



# GRADUATE PROGRAMME

**ADAM IS  
A DESIGN  
GRADUATE  
WORKING IN  
PERTH**

**PEOPLE WHO BUILD**

# KICK OFF YOUR CAREER IN CONSTRUCTION WITH A GRADUATE ROLE AT ADCO

## ► At ADCO Constructions, we invest in our people and watch them grow.

We have developed an industry-leading Graduate 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.



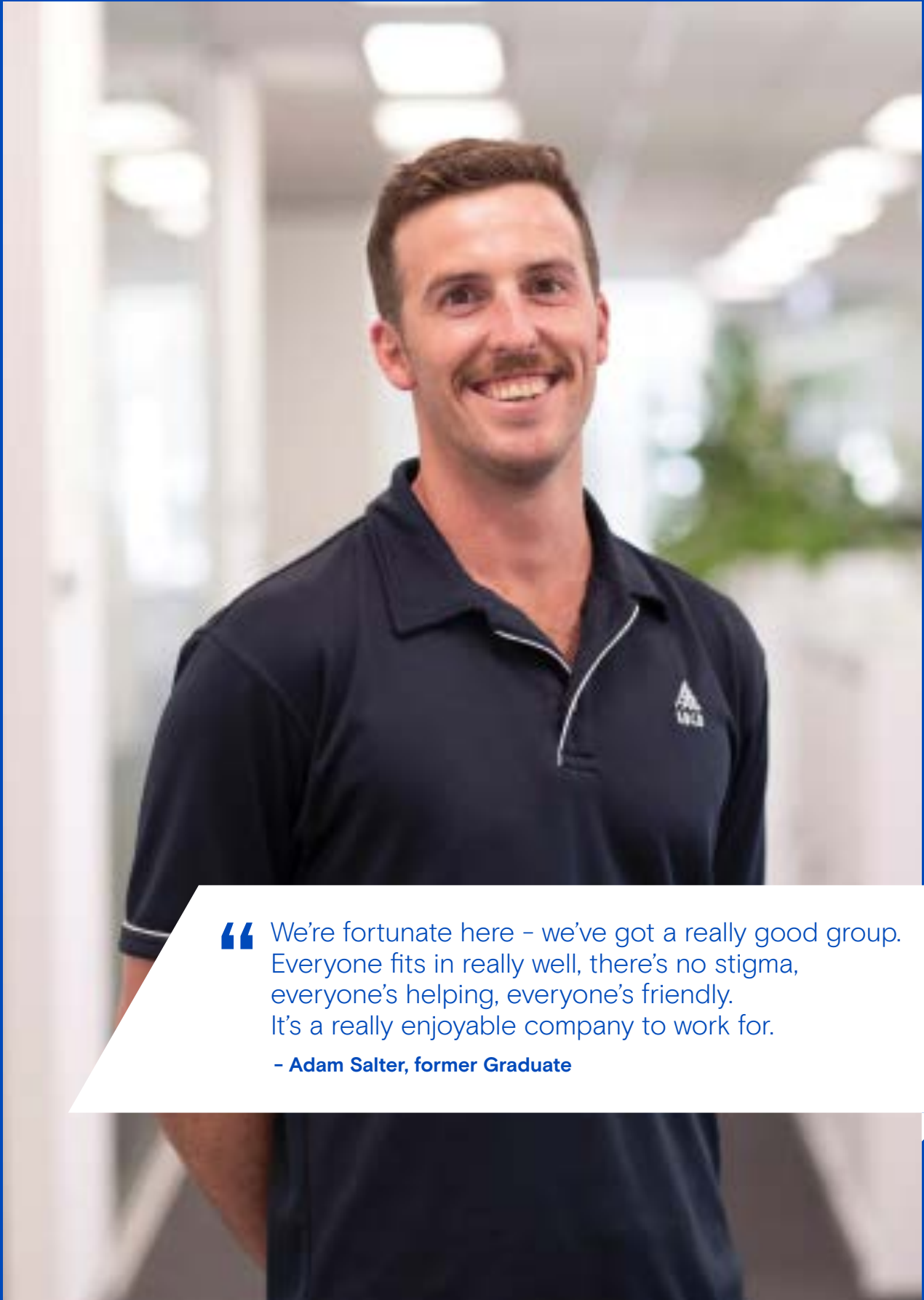
### What we offer graduates:

- / The opportunity to develop your skills on high-profile projects
- / Hands-on experience and responsibility from day one
- / Structured modules to ensure you develop expertise in your field
- / Exposure to all areas of our business activities
- / A personal mentor and national sponsor
- / A competitive salary
- / Great opportunities for ongoing employment and for rapid career development

### 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.



“ We’re fortunate here – we’ve got a really good group. Everyone fits in really well, there’s no stigma, everyone’s helping, everyone’s friendly. It’s a really enjoyable company to work for.

**- Adam Salter, former Graduate**

## Why join ADCO as a graduate?

Our Graduate programme will give you the opportunity to apply the skills you've learnt during your degree on a diverse range of projects, and equip you to become an industry-leading professional in your chosen discipline.

