

Downer's graduate program



About

The Downer graduate program provides an array of development and opportunities that will support you in shaping your career, and bridge the gap between your academic and professional life to 'own your future'.

Downer's graduate program has been named Top 75 graduate employer of the year.

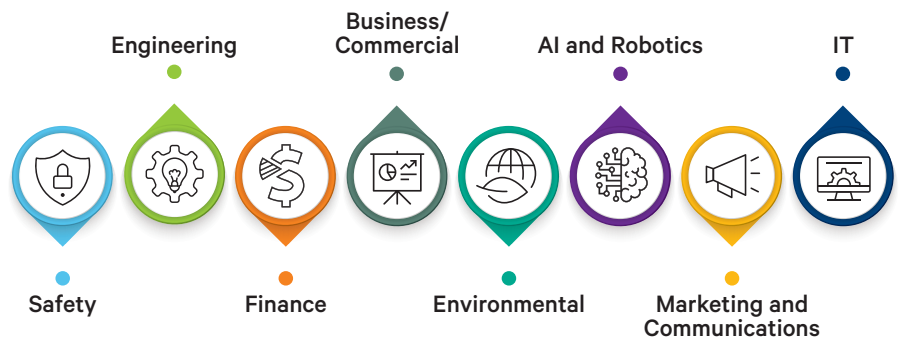


The program is delivered over two-years and provides exposure to various areas of the business through an engaging and immersive induction, structured rotations, core development training workshops, webinars and conferences, networking opportunities, and one-on-one mentoring sessions.

Highlights of the program include:

- Rotation opportunities either within a line of business or across multiple Downer businesses to gain a better understanding of other roles and functions to accelerate your growth
- Opportunities to connect with an extensive network including a dedicated Graduate Team, buddy, mentor, and Senior Leaders across the business
- Structured formal development which includes, interactive and informative webinars and workshops to build your interpersonal and intrapersonal skills
- Annual national Graduate Business Conferences to understand emerging trends and challenges and be exposed to significant leaders, customers, and guest speakers
- Innovation challenges as part of a Thought Leadership team, and present these solutions that challenge the status quo to Graduate peers, Managers, and Senior Leaders
- Be supported into the business by participating in a blended approach induction that enables you to "Own Your Future" by understanding yourself, understanding your role, and understanding the wider Downer Group
- Guidance in navigating certification requirements and how to become certified with either CPA/CA or CPEng.

Disciplines taken include but not limited to:





Average day in the life of a Grad is...



Ross Kennington, Engineering Graduate

An average day in my role consists of assisting the Downer team to plan and deliver projects and to ensure quality. A typical day generally includes a mixture of office and site work depending on scheduled shutdowns. Office work may include attending meetings, providing engineering support and working on relevant documentation, while site work involves site inspections/visits, quality assurance and reporting.



Elizabeth Kalou, Engineering Graduate

Being a graduate Engineer on the Southwest Metro Project, an average day consists of attending pre-starts at 7am, reviewing design drawings to familiarise myself with the scope of works happening on site for the day. I aim to go on daily site walks to inspect/check up on progress, liaising with subcontractors, raising RFIs/NCRs, updating, four week lookahead, preparing for upcoming possession/shutdowns.



Le Nguyen, Engineering Graduate

A current average day is that I will be assigned a location box that I need to design. As a grad, these will be simpler designs and will be used as a familiarisation tool with the entire process, program and to ask any outstanding questions to become familiar with the electronics, process and the design specifications. These are slowly scaled in difficulty to allow for critical thinking and building a suitable mindset for a design engineer.



Talisha Howe, Zero Harm Graduate

A day as an environmental graduate can vary. A day could involve attending prestart in the morning and delivering a toolbox. Then attending a meeting with the environment team to discuss our plans for the week and to have a general check in with the team. I could then be looking at plans for upcoming works, working with engineers mainly to address any environmental risks. I would often be using mapping systems (GIS) to help. I would go complete a site inspection to look at where environmental controls are working well or where improvement is needed. I could compile data on fuel usage and water usage for reporting purposes.

Testimonials

“The best part of the program is the opportunity to connect with different people/ areas in the organisation. Whether it’s webinars, workshops, mentoring, social events, there’s a great opportunity to make connections, meet some friendly experienced people and explore different services that Downer offers.”

– John Tawdros, Engineering Graduate

“The best part of the Downer graduate program is the rotations, I love how this enables you to explore various parts of the organisation. And of course, the graduate events, it’s great to be able to catch up with other graduates throughout the business.”

– Kieran McConville, Engineering Graduate

“The best part of the grad program is the variety! I’ve been able to take part in many different projects, meet some amazing people, and work in some pretty spectacular locations. I’ve been able to take on many different roles and have always had a supportive team behind me as I grow and learn.”

– Phoebe Hopkins, Environmental Graduate

“In my opinion, the best part of the program is the mentor program. This program provides precious opportunity for grads to communicate and learn directly from senior managers, and it helps us to broaden our knowledge about project life cycles and let us to understand what managers’ expectation on grads is.”

– Wayne Zhang, Engineering Graduate