

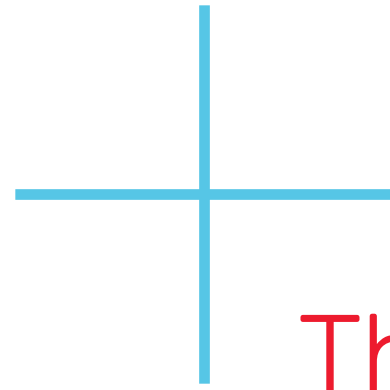


ASCENT

GRADUATE PROGRAM



SHAPING
TOMORROW



The Delta Group Ascent Graduate Program is designed to give engineering graduates everything they need to reach the top of their profession

From developing technical competencies such as programming, contract admin and procurement, to strengthening personal capabilities such as communication, negotiation and budgeting – Ascent aims to shape the project managers and business leaders of tomorrow.

ACKNOWLEDGEMENT OF COUNTRY

Delta Group acknowledges First Nations Australians as the Traditional Owners of the land and sea upon which we work. We recognise their living cultural and natural landscapes and pay our respects to Elders past, present and emerging.

The climb is about to begin

It's not easy, but there's a path to follow and our experienced guides will help you every step of the way



Jason Attard
General Manager Operations – Civil (Vic)



Delta Group is one of the largest diversified contractors of our type in the world today. Established in Victoria since 1988, we now operate in all States and Territories of mainland Australia with offices in Melbourne, Sydney, Brisbane, Adelaide, Perth, Darwin and Canberra, as well as regional branches in the Latrobe Valley, Geelong, Karratha, Illawarra and Hunter Valley.

Our diversified commercial contracting services include civil engineering and construction, site remediation and rehabilitation, landscaping, demolition, recycling, and materials solution management.

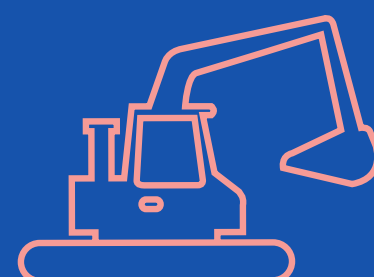
We have the scale and systems to mobilise our people and plant to meet the demands of any project in any location: metro, regional, remote or marine.



35+
YEARS IN OPERATION



1300+
QUALIFIED AND
EXPERIENCED PERSONNEL



1800+
FLEET OF SPECIALIST
MACHINES

Our vision

is to shape the industrial and urban landscapes of tomorrow

Our mission

is to understand the project lifecycle better than any other contractor

Our values



People first

No other business practice is more important than the safety of our people



Think differently

Where others see obstacles, we see opportunities



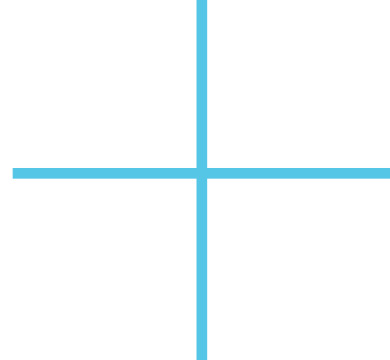
Dependable

We refuse to accept anything but the very best we can give to a client and their project



Determined

We're not just responsible, we're accountable. Every one percent matters



Ascent Graduate Program

The Delta Group Ascent Graduate Program is carefully structured to cultivate talent in high risk construction environments with little margin for error.

We consistently provide a higher mentor to graduate ratio because we know how much it matters to someone at the start of their career. We know our graduate engineers learn more when their boots are on the ground – not underneath a desk – and no matter what site or situation they may find themselves, they’re guided by experienced professionals every step of the way.

It’s why more than 90% of graduate engineers go onto full time positions, with many promoted to management roles.

Thanks to the work Delta Group delivers no job is ever the same. From major infrastructure works to boutique developments, our people take pride in designing and delivering complex programmes for blue chip clients on high profile projects.

