

Graduate and Vacation Program Guide

It all starts here



About Monadelphous



Acknowledgement of Country

Monadelphous acknowledges the Traditional Owners and Custodians of the lands and waters where we live and work. We pay our respects to Elders, past and present.

Monadelphous is an ASX-200 company providing construction, maintenance and industrial services to the resources, energy and infrastructure sectors.

We are involved in some of the biggest and most complex projects and facilities both in Australia and overseas, reflecting our position as a leader in our chosen markets

Our success and sustained growth is built on a reputation of producing quality work, maintaining a clear customer focus and providing safe, reliable, innovative and cost-effective service solutions.

With primary offices in Perth and Brisbane, Monadelphous also has operations in 27 locations in six countries. From the Pilbara to the Hunter Valley or even Mongolia - **a career with Monadelphous can take you anywhere!**

Our values



Safety and Wellbeing



Achievement



Integrity



Loyalty



Teamwork



The Monadelphous Graduate and Vacation Program Guide is printed on FSC Recycled certified paper as part of the Company's environmental commitment to reducing waste.

Our Graduate and Vacation program



Joining Monadelphous through our Graduate or Vacation Program is the start of your career and professional future where you will be supported by a team that values your contribution and the work you do!

We know that after years of university, you'll be ready to get stuck into real work and kick-start your future.

So, here at Monadelphous, we've developed programs which give you the flexibility, support and mentoring to develop your skills at a pace that works for you. We understand that we all learn at different speeds, so our programs give you more control over your development as you progress through.

Our business delivers services through two operating divisions; Engineering Construction and Maintenance and Industrial Services, both of which are underpinned by a corporate support division. As a graduate, you'll have the opportunity to move throughout the business, so that you get broad experience across a range of locations, projects and teams.

Graduate Program

From catching flights to remote destinations, to coffee catch ups with your new work family and getting hands-on experience learning new skills on the job, the Monadelphous Graduate Program guarantees to provide you with the opportunity to experience a variety of projects across many locations.

By the end of the Program, you'll have a clear understanding of the career avenues available to you. You'll grow personally and professionally, be encouraged to help shape the future of Monadelphous, and hone your skills to become a future leader in your field.

Vacation Program and Winter Internship

You don't have to wait to graduate to join Monadelphous – our Summer Vacation Program can be the first step on your journey with us. Our 12-week program is all about building strong relationships and putting your degree into a real-life context. And, at the end, you might even have the opportunity to join our Graduate Program.

Alternatively, embark on a dynamic five-week journey to launch your career with our Winter Internship, gaining hands-on experience in your relevant area of study.

Program disciplines

Engineering stream

If you are an Engineering or Construction Management Graduate, you will spend the first years with us understanding our business and what it means to be a Project Engineer. We are committed to helping you develop into a leader who will challenge the status quo, drive advancement, and actively contribute to our strategic aims, all whilst exploring the varied pathways available to you.

Our roles require us to be on site amongst the action. Wherever you are based, you'll gain practical work experience with regular mentoring and feedback to ensure you achieve your goals.

Accounting stream

The Monadelphous Accountant Program aims to strengthen the team of qualified accountants at Monadelphous. You'll be supported by qualified accountants and experienced professionals, gaining hands-on experience across both our operating and corporate teams.

Each graduate will be exposed to a wide range of tasks and working environments, while working towards their professional accreditation (Chartered Accountant or Certified Practising Accountant).

Contracts stream

If you are a Commerce, Law or Construction Management student, the contracts stream provides hands-on experience, structured learning, and rotations across diverse business areas.

With dedicated support from mentors and peers, you'll develop leadership, negotiation, and communication skills while gaining practical knowledge in contracts, procurement, subcontractor management, cost control, and commercial reporting.

This stream equips you with the expertise to contribute to major projects across the resources, energy, and infrastructure sectors, setting you up for a dynamic career in a growing industry.

