of study
- Maximum two years relevant work experience
- 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 & development
- Willing to travel regionally and nationally as required







If you are interested in joining the graduate program, please email [hr@keller.com.au](mailto:hr@keller.com.au)