



# CADET PROGRAMME

**ASHA IS  
A CONSTRUCTION  
MANAGEMENT  
UNDERGRADUATE  
WORKING IN  
MELBOURNE**

**PEOPLE WHO BUILD**

# GAIN HANDS ON EXPERIENCE DURING YOUR STUDIES WITH A CADETSHIP AT ADCO

## ▶ AT ADCO CONSTRUCTIONS, WE INVEST IN OUR PEOPLE AND WATCH THEM GROW.

We have developed an industry-leading Cadet programme that equips candidates with the skills to build a successful, ongoing career in construction.

We employ graduates in the positions of Contracts Administrator, Design Manager, Estimator, HSE Advisor, Engineer and Services Coordinator.



### What we offer in our Cadet programme:

- / The opportunity to develop your skills on high-profile projects
- / Exposure to all elements of the business, and structured development in your discipline
- / A personal mentor who will be with you throughout the programme for guidance and support
- / Flexible work-study arrangements that suit you
- / Access to life-skills support such as financial planning
- / Great opportunities for ongoing employment with ADCO after the completion of your studies

### About ADCO Constructions

ADCO has been at the forefront of Australia's construction industry for 50 years, and we remain family-owned to this day. We work across the whole of Australia and are one of Australia's top 100 private companies, with annual revenue exceeding \$1 billion.

Our people are our driving force and what makes us different. It's because of the quality and calibre of our staff that we are regarded as **Builder of Choice** by major clients across many sectors.



“ Doing a cadetship while you’re at uni is a great entrance into the workforce, without being thrown into the deep end. I think it’s great to have the option to come in part time and start to learn the job, as well as studying the theory in school – and then you can gradually move into spending more time at work.

- Asha DeMaria, former Cadet

## Why join ADCO as a cadet?

Our Cadet programme will give you the opportunity to apply the skills you are learning in your degree to a diverse range of projects, and will equip you to maximise the development of your skills and competencies.

The programme is focused on personal mentorship from an experienced ADCO professional, who will be responsible for guiding you through the programme, providing the support you need and making sure you have access to the experience required to complete the assessment modules.

The programme is divided into two stages that will expose you to different aspects of the business and help you progress rapidly in your career.



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## You will also benefit from:

- / Being a valuable member of the team – our cadets are given hands-on experience from day one.
- / Cadet networking and learning events, where you will visit a high-profile project in one of our states, network with other cadets from across the country, meet with the national leadership team, and participate in seminars.
- / Quarterly cadet events held on different project sites in each state.
- / The opportunity for full time employment at the completion of your programme with pathways to internal promotion and the chance to work interstate.

## STAGE 1

Stage 1 is primarily focused on your chosen discipline but will also provide exposure to the other critical areas of our business, giving you an excellent grounding in all the key areas of the industry.

The content covers Contracts Administration, Design Management, Estimating, HSE and The ADCO Way.

## STAGE 2

Stage 2 offers targeted development in your discipline to hone and refine your skills as an industry-leading professional.

### OUR TRAINING STRUCTURE



Completing the Cadet programme is just the first step on an exciting career pathway at ADCO. We support the ongoing development of our staff to become industry leaders.

