

GRADUATE & UNDERGRADUATE OPPORTUNITIES

Discover your future
in civil engineering.

leed



ADELAIDE • BENDIGO • COOMA • MELBOURNE

An aerial photograph of a large-scale hydroelectric project. A wide river flows through a deep, forested valley. In the foreground, a large concrete dam structure is visible, with water cascading over its spillways. To the right of the dam, a complex of industrial buildings and infrastructure, including a tall smokestack and several cranes, is situated on a peninsula. The surrounding landscape is rugged and mountainous, with dense evergreen forests covering the slopes. The sky is clear, and the overall scene conveys a sense of natural beauty and industrial development coexisting.

TOGETHER, WE
DELIVER SUSTAINABLE
INFRASTRUCTURE THAT
ENRICHES COMMUNITIES AND
CREATES A BETTER TOMORROW.

OUR PURPOSE.

Our Graduate and Undergraduate Programs support aspiring professionals, allowing you to grow, develop, and experience some of Australia's most unique projects.

Join Leed and make a lasting impact.

A MESSAGE FROM OUR MANAGING DIRECTOR, CRAIG LASLETT



We are proud to showcase the diverse opportunities Leed provides for students and graduates. With a passion for fostering your future in civil engineering, we are committed to helping you build a successful and rewarding career within our organisation. In this brochure you will discover our tailored programs for undergraduates and graduates, designed to unlock your potential and welcome you to a team that is shaping the future of civil construction.

OUR WORK

Leed is a privately-owned civil contractor delivering projects in metropolitan, regional and remote areas of Australia. We have more than 350 staff with offices and workshops in Adelaide, Bendigo, Cooma and Melbourne.

We contribute to some of Australia's largest sustainable energy projects, and deliver reliable, safe water infrastructure and road projects that serve communities around the country.

We are known for our specialist expertise in the construction of water treatment plants, water storages including dams and reservoirs, pump stations, pipelines, roads, bulk earthworks and structural concrete.



Scan the QR code to view our projects.

THE LEED DIFFERENCE

Take your next step in becoming the next generation of civil engineers. Leed provides unique opportunities for individuals who are ready to challenge themselves, and commence a career with purpose.

We offer:

- The opportunity to contribute to the delivery of critical civil infrastructure projects that directly impact and benefit the communities we serve
- Opportunities to travel to remote and regional locations around Australia
- Real world exposure to the challenges and opportunities of working on construction sites
- A culture where safety is our top priority
- An inclusive workplace, that embraces diversity and values individuality
- Mentoring and support from experienced professionals to inspire and empower you to be your absolute best, personally and professionally



“ Opportunities at Leed are endless. Leed supports your career goals and values your personal life at the same time.

- Loukas Skoumbros,
Estimator

OUR VALUES



PEOPLE FIRST

We care for everyone's health, safety and wellbeing. We embrace openness, trust and diversity. We seek out, listen to and learn from our differences.



FUTURE THINKING

We are bold and skilful leaders who challenge the idea of what's possible in everything we do.



COLLABORATION

We believe in the power of working together and with others to achieve great outcomes and relationships that are mutually beneficial.



SIMPLICITY

We provide dependable, evidence-based solutions driven by purpose. We focus our efforts on the things that matter most to achieve effective results.



AUTHENTICITY

We are committed to our purpose and acting with honesty and integrity. We accept accountability and always deliver on our commitments.



EARLY CAREER PROGRAMS

UNDERGRADUATE INTERNSHIP PROGRAM

Leed undergraduates are given an accelerated opportunity to gain practical experience and insight into working on civil infrastructure projects during their internship placements.

Summer and Winter placements are available with durations of 4, 6 and 12 weeks. This unique experience affords students the opportunity to envision what a career can look like after studies and get a head start in securing employment in the industry.

During this program, students will:

- Contribute to meaningful and structured projects
- Translate the skills, knowledge and theory gained at university into professional practice
- Contribute to problem-solving
- Consolidate their project planning and management skills
- Advance their professional skills, including communication, time management and teamwork

GRADUATE PROGRAM

Graduate Engineers will make a seamless transition from study to the professional workplace through this full-time, ongoing employment opportunity.

This program will give you the essential skills and experiences necessary to succeed, putting you in the driving seat for career progression as a civil engineering professional at Leed.

