



GRADUATE PROGRAM



INTRODUCTION

Established in 2008, our Graduate Program was handmade to meet the needs of our growing business. Today, the principle still applies but is shared equally with our graduates.

We understand that it's the quality of our people and their work which make Delta Group the contractor of choice for our clients and their projects.

Custom-built for our diversified contracting capabilities and your professional development – our Graduate Program is carefully structured to cultivate talent in high risk construction environments with little margin for error.

Shape your tomorrow, today!



Hand-made
career pathways



Tier One clients
and projects



Higher mentor
to graduate ratio



Structured two-
year program



National footprint

ABOUT US

Delta Group is a diversified contractor with more than 35 years of experience delivering complex civil, piling, demolition, logistics, decontamination, and remediation solutions for commercial and industrial clients Australia wide.

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.

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.

Shaping tomorrow isn't easy.

It's the culmination of what we started in 1988. It's a formula: concentrated engineering expertise, vision and the resources to deliver. It's fearlessly challenging structures, systems and mindsets to deliver for our clients. It's clearing a path for safety, innovation and growth. It's leaving a lasting impression on the landscape of progress. Shaping tomorrow isn't easy.

SHAPING TOMORROW IS IN OUR DNA



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HARM

For our people, our customers
and the environment

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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



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.



ABOUT YOU

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.



"You have to manage a constantly changing environment and solve problems using your critical thinking and communication skills."

LINDSAY HU



"Stay curious and be open to tackling a variety of challenges to build your experience."

NEISHA PRIESTLY

"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."

CONNOR MALLINDER

"All my mentors so far have been really invested in my personal development. They really want you to succeed so they tailor their mentoring process to suit you."

KAREEM GHALY



"Delta offer a variety of duties in one role. My experience working as a cadet with Delta Group made me realise being a graduate in the same company would give me more exposure to different roles."

SAVINDEE RUPASINGHE

GRADUATE PROGRAM MODULES

As a Graduate Project Engineer you will be required to complete eight core modules of learning and development.

You will be assigned a mentor and they will be with you every step you take, answering questions and supporting your progress but also challenging you to solve problems on your own.

Your mentor will review your performance as you complete each module, providing feedback and direction along the way.

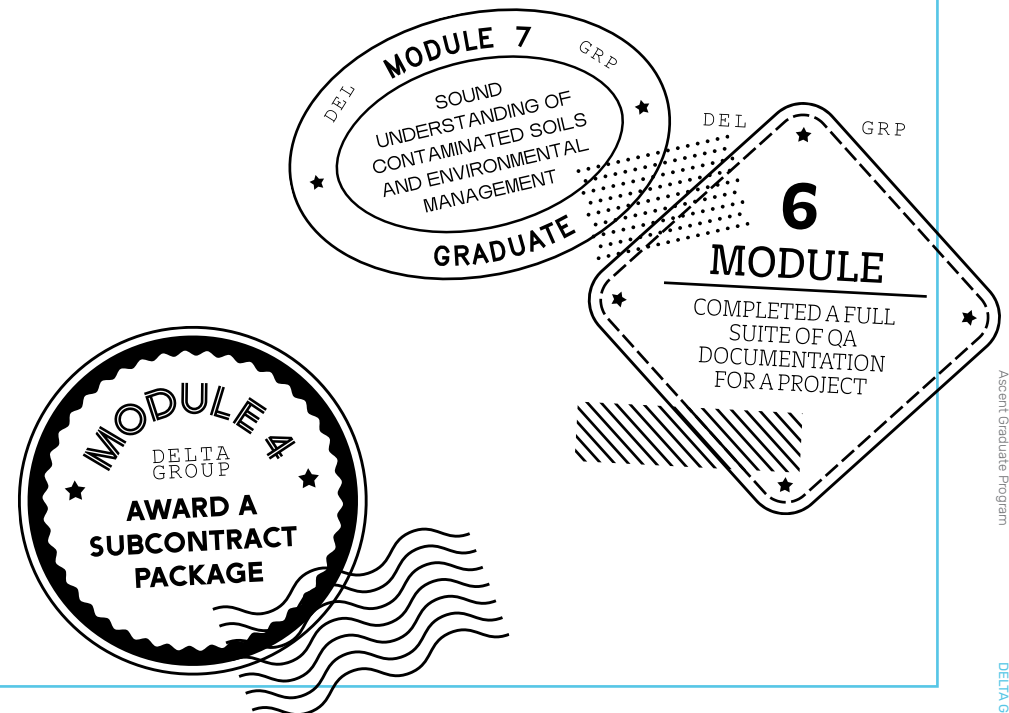
Our Graduate Program isn't linear so you will find yourself working across multiple modules at the same time.

- + HSEQ Management
- + Budgeting & Cost Controls
- + Programming & Sequencing
- + Contract Administration
- + Mobile Plant Operations
- + Stakeholder Management
- + Estimating
- + Materials Solution Management

GRADUATE PASSPORT

Your Graduate Passport is a unique and exclusive keepsake. It is designed to reflect the skills you will develop over two years and as you move from site-to-site. As you finish each module your mentor will 'stamp' your passport.

How you develop as an engineering and construction industry professional is critical to your career. We understand the role we need to play in supporting your growth and we hope your passport will act as a tangible record of where and how your career began.



SELECTION PROCESS

We follow standard recruitment processes by shortlisting who we think are the best candidates and conducting interviews. More than one interview may be involved depending on the quality of candidates.

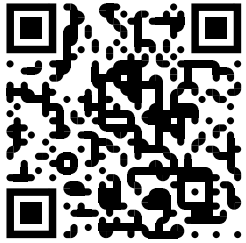
In Victoria, we start our process with short form interviews to effectively assess a large number of high quality candidates. Those who make the Top 20 are invited back for a traditional long form interview with senior management and key personnel at our head office in Port Melbourne.

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.



APPLY ONLINE

Scan and complete an easy application process.



Personal Overview

Give us an insight into who you are and what you stand for.



Academic Transcripts

Substantiate your qualifications by including your academic transcripts.



Work Experience

Show us you can work as part of a team.

THE FINE PRINT

Graduate Employment Agreement

Each Graduate Project Engineer will sign a two year employment agreement with Delta Pty Ltd (trading as Delta Group). Key terms and conditions detailed in your employment agreement include (but are not limited to): Commencement Date, Probation, Remuneration, Hours of Work, Leave Entitlements, Termination, and Business Protections. By signing your employment agreement, you agree to the terms and conditions outlined.

Code of Conduct

Everything we do in our offices and on our project sites starts with our Code of Conduct which sets out the fundamental rules and values that govern the way we operate as a company. Under our Code of Conduct you agree to work in a safe and sustainable way; to act with integrity, openness and fairness; to believe in people and teamwork; and to aspire to excellence and be passionate about success. Our Code of Conduct applies equally to our employees as well as our subcontractors and suppliers.

Safety Commitments

Our Safety Commitments are designed specifically to keep us safe from harm while at work. In line with our People First values, they apply to everyone on site – our people, contractors and visitors. Our Safety Commitments are a condition of entry and must always be followed. A breach of a Safety Commitment could be considered as serious misconduct and may lead to disciplinary action, including exclusion from site and/or termination of employment.



deltagroup.com.au

Ascent Graduate Program

DELTA GROUP

