

CADET PROGRAM

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 program that equips candidates with the skills to build a successful, ongoing career in construction.

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

What we offer in our Cadet program:

- 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 program 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

Our Story

A force in Australian construction – guided by family values, trust and putting people first.

The ADCO story began back in 1972. In the years since then, we've grown to be a multi-billion-dollar construction business guided by an unwavering commitment to quality, our clients, and our people. These foundations have seen us become one of the top private companies in Australia with a blue-chip client list and an award-winning portfolio of almost 4,000 successfully completed buildings from early work packages to \$300+ million projects.

WHY JOIN ADCO AS A CADET?

Our people are our driving force and what makes us different.

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

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

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 program with pathways to internal promotion and the chance to work interstate.



OUR TRAINING STRUCTURE

Enter ADCO Cadet Program

2nd year university student

STAGE 1

Common Assessment Module for all Cadets

Provides exposure to Contracts Administration, Estimating, Design, HSE & The ADCO Way.

STAGE 2

Assessment Module for your discipline

Contracts Administration, Estimating, Design, HSE or Services

Graduate University

FULL-TIME EMPLOYEE

Full time employment in your discipline

Contracts Administrator, Estimator, Design Coordinator
HSE Advisor or Services Coordinator

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

STAGE 1

12 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 excellent grounding in all the key areas of the industry.

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

STAGE 2

12-24 months

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



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:

adcoconstruct.com.au/our-cadets-and-graduates

A portrait of Neil Harding, a middle-aged man with short brown hair and a light beard, smiling. He is wearing a dark navy blue suit jacket over a white button-down shirt. The background is a blurred indoor setting with grey and white tones. A large blue graphic element, resembling a stylized 'N' or a speech bubble, is positioned in the lower right corner, containing text and a signature.

“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.

A stylized, handwritten signature in white ink that reads 'Neil'.

Neil Harding
MANAGING DIRECTOR



ADCO

adcoconstruct.com.au

Sydney

Melbourne

Brisbane

Gold Coast

Perth