



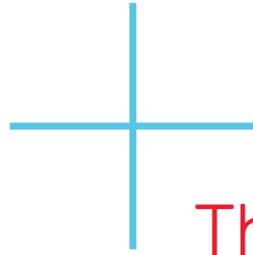
# ASCENT

GRADUATE PROGRAM



**DELTA GROUP**

*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.



Mark Welsh  
Executive Director

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



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 Australia, 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 commercial contracting services include civil construction, piling and landscaping; site remediation and rehabilitation; demolition and decontamination; waste management and resource recovery, and bulk 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.



**37+**  
YEARS IN OPERATION



**1300+**  
QUALIFIED AND  
EXPERIENCED PERSONNEL



**6000+**  
PLANT & EQUIPMENT  
ASSETS



**3000+**  
PROJECTS  
DELIVERED

## Our vision

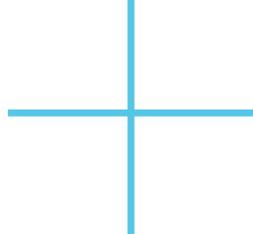
is to shape the industrial and urban landscapes of tomorrow

## 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 program 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



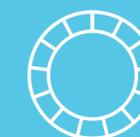
Higher mentor to graduate ratio



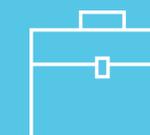
Boots-on-the-ground project experience



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 this process.

In Victoria, we start our process with short form interview 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 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

### Personal overview

200 words 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.

### Work experience

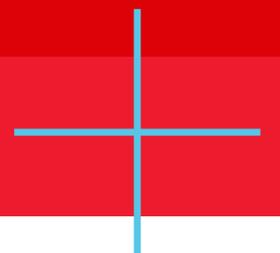
We're looking for candidates who have work experience and can operate as part of a team. It doesn't have to be construction; anywhere you have developed the sort of communication skills we need for high risk works.

### 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.



"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

"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

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

NEISHA PRIESTLY

“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”