New recruits will develop a range of highly sought after professional skills through structured units over two years, including:

- + Quality, Safety & Environmental Management
- + Mobile Plant Operations
- + Contract Administration
- + Procurement
- + Estimating
- + Programming & Sequencing
- + Materials Solution Management
- + Project Budgeting & Cost Controls
- + Stakeholder Management

Graduate engineers will also undergo business skills training to strengthen their personal capabilities and lay the foundation for long term success and professional growth, including:

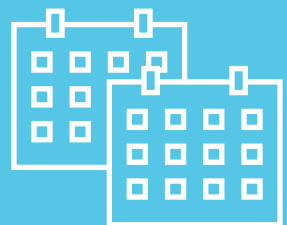
- + Team Leadership
- + Communication & Negotiation
- + Conflict Resolution
- + Customer Service



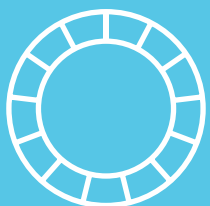
Higher mentor to graduate ratio



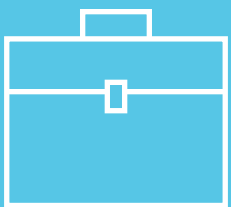
Boots-on-the-ground project experience



Carefully structured two year program



Blue chip clients and projects



90%+ of graduates go onto full time employment

+ QHSE management

Our Quality, Health & Safety, and Environmental (QHSE) 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.

+ Budgeting and 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.

+ Programming and 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.

+ 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.

+ 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.

+ Stakeholder management

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

+ 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.

+ 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.

+ Personal development programs

How you develop as an engineering and business professional is critical to your career. Graduate engineers will also undergo business skills training to strengthen their personal capabilities and lay the foundation for long term success and professional growth, including:

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

Selection process

We start our recruitment process with short form or speed interviews in a group setting. This enables us to effectively assess a large cohort of quality candidates. We usually shortlist 100 candidates for our first round of interviews, before inviting the top 20 to a traditional interview with senior management and key personnel at our head office in Port Melbourne.

We only accept candidates who have permanent residency or work rights (no restrictions). Only shortlisted candidates will be contacted for first and second round interviews.

Key attributes

The ideal candidate is someone who shares our vision, mission and values. Who puts their safety and the safety of everyone around them first. Someone we can depend on and who isn't afraid to ask questions or show initiative. An individual who takes pride in their work but who is humble with success.

Strong work ethic

Experience in any professional environment shows us you understand what it means to be part of a team and that others rely on you playing your role

Excellent communication

What we do is high risk, with little margin for error. Failure to effectively communicate – verbally or in writing – can have significant consequences

Willingness to learn and grow

We need to trust you'll follow direction, but welcome the challenge to solve problems yourself. If you don't ask questions we'll assume you know what to do

Covering letter

One page maximum. Give us an insight to who you are and what you stand for, where you've worked, and why you think Delta Group is the right fit for your career aspirations.

Resume

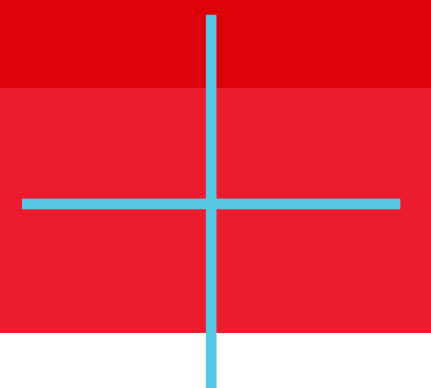
We're looking for substance – not flashy presentation or creativity. Keep it simple and concise. Summarise your career goals and highlight the qualifications, skills and experience that are relevant.

Academic transcripts

Substantiate your qualifications by including your academic transcripts. Think about including a summary of the skills you developed from your studies in your resume. It's been a big part of your life to date.

First impressions count

What sets you apart? Tell us why you should be on the shortlist for the next round of interviews.