Gain exposure and experience across various areas of the business including:

- Design and construct services and technical services
- Project management and stakeholder engagement
- Health, safety and risk management
- Cost planning and management
- Pre-contract tendering and estimating
- Quality and defects management

WHAT'S ON OFFER

Choosing Leed to begin your career comes with access to great benefits:



**COMPETITIVE
SALARY PACKAGE**



**TRAVEL
OPPORTUNITIES**



**GRADUATE
ALUMNI NETWORK
& BUDDY
PROGRAM**



**EMPLOYEE
BENEFITS
PROGRAM**



**HEALTH &
WELLBEING
PROGRAM**

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Leed has provided me with professional growth pathways and opportunities to work in and explore some of South Australia's most beautiful regions, including Kangaroo Island and the South East.

- Callum Cusack,
Project Manager

ELIGIBILITY

Our programs are open to students studying in the relevant fields of Engineering (civil, structural and mechanical). New graduates and undergraduates will experience all aspects of project delivery (stakeholder engagement, client communications, quality assurance, project management and subcontractor management, among other areas) providing them with a well-rounded skillset.

We are looking for ambitious second, penultimate and final year students who want to gain industry experience and learn from talented, like-minded professionals who are invested in your development.

All applicants must:

- Have completed, or are expecting to complete a bachelor's degree or higher in a relevant discipline, in time for the next Graduate Program.

OR

- Be enrolled and undertaking studies in a Bachelor Degree in a relevant discipline, in second or penultimate year.
- Hold a current Australian driver's licence (full or probationary).
- Be willing to undergo pre-employment checks (including fitness for duty, national criminal history check).
- Be able to provide evidence of full working rights in Australia. See FAQs regarding international students.

Unfortunately we do not accept first year students due to the nature of the work that is required for the undergraduate role. You will need to have acquired the foundational competencies covered in first year. Please keep your eye on the vacancies page, we look forward to speaking to you next year!

APPLICATION PROCESS

Expressions of Interests are open in Feb/March and Jun/Jul every year. Our general process for Programs Recruitment is below. Timeframes may differ slightly from year to year (our website will be updated to include key dates when confirmed).

1. APPLICATION SUBMISSION

Submit your expression of interest through the careers portal with CV, cover letter and academic transcript.



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2. SHORTLISTING

Our recruitment team will contact shortlisted applicants to conduct an initial phone screening to verify your application.

3. INTERVIEWS



You may be invited to a first interview with hiring managers for Graduate and Undergraduate roles. This is a two-way conversation, you will be encouraged to ask us any questions you have.

In some instances, you may be invited to a second interview if requested by the Hiring Panel.

3

4

5



4. REFERENCE CHECKS

We contact at least two references to ask final questions.

5. SELECTION AND OFFERS



Successful applicants will be contacted to make a formal offer of employment finalising your place in our next intake. We will prepare all required checks such as pre-employment, medical and criminal history checks to be completed prior to your official start date.

FAQs

What projects will I be working on?

The project location assigned will depend on the projects available at the time of your placement.

Our projects are located across metropolitan, regional and remote locations. Many of our projects are in regional or remote areas of Australia, and you may be required to travel interstate on a DIDO or FIFO arrangement.

What opportunities are available beyond my internship/program?

You may be considered for employment in our Graduate Program upon completing your internship placement. Graduates are employed on an ongoing basis.

Is this an office-based role?

No. Graduate and Undergraduate roles are based on construction sites.

Are opportunities open to international students?

The program requires applicants to hold full working rights in Australia. This means any applicants holding a visa that restricts their capacity to work full time in Australia, for at least two years, are not eligible.

Will I be doing manual labour?

Generally, we do not expect Undergraduates or Graduates to complete tasks that require any manual labour or trade work. However, you may from time to time be required to undertake general tasks.

What amenities are available on sites?

Available amenities include lunchrooms, drinking water stations, site offices, meetings spaces and access to bathrooms for female, male and unisex genders.

Accessibility is something we are working very hard towards. If you would like further information, please contact our HR team at careers@leed.net.au

What kind of questions do you ask applicants at interview?

We will ask you questions about your experiences (study or work related), your interests that led you to apply and what attributes make you a great team member. We encourage you to ask us questions too!

EXPERIENCE IS EVERYTHING.



NEXT STEPS

Why keep your future waiting?

Scan the QR code below to view our current vacancies.



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We are committed to providing a diverse and inclusive workplace that fosters a culture of collaboration and innovation.



leed

An aerial photograph of a construction site. A long line of yellow dump trucks is parked in a row, stretching from the foreground into the distance. In the foreground, there are several yellow heavy machinery vehicles, possibly graders or compactors, parked on a dirt surface. The background shows a dirt road and some trees.

For questions, reach out
to HR at:
careers@leed.net.au

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