SAVINDEE RUPASINGHE

“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

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

ATHIRA GANGADHARAN



# 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



HANSENYUNCKEN



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

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 DIRECTOR



**Jatin Rangras**  
EXECUTIVE DIRECTOR



**Jason Simcocks**  
EXECUTIVE GENERAL MANAGER



**Danny Busatta**  
GENERAL MANAGER



**Jason Attard**  
GENERAL MANAGER CIVIL



**Khaled Ayache**  
DIVISIONAL MANAGER



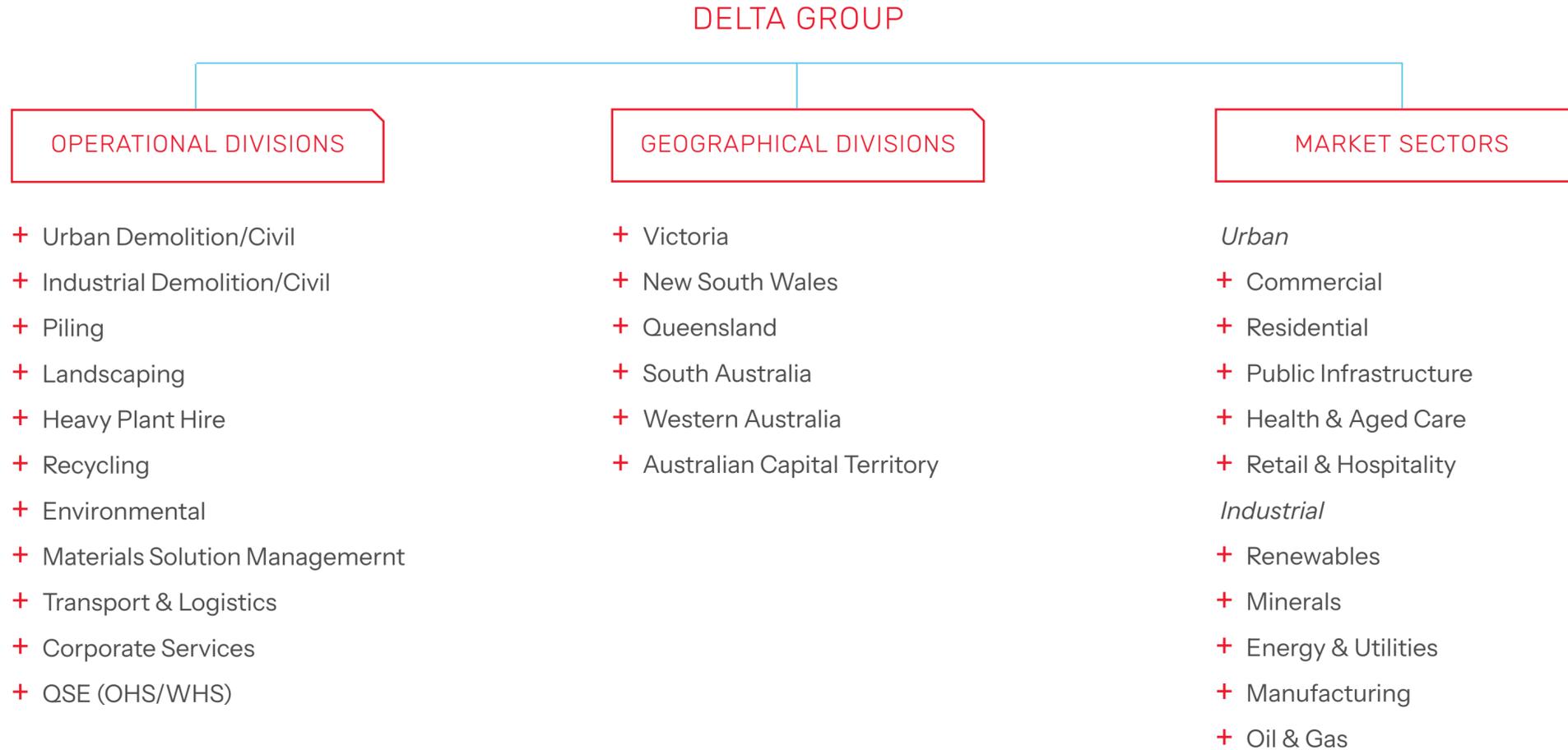
**Philip Agius**  
GENERAL MANAGER RENT



**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.



# 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

Exceeding our financial, social and environmental  
obligations across our businesses and operations



## 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.

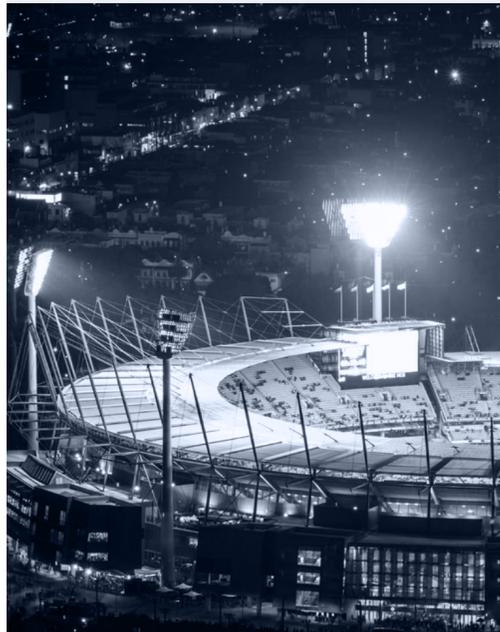
## Carbon Management

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**

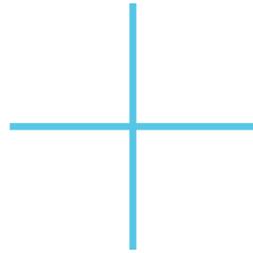
Suburban Rail Loop Early Works;  
Microsoft, Next DC, Air Trunk & CDC Data Centres

**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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[deltagroup.com.au/careers](https://deltagroup.com.au/careers)