Lindsey Hu

Graduate Engineer

What led you to a career in engineering and construction?

At high school I was an average student when it came to physics and maths – generally you need to have a natural talent for these subjects to consider a career in engineering. At university I completed a double degree – a Bachelor of Environmental Science and a Bachelor of Commerce. As I progressed, I began to get a grasp (and passion for) physics and maths so I decided to choose Engineering for my Masters Degree.

What was your inspiration, or who influenced you the most?

Embarking on further study in a new direction was a big step to take and my parents were incredibly supportive of my choices. They encouraged me to challenge myself and push the boundaries. I'm so glad I followed their advice!

Now that you've found your path forward, what advice can you offer for graduates just starting their journey?

Have a career goal in mind, but be prepared to be flexible along the way. Sometimes the pathway may not be as straight forward as you hoped or had planned. Prepare yourself for some twists and turns and never shut off any options. Keep an open mind for different paths and opportunities. Have a go at everything because you just don't know where it might lead! And if it's not the right option for you, you can always change direction. Don't leave any stone unturned as you explore and establish your career path.

And why Delta? How would you convey to someone they would be a good fit for Delta?

You'll be given the opportunity for personal growth by exploring your potential, supported by a great team of experienced mentors who operate in a well structured system. If you're excited about putting into action your problem solving and multitasking skills in a fast paced working environment, then Delta will be a great fit for you! No day will ever be the same as you manage various projects with guidance from multiple people, with a genuine focus on safety, quality and sustainability.

Nelson Connelly

Graduate Engineer

What led you to a career in engineering and construction?

I was good at maths and physics and knew I wanted a career where I didn't spend all my time in an office. At uni I initially studied broad subjects and liked the practicality of engineering. From there my interest in the built environment grew, particularly around sustainable practices and innovation.

How did you go about applying for graduate programs?

I researched different graduate program options – looking at design firms, as well as many of the big name builders. I attended a Construction Engineering guest lecture with Luke Southwell from Delta Group, which really grabbed my attention. I enjoyed Construction Engineering, focusing on civil construction like basements, roads, retaining walls. The stats around Delta's high grad retention, along with the recycling component of the company, really appealed to me. And the footage from the Hazelwood demolition project was compelling viewing! I knew this would be an exciting company to be part of.

What made the Delta Group Ascent Graduate Program stand out?

The scale of the work, the presence in the industry and the areas of engineering such as demolition were really unique. The scope of roles in the future – civil, commercial, infrastructure – demonstrated that Delta would provide the opportunity to get industry exposure and a forward career path. Since being part of the Delta team, I've learnt how to effectively manage competing priorities. What's great is that so many Delta employees share this quality!

What have you learnt since joining Delta Group?

It's incredible how much I've learnt in a short period – thanks to the mentors and project managers. They excel at developing Grads and guiding them every step of the way. The hours can be long, and as in any role – there are times when a lot is required of you. With that responsibility also comes independence, helping you to learn how to effectively manage all aspects to get the job done.



Our sector capabilities

Delta Group specialises in the delivery of high risk Early, Enabling and External Works across a range of key market sectors to support commercial property, industrial and public infrastructure developments.

Our clients

We are one of Australia’s premier Tier One contractors and the preferred partner of some of the most recognised and respected brands in the Australian building, construction and industrial sectors.





Con Petropoulos

Founder & Managing Director

Con founded Delta in the late 70s and has been relentless in his pursuit of innovation ever since, especially for better and safer work methods. Renowned for his leadership and the quality of his people, he is still 'hands-on' today in support of major projects, industrial relations and key client relationships.

Our management

When we say we demand visible leadership at every stage of a project and from everyone involved, it starts with our most senior executive management. Leadership and commitment are non-negotiable key responsibilities of our senior leadership team (SLT) and divisional management team (DMT). They are the drivers of our commercial success and continued growth.