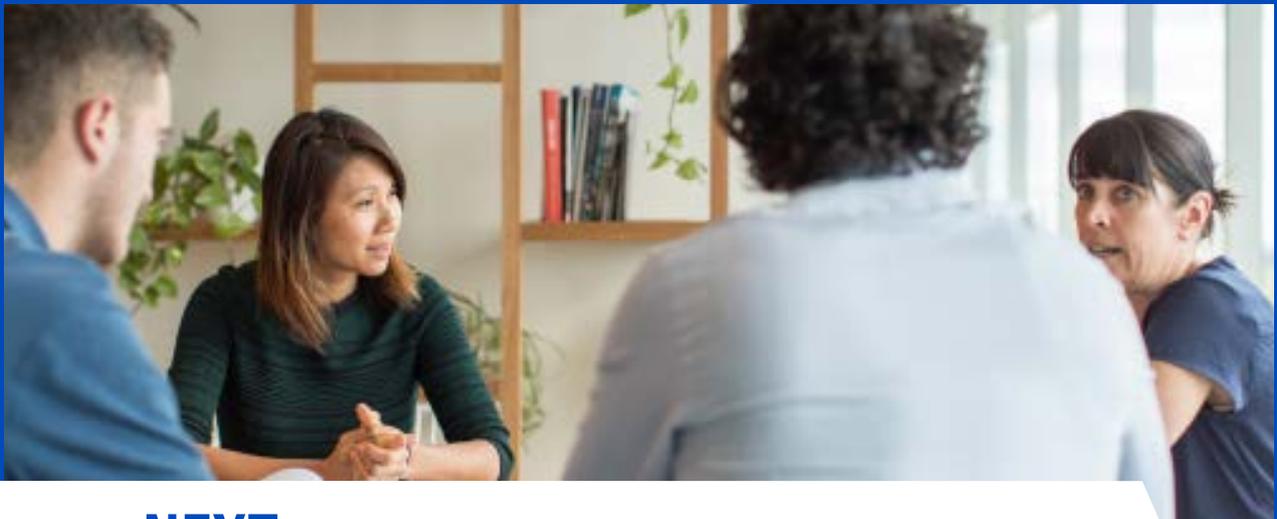
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## About you

We're inviting applications from individuals who are switched on, who are capable problem solvers, who can work effectively with others and who enjoy a challenge.

You're an attentive listener and a quick learner who can take initiative. You take pride in your work and safety is your number one priority.

If this is you, and you're a university student undertaking a degree in Construction Management, Project Management, Engineering, Design, Quantity Surveying/ Cost Planning, or similar, we'd love to hear from you.



## NEXT STEPS

Head to our website to hear from our current cadets and for information on how to apply:

[www.adcoconstruct.com.au/our-cadets-and-apprentices](http://www.adcoconstruct.com.au/our-cadets-and-apprentices)



“ We have many staff who joined ADCO as cadets or graduates 30 years ago and are still enjoying and growing in their careers here. I want to continue to develop and invest in our young people so that this trend continues for the next 30 years and beyond.

**- Neil Harding, Managing Director**

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**SYDNEY**

**Address**

Level 2, 7-9 West Street,  
North Sydney, NSW 2060

**Postal**

PO Box 1982,  
North Sydney, NSW 2059

**Email**

[Sydney@adcoconstruct.com.au](mailto:Sydney@adcoconstruct.com.au)

**Reception**

(02) 8437 5000

**Fax**

(02) 8437 5050

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**GOLD COAST**

**Address**

Level 5, 7 Bay Street,  
Southport, QLD 4215

**Postal PO Box**

10393, Southport Bc,  
QLD 4215

**Email**

[Southport@adcoconstruct.com.au](mailto:Southport@adcoconstruct.com.au)

**Reception**

(07) 5577 0900

**Fax**

(07) 5526 3694

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**PERTH**

**Address**

Level 5, 12 The Esplanade,  
Perth, WA 6000

**Postal**

PO Box 1141, West Perth,  
WA 6005

**Email**

[Perth@adcoconstruct.com.au](mailto:Perth@adcoconstruct.com.au)

**Reception**

(08) 9211 0900

**Fax**

(08) 9211 0999

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**BRISBANE**

**Address**

23 Graham Street,  
Milton, QLD 4064

**Postal**

PO Box 1167,  
Milton, QLD 4064

**Email**

[Brisbane@adcoconstruct.com.au](mailto:Brisbane@adcoconstruct.com.au)

**Reception**

(07) 3511 5555

**Fax**

(07) 3511 5500

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**MELBOURNE**

**Address**

Level 9, 75 Dorcas Street,  
South Melbourne, VIC 3205

**Email**

[Melbourne@adcoconstruct.com.au](mailto:Melbourne@adcoconstruct.com.au)

**Reception**

(03) 9832 1400

**Fax**

(03) 9832 1444