

# SHAPE YOUR TOMORROW

## 2019 GRADUATE PROGRAM FREQUENTLY ASKED QUESTIONS

### WHO CAN APPLY?

Anyone with a tertiary qualification in engineering or a building and construction related discipline, starting from Diploma level through to a Bachelor degree (or above). We're looking for the next generation of leaders in Australia's building and construction sector, so if you have the qualifications and attitude to work hard, learn and progress your career – then we want to hear from you.

### WHAT ARE THE 'NON NEGOTIABLES'?

You must have the right to work in Australia.

You must have a current and valid driver's licence.

You must also have a strong command of English. It doesn't need to be your first language but in a safety critical environment – strong verbal communication and comprehension skills are imperative.

### HOW MANY POSITIONS ARE UP FOR GRABS?

There are up to 10 positions nationally and competition is fierce. We receive hundreds of applications each year, so take the time to make yours the best it can possibly be.

## WHAT WILL I BE DOING?

Delta Group represents blue chip clients from a broad spectrum of industry sectors. We are Australia's premier Tier One contractor for demolition and civil construction works, recycling and waste management, asbestos and hazardous waste removal, specialist design and construction, environmental management, and the rental of heavy plant and equipment. With an emphasis on safety and our triple certified integrated QSE management systems, we will design a program that reflects our workbook in each State or Territory.

## HOW MUCH WILL I EARN?

If you're successful we will offer a competitive remuneration package. You will also receive personal mentoring from our senior team members as well as regular performance reviews in accordance with our corporate policies, including an annual salary review upon completion of the first 12 months.

## WHO ARE DELTA?

Delta Group is the largest diversified contractor in Australia and one of the largest of our type in the world. Established 40 years ago we now employ more than 680 staff across the country and operate Australia's largest fleet of heavy plant and equipment. Delta work on hundreds of civil construction and demolition projects across the country - metro, regional, remote or marine.



Sustainable growth over 40+ years



680+ Qualified & Trained Staff



888+ Plant & Equipment

## WHO ARE YOUR CLIENTS?

We work with a wide range of blue chip clients from Australia's public and private sector, including:





## **WHAT ARE THE CHANCES OF ACTUALLY LANDING A JOB?**

Greater than 90%.

We're serious about attracting and retaining the best talent. You'll be given every chance to develop the skills you need to become a full time member of the team. From there, it's up to you. Combined, our senior and divisional management team represent more than 230 years of experience with Delta Group alone, so there's a long, stable and rewarding career in front of you.

## **WHAT TYPE OF PERSON ARE YOU LOOKING FOR?**

To put it bluntly, we don't want pen-pushers! We need graduates who want to get their hands dirty. Who are happy to be onsite with experienced crews and who will actually play a role in delivering our projects on time and on budget. We want someone who shares our values and who puts their safety and the safety of others around them first. Someone we can depend on and who isn't afraid to ask questions. Someone who is determined and accountable. And someone who is proud of their work but humble with success.

## **WHAT DO YOU MEAN BY 'UP TO' FOUR OPTIONAL 6 MONTH ROTATIONS'?**

Due to the nature of our workbook and the diverse scope of our client base, each State or Territory office is different. Where possible we will offer first-hand experience across all of our core services – civil, demolition, asbestos, environmental, recycling, landscaping or rent. Your program will reflect the pipeline of projects we have in our workbook for the State or Territory you select.

## **WHAT'S THE PROCESS?**

Applications close on 30 June but don't wait until the last minute.

We will be assessing and shortlisting candidates as soon as we start to receive applications and resumes. Remember, there are hundreds of graduates just like you - but only 10 positions to fill.

Show us you want the job!

**[DELTAGROUP.COM.AU/CAREERS](https://deltagroup.com.au/careers)**

You must apply online! We will not accept resumes or applications via email or post.

## THEN WHAT?

If you make the cut you will be invited to an all-day group information session and short-form interviews in the third week of July. These sessions will be held in Melbourne and Sydney only and the dates, times and venues will be confirmed when we make contact. If you are successful and have selected Victoria or NSW but cannot make the Melbourne or Sydney information sessions your application will be cancelled. Following the group information session we will shortlist candidates for a long-form interview, with the successful applicants offered employment contracts by early September. If you have selected WA, ACT and/or Queensland as your preference – we will contact you individually.

## IF I MAKE THE CUT, HOW SHOULD I PREPARE FOR THE INTERVIEW?

The group information sessions in Melbourne and Sydney will involve short-form interviews that will last for approximately 10-15 minutes. They are also staged in a group environment so Delta management will be speaking with other candidates when we are speaking with you. You will also have the opportunity to meet senior management and staff during the event. First impressions count, so you need to show us just how much you want the job. We strongly recommend you understand our values, core services and how we go about our work. But don't go overboard. This first round is all about you and what makes you tick. If you make it to the first round then feel confident that you're in with a great chance. If you're invited back, it will be for a long-form interview that's around 30 minutes long so you'll need to dig deeper and prepare yourself more thoroughly. If you have selected WA, ACT and/or Queensland as your preference – we will contact you individually. For now, concentrate on your application. Make sure your resume stands out from the crowd.

**ONLINE APPLICATIONS ONLY!**  
**[DELTAGROUP.COM.AU/CAREERS](http://DELTAGROUP.COM.AU/CAREERS)**