Mark Welsh
EXECUTIVE GENERAL MANAGER



Jason Simcocks
EXECUTIVE GENERAL MANAGER



Jatin Rangras
CHIEF FINANCIAL OFFICER



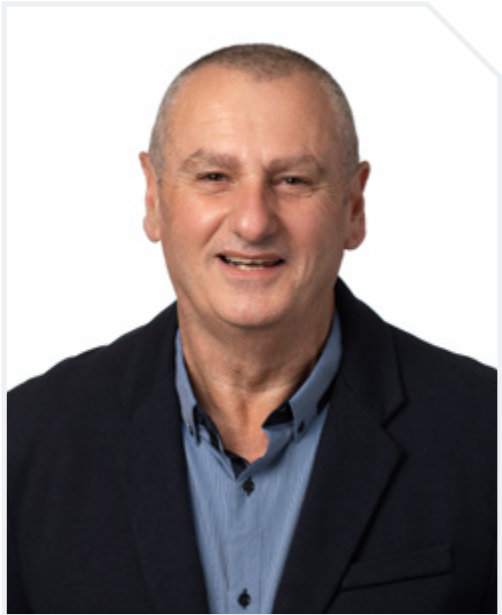
Danny Busatta
GENERAL MANAGER PRE CONSTRUCTION (VIC)



Jason Attard
GENERAL MANAGER CIVIL OPERATIONS (VIC)



Khaled Ayache
MANAGER DEMOLITION OPERATIONS (VIC)



Philip Agius
GENERAL MANAGER RENT



Dominic Santullo
GENERAL MANAGER RECYCLING & LOGISTICS

Our organisation

Delta Group is privately owned, incorporated and domiciled in Australia. Our organisational structure includes key divisions based upon operational and geographical contracting services, with specific market sectors also differentiating them from other group entities and divisions.





Sustainability

Aspiring to achieve zero harm – to our people, our environment and the communities in which we work – is a fundamental driver of our business and why Delta Group invests heavily in maintaining our social licence to operate and to ensuring the work we undertake has a lasting local, social and environmental legacy.

People

Our people are what set us apart and why our clients trust us to deliver high risk, complex work programmes on time, on budget and without incident. They don't just benefit from exciting and diverse projects with blue chip clients, they benefit from a culture of collaboration and innovation that allows them to make the most of their remarkable skills and talent. We appreciate the challenges facing the Australian construction industry in developing a more diverse workforce. Delta Group and all related entities are compliant with the Australian Workplace Gender Equality Act and our talent acquisition strategies are focused on increasing the representation of females at all levels and across all divisions of our business, as well as First Nations Australians, people living with disability, and individuals from entrenched disadvantage.

Social

Delta Group have embedded social procurement practices and processes into our national operations, in accordance with Commonwealth, State and/or Territory policy frameworks.

We follow key principles to guide the implementation of our social procurement commitments across our business and in the projects we deliver and monitor and report on project specific social procurement outcomes.

Widi Ngaruwa

Delta Group is a growth partner of Widi Ngaruwa, an Aboriginal owned and Supply Nation certified business offering diversified contracting services for clients seeking a practical and meaningful pathway to engaging First Nations Australians.

Carbon Management

We aspire to play an active role in Australia's transition to Net Zero emissions by 2050. To help inform our own emissions reduction targets, as well as to meet our (and our client's) obligations under the Australian Government NGER Scheme, Delta Group has established an emissions monitoring and reporting system encompassing our diversified contracting services. We currently monitor and report on Scope 1 and Scope 2 emissions, with ongoing development of Scope 3 emissions monitoring in step with government policy settings.

