



GRADUATE PROGRAM

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 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 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

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 GRADUATE?

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

Our Graduate program 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 program 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.

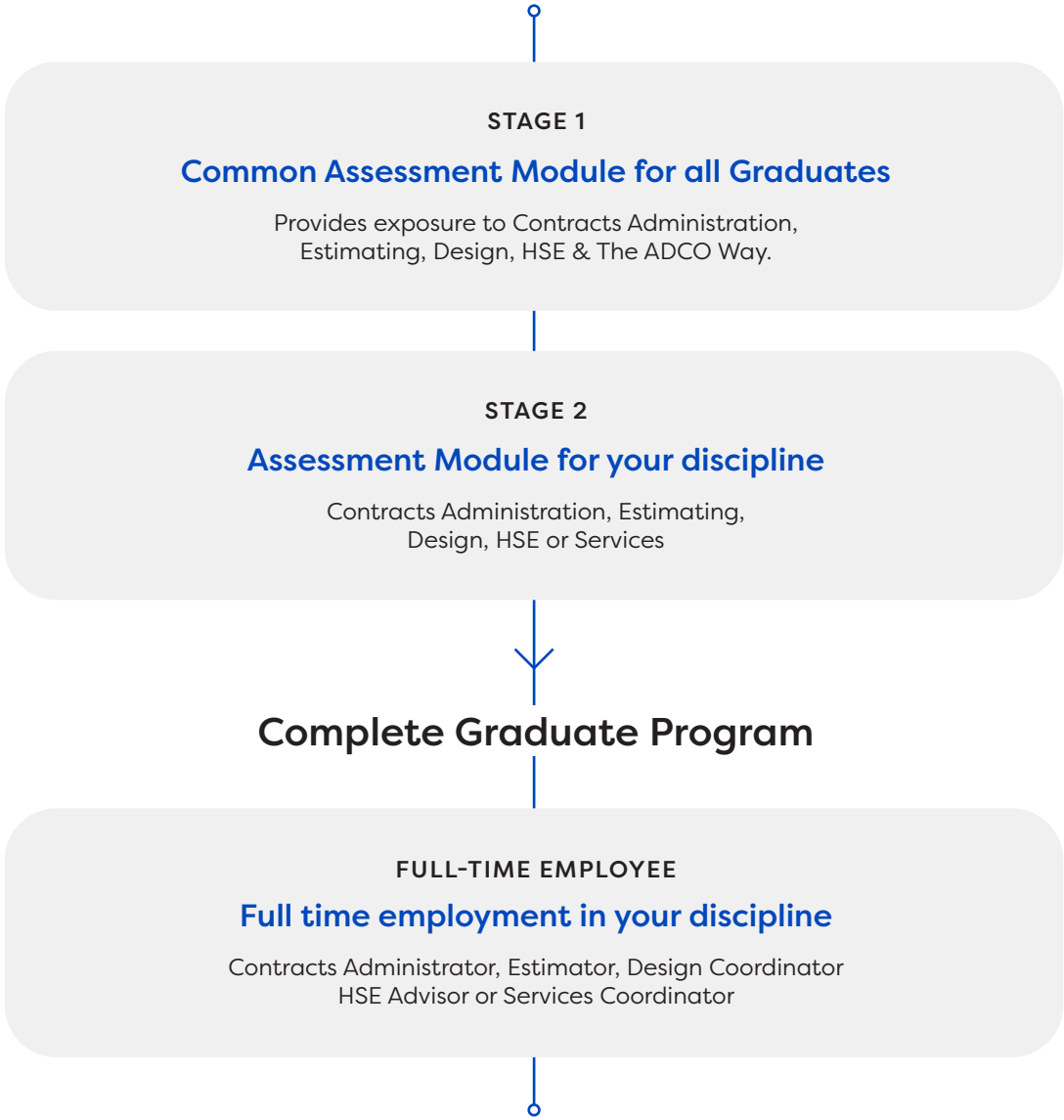
You will also benefit from:

- 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 program with excellent pathways to internal promotion and opportunities to work interstate.



OUR TRAINING STRUCTURE

Enter ADCO Graduate Program



Completing the Graduate 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**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, 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.



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:

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 blue 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