



NEXTGEN
Graduate Program

SHAPE YOUR TOMORROW

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



SHAPE YOUR TOMORROW

We're offering the brightest and best an opportunity to realise their potential. A practical, boots-on-the-ground program to develop the leaders of tomorrow.

From congested urban environments to vast industrial landscapes - our two year NextGen program is designed to take you from a greenhorn graduate to a commercially capable engineer.



"Being able to witness how buildings are dismantled may feel counter intuitive (for someone who majored in Structural Engineering) but it's been a highly rewarding way of developing a better understanding about how structures truly behave."

Genie Oi

SITE ENGINEER | NSW CLASS OF 2018

BACHELOR OF ENGINEERING

UNIVERSITY OF TECHNOLOGY SYDNEY

What we do is high risk with little margin for error. Commitment and effort are mandatory. We will test you and challenge you in real world environments and we will stand with you every step of the way.

Our NextGen Graduate Program is built specifically for construction industry professionals, by construction industry professionals. It is a deliberately and carefully engineered bridge from academia to commercial life.



Delta Group is one of the largest diversified contractors of our type in the world. We have the financial, operational and organisational capacity to manage hundreds of projects at any one time – Australia wide.

Successful completion of our NextGen Graduate Program could provide an opportunity to secure a permanent role and to join more than 800 qualified and trained staff Australia wide.

Over the last ten years more than 90% of participants have gone onto full time employment and as we have grown, so too have their responsibilities. Today, you will find many of them in leadership positions across Australia.



If selected, you will have an opportunity develop a range of highly sought after professional and personal skills, including:

+ Quality, Safety & Environmental Management

Our Quality, Safety and Environmental (QSE) management systems are certified to international standards and central to everything we do. They are the foundation of your personal and professional development as a construction industry professional.

+ Mobile Plant Operations

Our people and plant are our lifeblood. From demolition robots and precision drill rigs to mini and (very!) heavy excavators - an understanding of the right plant, the right attachments and the right operators for a particular job is vital.

+ Contract Administration

Your ability to administer and manage the delivery (and receipt) of services under contractual terms and conditions is key to becoming a successful Project Manager.

+ Stakeholder Management

Many of our projects involve 'live' environments and high profile developments that demand careful and considered engagement of key stakeholders.

+ Estimating

A large percentage of our growing workbook is the result of competitive tender submissions where our Estimators have successfully secured new contracts without compromising quality, safety and environmental standards or profitability and cashflow.



+ Programming & Sequencing

Our ability to meet time, quality and cost specifications is at the core of our reputation and helps us tender for new projects as well as attract repeat business.

+ Materials Solution Management

From excavated spoil to scrap steel; timber to crushed concrete – Delta Group recovers and reuses more than 90% of all construction and demolition (C&D) waste from our project sites.

+ Project Budgeting & Cost Controls

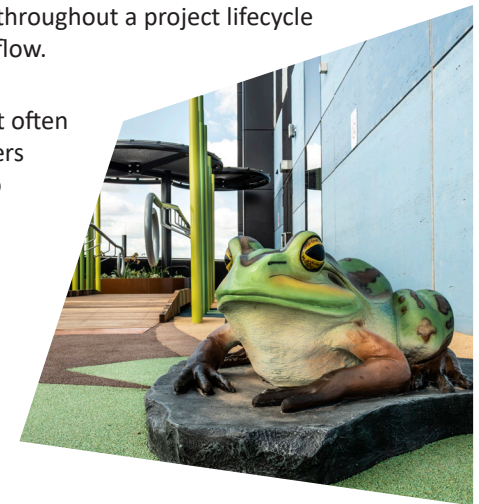
Commercial acumen is the ability to recognise how different actions taken or decisions made throughout a project lifecycle can impact profitability and cashflow.

+ Procurement

The success or failure of a project often depends on the quality of suppliers and subcontractors we engage to deliver our projects on time, on budget and without incident.

Personal development programs include:

- + Team Leadership
- + Communication & Negotiation
- + Conflict Resolution
- + Customer Service



"We're all about real skills and real people. Expect to do a lot of hands on work and to be out on site. Good communication is key, almost as much as a sense of humour. You'll definitely get out what you put in."

Josh Skrzelniski

PROJECT MANAGER | VIC CLASS OF 2017

**BACHELOR OF ENGINEERING
SWINBURNE UNIVERSITY**

**As a diversified contractor, Delta Group
specialises in multiple disciplines:**



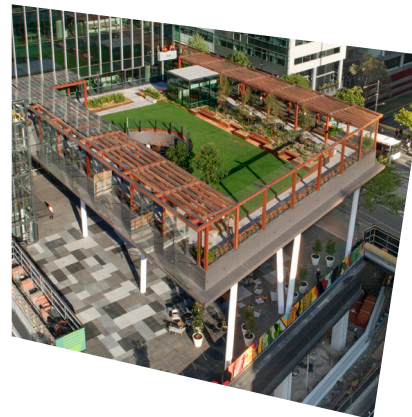
Environmental Management

- + Site Assessments
- + Site Remediation & Rehabilitation
- + Soil & Waste
- + Water & Vapour
- + Specialist PFAS & Disaster Response
- + Close Out Remediation Action Plans



Resource Recovery & Waste Management

- + Certified Waste Transfer & Cleanfill Facilities
- + Commercial Bin Hire
- + Mobile Crushing & Screening
- + Licensed Removal & Transport Logistics
- + Timber & Steel Recycling
- + Accredited Eco Products



Civil Landscaping

- + Horticultural Design & Installation
- + Detailed Earthworks & Contourworks
- + Kerbs, Drainage, Roads & Pavements
- + Outdoor Furniture & Fittings
- + Water Features & Fixtures
- + Sporting & Playground Facilities



TOP TIPS FOR A GREAT APPLICATION

The construction industry is high risk and Delta Group operates in one of the highest risk sectors. That's why communication is key - verbal, non verbal and written.