1970s

Inaugural project:
Demolition of Yallourn
North township in
Victoria's Latrobe Valley



1980s

- 1981**
Delta Demolition established
- 1985**
Delta Civil established
- 1988**
Delta Pty Ltd incorporated;
Delta Recycling established
- 1989**
Delta NSW offices opened

1990s

- 1991**
Melbourne Cricket Ground
Demolition Stage 1
- 1992**
Australia's tallest
demolition – Legal &
General Building, Sydney
- 1995**
Crown Casino Early Works

2000s

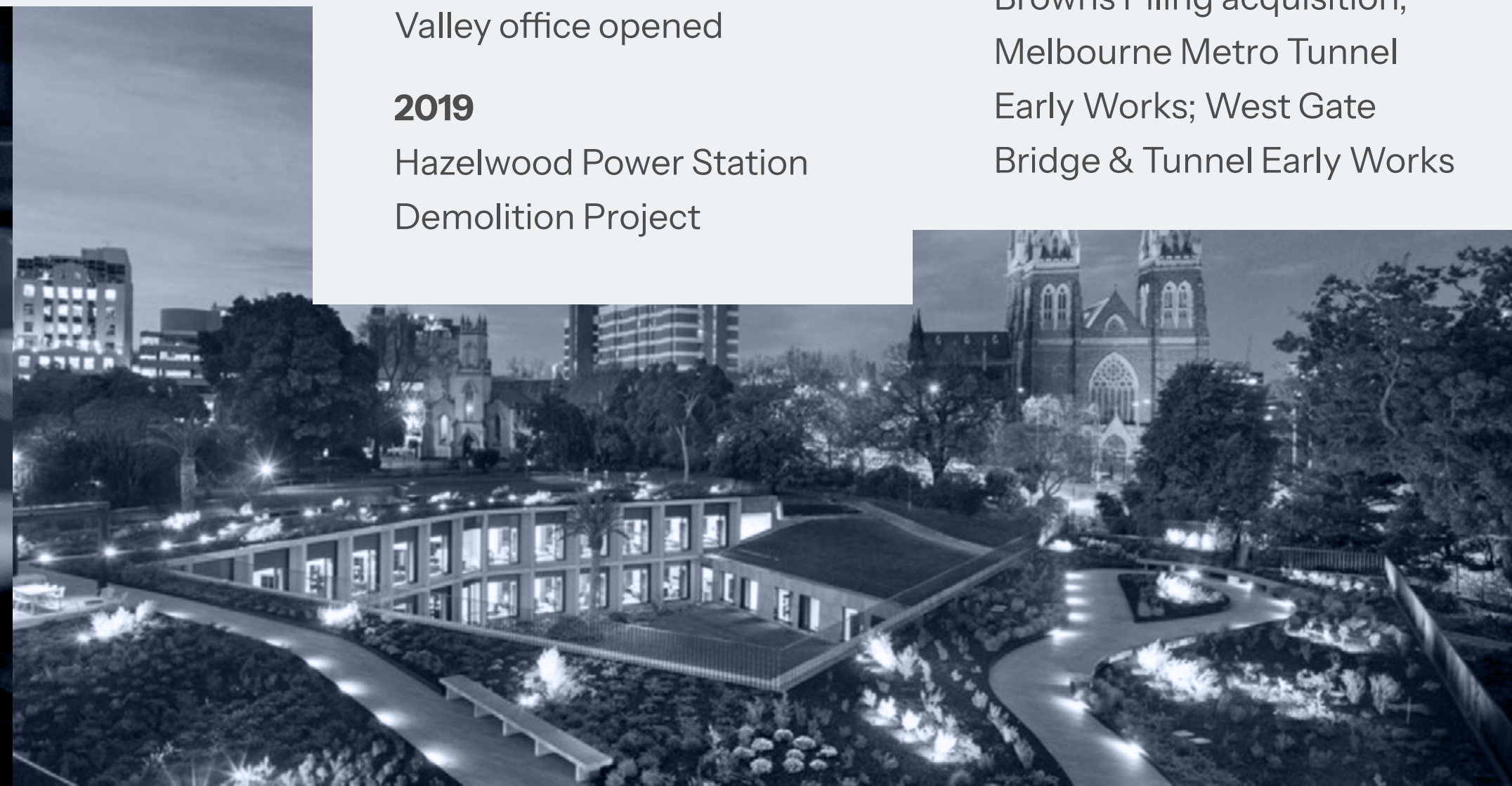
- 2001**
Whelan the Wrecker re-
established
- 2002**
Delta ACT office opened
- 2003**
Melbourne Cricket Ground
Demolition Stage 2
- 2004**
Delta WA offices opened
- 2005**
Delta Rent established
- 2007**
Delta Queensland offices
opened

