



# 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



**Mark Welsh**  
Executive Director



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

Our diversified and integrated contracting capabilities include civil construction, piling, site remediation, landscaping, demolition, recycling, materials solution management, and heavy plant hire.

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.



**37+**  
YEARS IN OPERATION



**1300+**  
QUALIFIED AND  
EXPERIENCED PERSONNEL



**6000+**  
PLANT & EQUIPMENT ASSETS



**3000+**  
PROJECTS DELIVERED

## 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

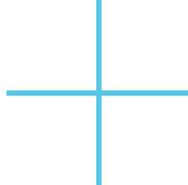
Where others see obstacles, we see opportunities

### + 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 follow standard recruitment process by shortlisting who we think are the best candidates and conducting interviews. More than one interview may be involved in this process.

In Victoria, we start our process with short form interviews to effectively assess a large cohort of quality candidates. Those who make the Top 20 are invited back for a traditional long form interview with senior management and key personnel at our head office in Port Melbourne.

Candidates must be Australian Citizens, have Permanent Residency, or hold a valid Student Visa or Temporary Visa to apply.

Only shortlisted candidates will be contacted for 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

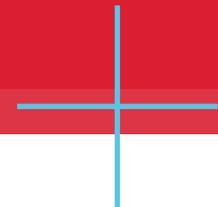
We're looking for substance – not flashy presentation or creativity. Keep it simple and concise. Summarise your career goals and highlight the qualifications, skills and experience that are relevant.

### 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.



“JUST GET STUCK IN!  
The best way to learn  
is to put yourself out  
there and to give it  
your best. You’ll get  
things wrong, but  
the main thing is  
that you will learn  
from your mistakes”

NED COMERFORD

“The diverse nature  
of the projects Delta  
take on means you  
will develop a huge  
variety of skills across  
different project”

MERNA DOLMAI

“I’ve experienced  
tremendous growth,  
which I don’t believe I  
would have experienced  
in the same period  
had I been in an office  
environment”

NIKITA VELANGI



“You have to accept (and  
manage) a constantly  
changing environment  
and try to solve problems  
using your critical thinking  
and communication skills”

LINDSAY HU

“Delta does a great  
job in making you  
feel part of the team.  
You get to see all the  
different aspects of  
the company and no  
job is ever the same”

MATTHEW PARK

“Stay open to learning  
from everyone around  
you – whether it’s  
coworkers, managers,  
or on-site workers  
– and embrace the  
chance to grow through  
site experience”

ROZ HADIASHAR

“There’s a strong focus on continuous learning and development, with no limitations on how far you can grow within the company”

ATHIRA GANGADHARAN

“I have found a great support system of people who have been in my shoes and understand where there may be gaps in my knowledge and want me to ask questions”

NIESHA PRIESTLY

“If you’re passionate about what you do and you’re a proactive person – you’ll fit right in at Delta”

JON JIANG

Anyone who is open to learning new things, being developed and moulded to become progress their career would be a good fit for Delta Group

HANZ PEREZ

“Stay curious, seek continuous learning opportunities, and be open to tackling a variety of challenges to build a good career”

FELIPE JORGE



## 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.



MULTIPLEX



RioTinto



HANSEYUNCKEN



BHP



JOHN HOLLAND



GLENCORE

Built.



DEAGUE GROUP

KANE





## 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



**Mark Welsh**  
EXECUTIVE DIRECTOR



**Jatin Rangras**  
EXECUTIVE DIRECTOR



**Jason Simcocks**  
EXECUTIVE GENERAL MANAGER



**Danny Busatta**  
GENERAL MANAGER



**Jason Attard**  
GENERAL MANAGER CIVIL



**Khaled Ayache**  
DIVISIONAL MANAGER



**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.

## DELTA GROUP

### OPERATIONAL DIVISIONS

- + Urban Demolition/Civil
- + Industrial Demolition/Civil
- + Piling
- + Landscaping
- + Heavy Plant Hire
- + Recycling
- + Environmental
- + Materials Solution Management
- + Transport & Logistics
- + Corporate Services
- + QSE (OHS/WHS)

### GEOGRAPHICAL DIVISIONS

- + Victoria
- + New South Wales
- + Queensland
- + South Australia
- + Western Australia
- + Australian Capital Territory

