



Your Career with Douglas Partners

Equal Employment Opportunity

All employees and applicants are entitled to fair practices in the workplace, recognition and respect for social and cultural backgrounds and opportunities to reach their potential.

We seek to provide a safe, productive and congenial working environment.

We do not tolerate any form of discrimination and all staff are expected to treat one another with respect.

We also seek to provide employees with an avenue for utilising their skills to the fullest and an opportunity for advancement based on skill and performance.

Graduate Development Programme Summary	Year 1	Year 2	Year 3
Company and Branch induction training	✓		
Coaching to assist with technical and professional issues	✓	✓	✓
Ongoing Technical training	✓	✓	✓
Exposure to different sections within the Branch or the Company	✓	✓	✓
Professional fees for recognised professional associations	✓	✓	✓
Progress towards professional recognition status	✓	✓	✓
Challenging, rewarding work and career opportunities	✓	✓	✓
Opportunities to work with top professionals	✓	✓	✓
Study assistance for approved post graduate courses			✓

How do I apply?

Applications

Applicants for graduate employment must be Australian Citizens or Residents.

Making Your Application

Applicants must:

- apply via our online form
- attach a resume and any work experience references
- attach a copy of their university transcript with results to-date

The deadline for graduate employment applications is 31st July.

Incomplete or late applications will not be considered and unsuccessful candidates will not be notified.

Reference checking

Reference checks will be conducted prior to offer. Referees should be people who have previously supervised you in a professional capacity and will not be contacted without your consent.



www.douglaspartners.com.au





Douglas Partners is a leading Australian engineering consultancy specialising in the fields of geotechnics, environment and groundwater. We are wholly owned by employees with 14 Branch offices throughout Australia. We have more than 200 professional staff ranging from experienced geotechnical engineers, engineering geologists, geophysicists, environmental scientists and hydrogeologists.



- NSW – Sydney, Newcastle, Wollongong, Central Coast, Campbelltown
- ACT – Canberra
- VIC – Melbourne
- QLD – Brisbane, Townsville, Cairns, Gold Coast, Sunshine Coast
- NT – Darwin
- WA – Perth

We aim to attract, develop and maintain the very best graduates who have excellent communication and analytical skills, excel in a team environment and have a relevant degree in Geotechnical, Environmental or Civil Engineering. We offer opportunities to work in any of our offices throughout Australia.

Our graduate development programme is designed to provide you with genuine long-term career opportunities. The programme runs for three years but employee development is always ongoing throughout your career.

Employment Conditions and Benefits

Douglas Partners offers a range of employment benefits including:

- ✓ competitive pay based on performance
- ✓ financial support for professional association fees
- ✓ financial support for post graduate studies
- ✓ training and career development

- ✓ study leave
- ✓ incentive bonus
- ✓ prospects of share ownership
- ✓ friendly work environment
- ✓ challenging technical problems
- ✓ opportunities to work outside and travel
- ✓ promotion based on merit
- ✓ additional annual leave after 5 years service
- ✓ 12% superannuation company contribution after 3 years service.

Our Graduate Development Programme

You will have the opportunity to put your skills to use through the Graduate Development Programme. This programme allows you to gain experience in different work sections of Douglas Partners and expose you to our organisational culture, people and day-to-day operations.

Our Graduate Development Training Program allows you to receive an education that stretches beyond the classroom. You are able to work with people at the top of their field, form

bonds with other participants and have the satisfaction of participating in projects.

You will assist more experienced professional staff undertake site investigation, analysis of a range of geotechnical or environmental problems and technical reporting.

The programme has three components: Rotational Assignments; Professional Development towards the relevant Professional body; and internal training courses and seminars. Each component is designed to enhance your practical skills and provide a pathway to an invaluable career experience.

1 Rotational Assignments

In our larger branches you will complete four or five rotational assignments. Other assignments are available once the mandatory rotation is completed. Each rotation lasts up to six months and is your opportunity to continue building a personal career

development experience. The assignments provide opportunities for on-the-job training which is conducted as part of the normal experience of the employee. This is viewed by participants as a dynamic way to learn as it encompasses real work experiences. In some of our smaller branches there is less scope for rotation however there are opportunities to work on varied projects.

What will I do?

As a recent Graduate you will:

- ✓ Assist in geotechnical and environmental projects, This will entail site investigations to ascertain general surface and subsurface conditions, making observations, collecting and analysing samples, recording information, logging of soil and rock materials and in-situ testing.
- ✓ Interpretation of field and laboratory data Assist in analysis of a range of geotechnical and environmental problems, including shallow and deep

foundations, cut-and-cover tunnel structures, embankments, highways, pavements, dams, retaining structures, slope stability, soil improvement, seismic designs, land contamination and remediation and prepare for technical reports.

✓ **Project management**

Assist in planning and resourcing projects effectively and safely to ensure work is completed in accordance with company procedures, on time and within budget.

2 Professional Development towards Professional or Chartered Status

Professional Staff who attain Professional Status represent the highest professional standards, expressing a commitment to keeping pace with the increasing expectations and requirements. Professional Status is a credential which affords you recognition and most importantly, certification that you are competent to practice and exercise

leadership within your field. This generally takes 3 years to achieve and is undertaken in conjunction with the rotational assignments and internal and external training courses.

3 Training courses and seminars

Douglas Partners recognises the need for everyone to learn and develop their skills on a continuous basis and will support individuals to help them achieve this.

As well as on-the-job learning, staff training courses and seminars are held on an ongoing basis as an effective strategy to build knowledge and skills of staff in a short term.

Post Graduate Continuing Education

Douglas Partners support continuing education and encourage staff to undertake post graduate courses relevant to their work. Assistance is provided by time off for lectures and exams and financial assistance with fees. Conditions apply.