2010s

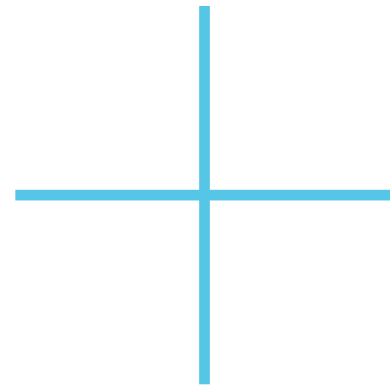
- 2010**
CMA Contracting acquired
- 2013**
Delta Karratha offices
opened
- 2016**
Delta Recycling timber
yard opened – Whelan the
Warehouse
- 2018**
Sydney Metro City &
Southwest Early Works;
Delta SA offices opened;
Grange Environmental
Services established;
BRC Piling & Foundations
acquired; Delta Hunter
Valley office opened
- 2019**
Hazelwood Power Station
Demolition Project

2020s

- 2020**
Cross River Rail Early
Works; CMA Construction
established; Rio Tinto
Peninsula Palms Project;
Adelaide Festival Plaza Early
Works; Delta NT offices
opened
- 2021**
Delta Geelong, Latrobe
Valley and Illawarra offices
opened; Widi Ngaruwa
Aboriginal Contractors
established; EPH and ESG
acquisition; SKIPZ Recycling
Joint Venture
- 2022**
Browns Piling acquisition;
Melbourne Metro Tunnel
Early Works; West Gate
Bridge & Tunnel Early Works



Awards



2024

- + World Demolition Award (Urban) – Winner
Dept of Lands Building
- + DIAWA Industrial Project of the Year & Commercial Project of the Year >\$700k
Delta Group
- + Master Builders WA Building Excellence Award
Best Refurbishment \$1.5m–5m
CMA Constructions - Karratha Fire Station



2023

- + Master Builders WA Building Excellence Award
Best Industrial Building \$1m–1.5m
CMA Constructions - PPA Welding Workshop



2022

- + WorkSafe Victoria OHS Leadership Award
Delta Group Latrobe Valley
- + Master Builders WA Building Excellence Award Best New Builder / Best Refurbishment \$50–100m
CMA Construction – Peninsula Palms
- + Demolition Industry Association of WA Industrial Demolition Award
Eneabba
- + World Demolition Award (Industrial) – Shortlist
Hazelwood Power Station
- + World Demolition Award (Urban >\$10m) – Shortlist
77 Market Street
- + World Demolition Award (Safety & Training) – Shortlist
Delta Group



2021

- + Civil Contractors Federation SA Earth Award (\$30–70m)
Adelaide Festival Plaza