### MARKET SECTORS

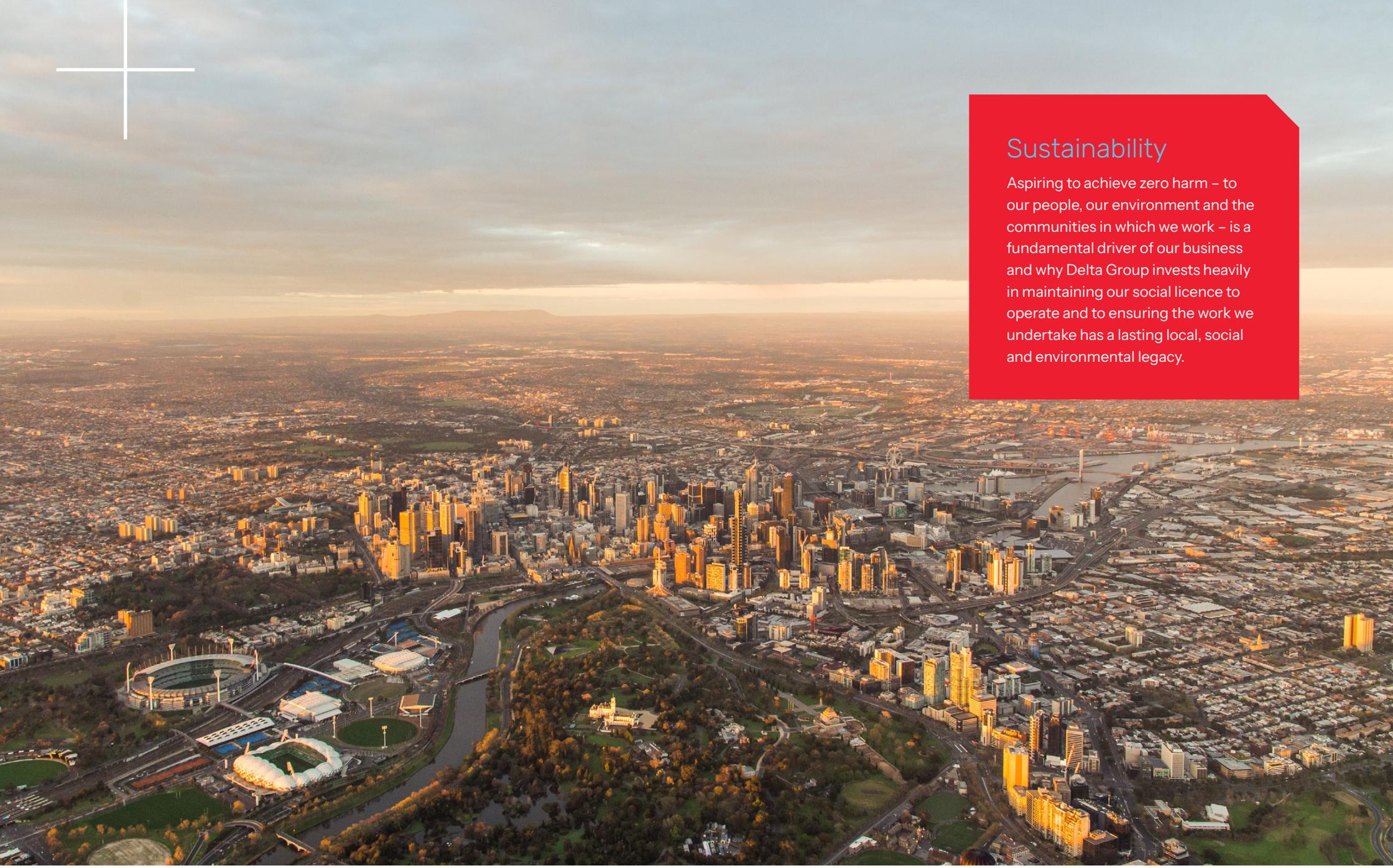
- Urban*
- + Commercial
  - + Residential
  - + Public Infrastructure
  - + Health & Aged Care
  - + Retail & Hospitality
- Industrial*
- + Renewables
  - + Oil & Gas
  - + Minerals
  - + Energy & Utilities
  - + Manufacturing



# Our Businesses

Delta Group is made up of distinct contracting businesses, each with highly sought after capabilities for shaping the urban and industrial landscapes of tomorrow.