Show us you have the ability to describe yourself; your strengths and career aspirations. Convince us you should make it through to the first round of interviews.

- 1. Do your research.** Look for what we value most. Understand what we do; where we have come from and where we are going. Start to match your strengths and capabilities with our own. Don't just rely on our website - ask around!

- 2. Less is more.** The ability to distil information succinctly and logically is one of the most common traits of our most successful Engineers. It's not easy! Aim for a one page covering letter and 3-4 page resume.

- 3. Think smart.** Just because we want a short, sharp insight to what makes you tick doesn't mean you can't include supporting materials that substantiate your strengths. Just make sure they are relevant.

- 4. Experience matters.** One of the most important attributes we look for is an understanding of commercial life. That means any job you've held or still hold. Show us you understand workplaces and that you know what it means to be part of a team.

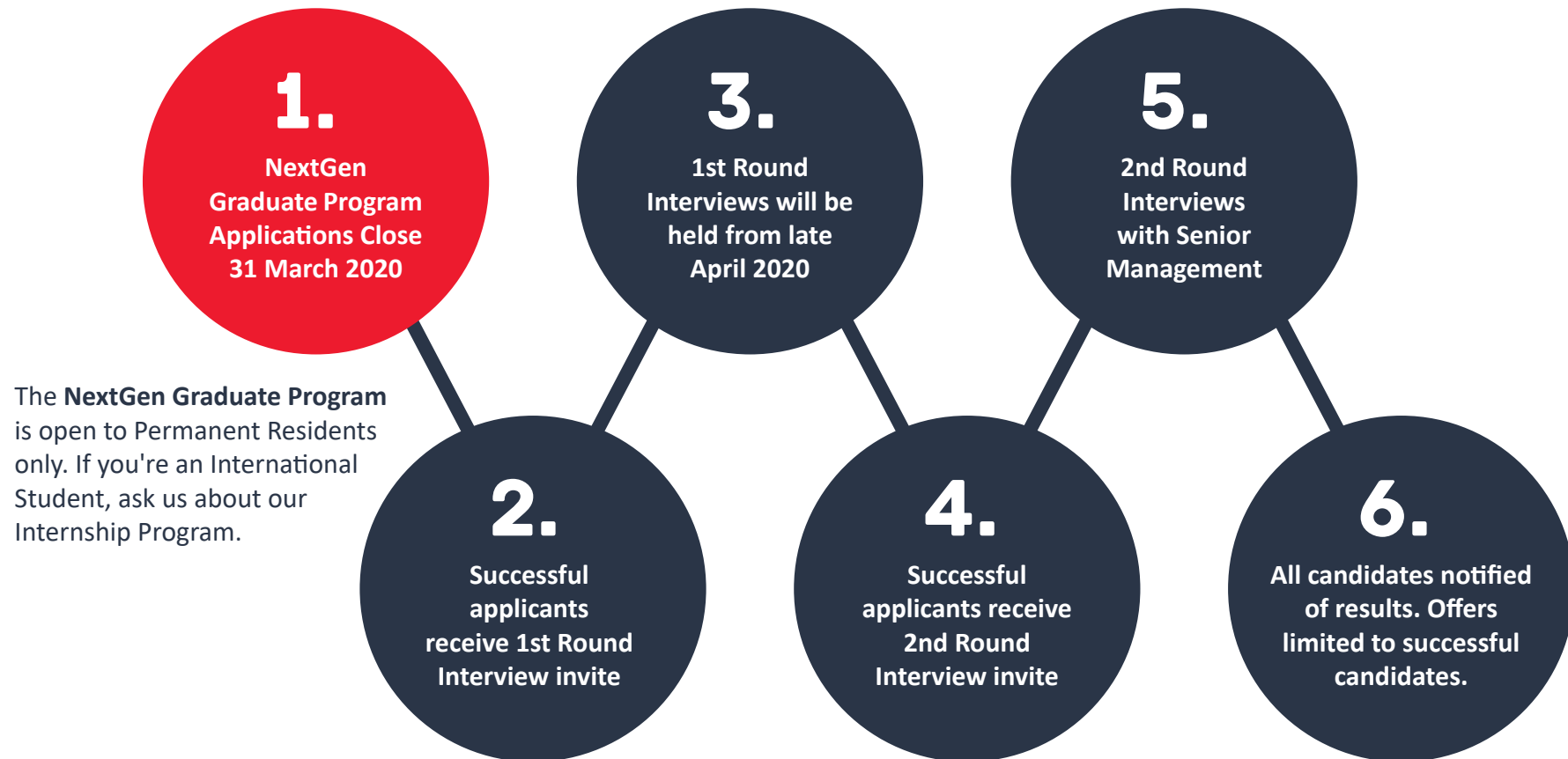
- 5. Understand your audience.** Experienced, qualified staff will be reading your application and shortlisting candidates. It's obvious when we read a 'standard' covering letter. Make yours matter.



WHERE TO FROM HERE?

When you're ready to apply for our NextGen Graduate Engineer program - save your covering letter, resume, academic transcripts and any supporting materials as one PDF document.

Head to our website @ deltagroup.com.au/careers and complete the online application form. Upload your PDF and click submit. Good luck!



NEXTGEN
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SHAPE YOUR TOMORROW,
TODAY!

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