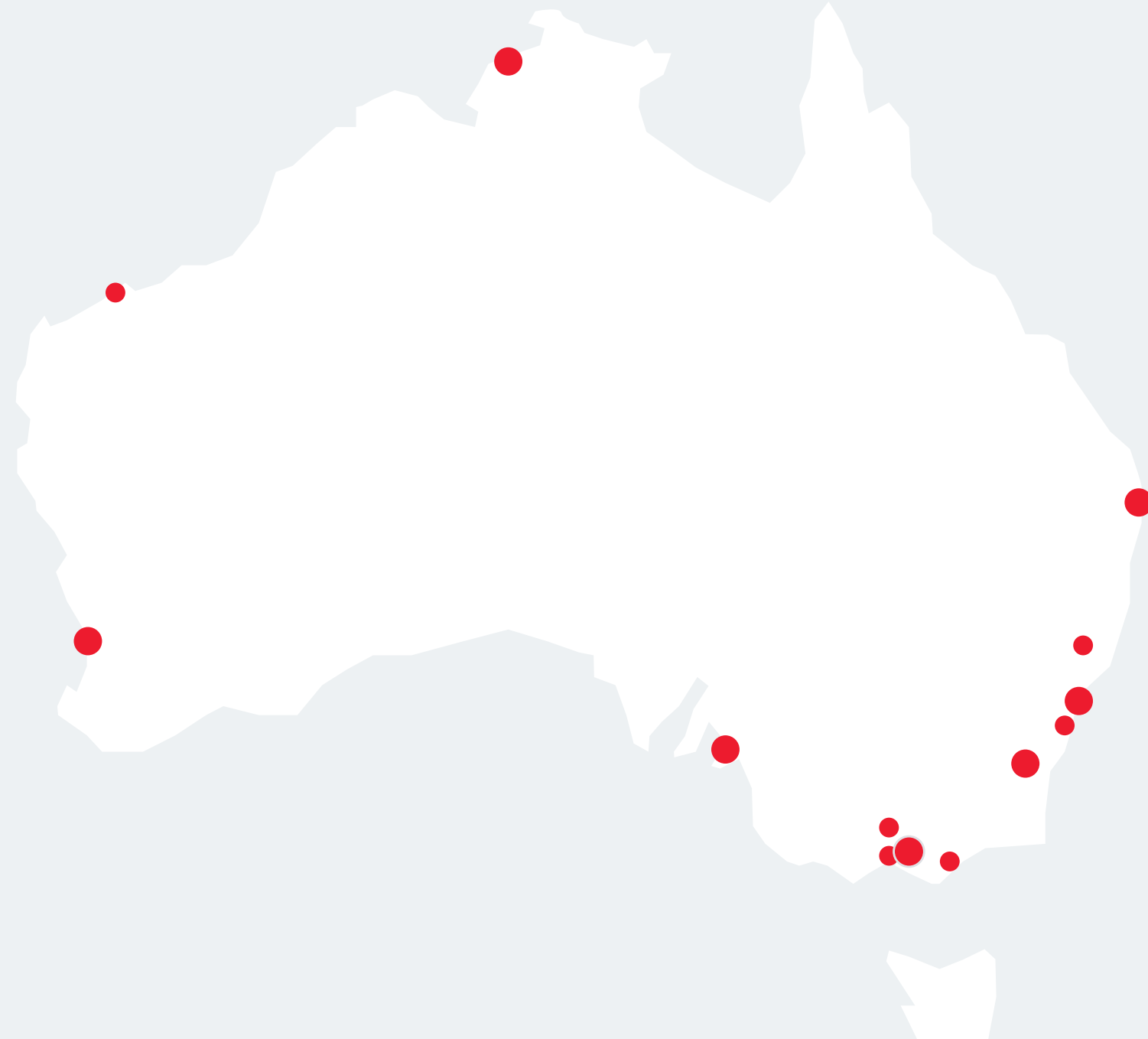
2020

- + World Demolition Award (Collaboration) – WINNER
WA Museum
- + World Demolition Award (Explosive) – Shortlist
Hazelwood Power Station
- + World Demolition Award (Civils) – Shortlist
Martin Place North
- + Victorian Transport Association Best Practice Safety Award
Delta Group Victoria

Australia Wide

Established in Victoria since 1988, Delta Group now operates in all States and Territories of mainland Australia with offices in Darwin, Brisbane, Sydney, Canberra, Melbourne, Adelaide and Perth, as well as regional branches in Karratha, Latrobe Valley, Geelong, Illawarra and Hunter Valley.

We have the scale and systems to mobilise our people and plant to meet the demands of any project in any location: metro, regional, remote or marine.



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deltagroup.com.au/careers