## 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.



0

HARM

For our people, our customers  
and the environment

0

WASTE

Identifying and eliminating  
waste in everything we do

1%

IMPROVEMENT

Living in a continuous improvement mindset,  
striving to be that little bit better every day

100%

SUSTAINABLE

Building long-term value through relentless innovation  
and unwavering commitment to our stakeholders



## 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.

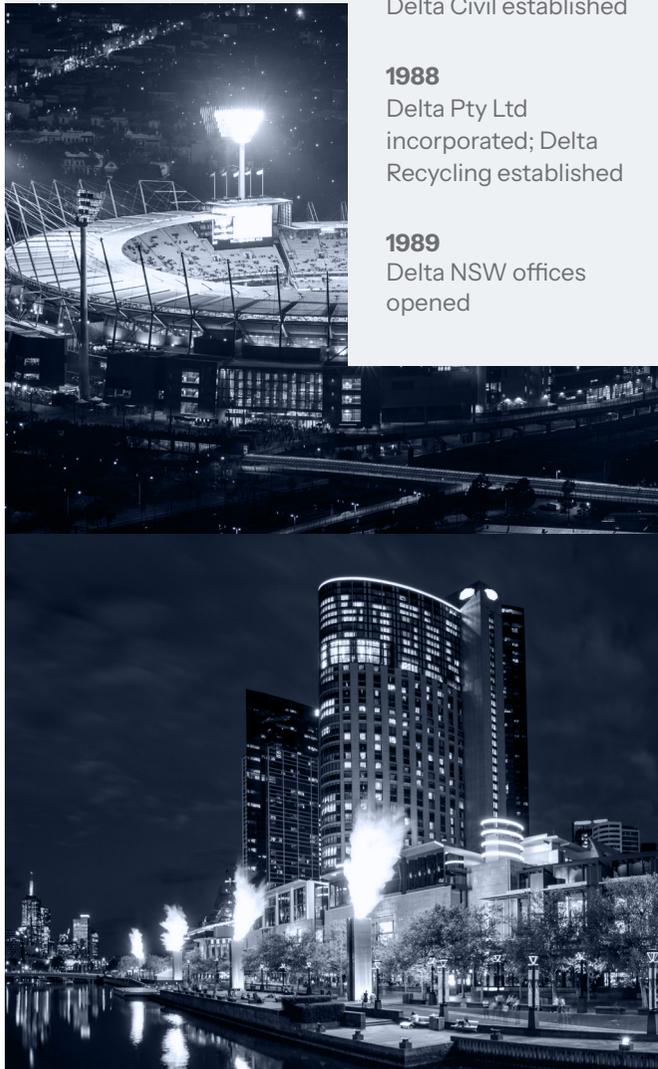
## Carbon Management

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**

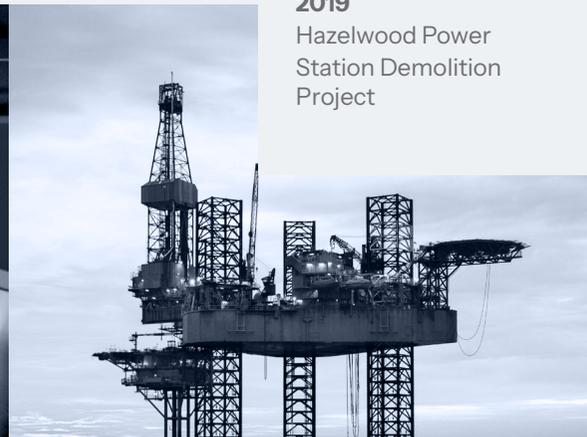
Delta Recycling timber yard opened – Whelan the Warehouse

**2018**

Sydney Metro City & Southwest Early Works; Delta SA offices opened; Grange Environmental Services established; BRC Piling & Foundations acquired; CMA Hunter Valley office opened

**2019**

Hazelwood Power Station Demolition Project



## 2020s

**2020**

Cross River Rail Early Works; Rio Tinto Peninsula Palms; Adelaide Festival Plaza Early Works

**2021**

Delta Latrobe Valley office 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

**2023**

Suburban Rail Loop Early Works; Microsoft, Next DC, Air Trunk & CDC Data Centres

**2024**

Queensland Train Manufacturing Program; Gippsland Decommissioning Campaign 1

# Awards



## 2025

- + World Demolition Award (Urban) – Shortlist  
**Adelaide Festival Plaza Tower 2**
- + DIAWA Industrial Project of the Year  
**BHP Yandi Mine**
- + Master Builders WA Building Excellence Award  
Civil Infrastructure Under \$25M  
**CMA Contracting - Walmanyjun Cable Beach Foreshore Redevelopment Stage 1**



## 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**

# Australia Wide

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