The 18-month programme is divided into two nine-month stages that will expose you to different aspects of the business and help you progress in your career. You will be closely mentored by an experienced ADCO professional, who will be responsible for providing the support you need and making sure you have access to the experience required to complete the assessment modules.



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## You will also benefit from:

- / A personal mentoring relationship
- / Graduate networking and learning events, where you will visit a high-profile project in one of our states, network with other graduates from across the country, meet with the national leadership team, and participate in seminars.
- / Quarterly graduate events held on different project sites in each state.
- / A competitive salary
- / The opportunity for full time employment at the completion of your programme with excellent pathways to internal promotion and opportunities to work interstate.

## STAGE 1

9 months

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 a stable foundation in industry areas.

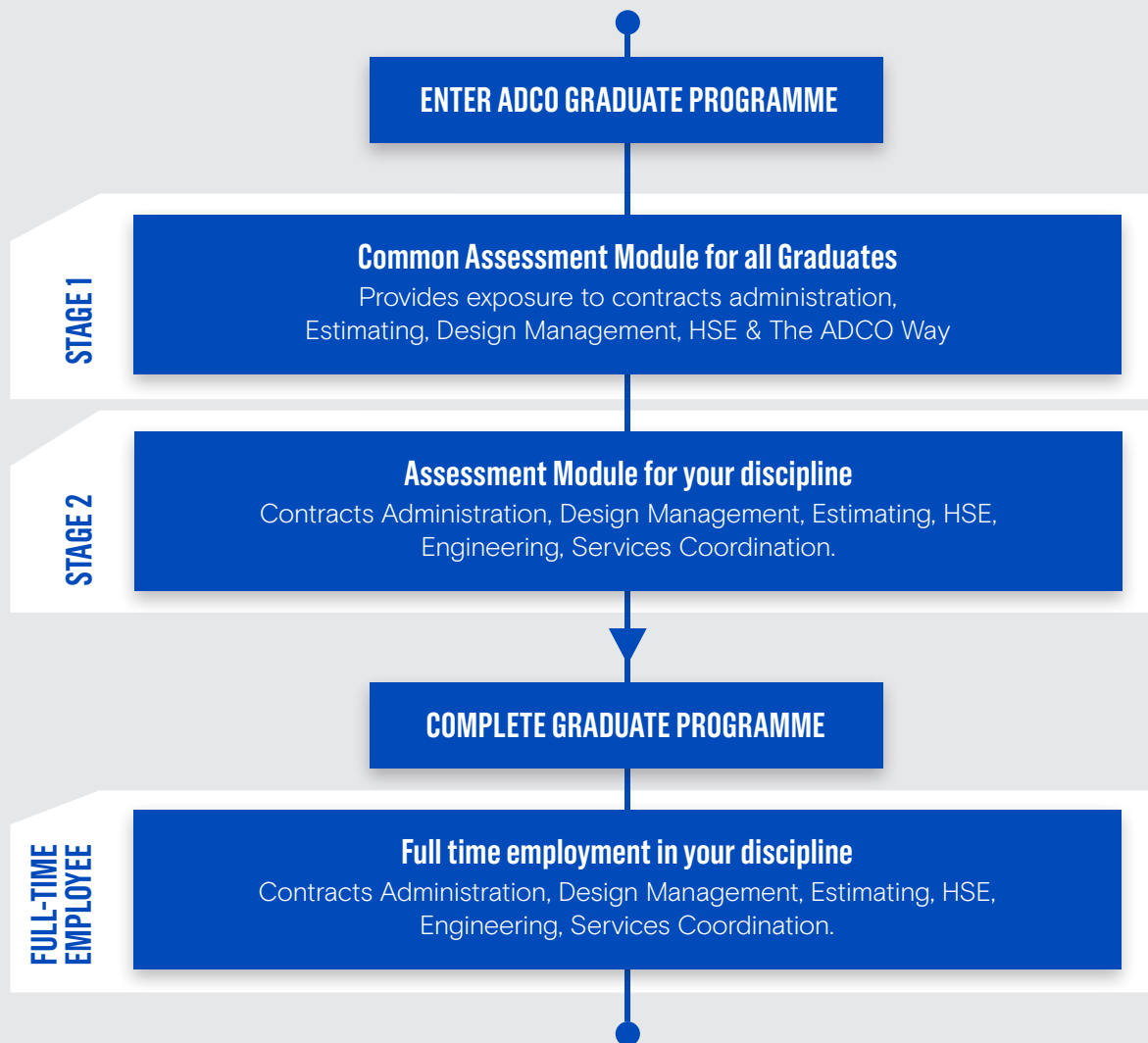
The content covers Contracts Administration, Design Management, Estimating, HSE and The ADCO Way.

## STAGE 2

9 months

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

# OUR TRAINING STRUCTURE



Completing the Graduate 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.



## ABOUT YOU

We're inviting applications from individuals who are energetic, 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 graduate of 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 graduates 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