HSE stream

As a HSE Graduate, you will work across core areas of health, safety and environment to build practical experience from day one. You will support site and office teams, help improve safe work practices and contribute to risk management activities. You will be part of real projects where your input strengthens our approach to keeping people safe and protecting the environment. This stream prepares you for a future HSE role with a strong foundation in day to day operations and compliance requirements.

Fast facts



In 2022, Monadelphous celebrated 50 years in operation



27 locations in six countries



A social bunch with regular events



7,042 employees worldwide



Over **\$2b** revenue in 2024/25

AAGE voted Monadelphous in the **Top Graduate Employers 2025** and **Top Intern Programs 2025**



A strong commitment to zero harm for our people and the environment

Our industries



Energy



Resources



Infrastructure

What do we look for?

- 7 Graduates and university students looking to kick-start their career
- 7 Strong commitment to safety
- 7 Living the Monadelphous core values
- 7 A passion for the work we do and the desire to do real hands on work in the field
- 7 Previous work experience within your chosen field through internships or equivalent is highly desirable
- 7 Australian or New Zealand Citizenship or Australian Permanent Residency or suitable Visa with working rights

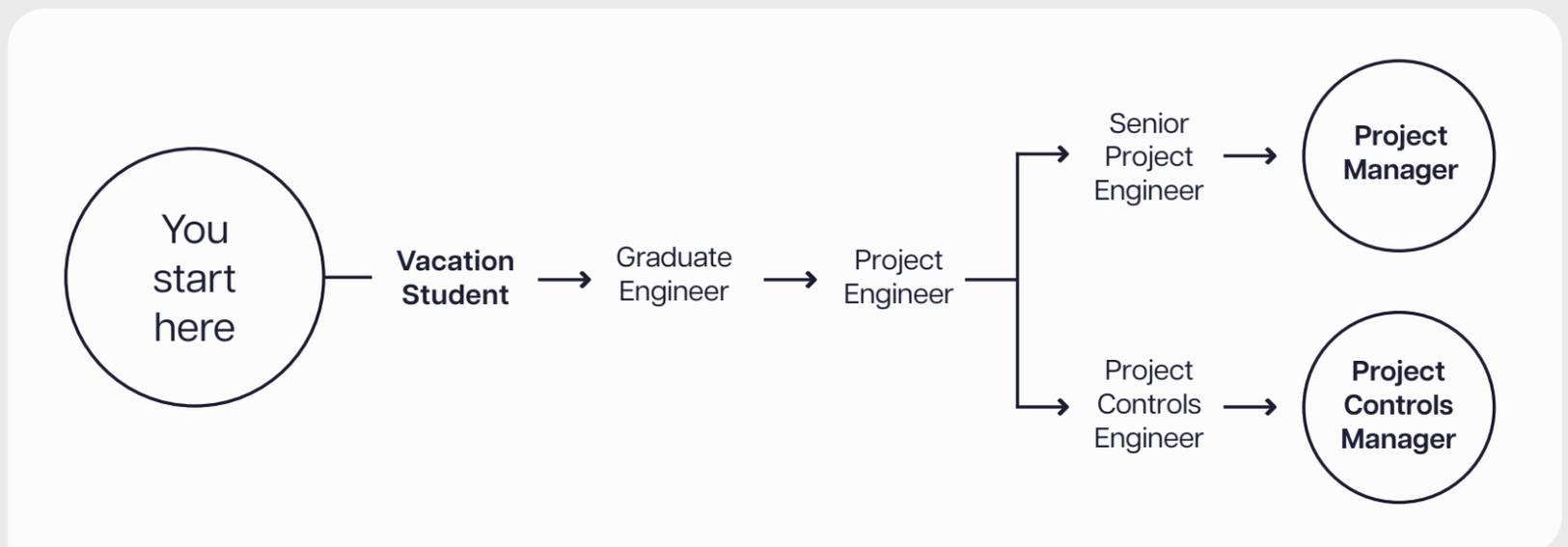


Career pathways

When you join the Graduate or Vacation Programs, the opportunities really are endless.

There are many pathways you can take, and if you start on one but realise a different pathway is for you, that's okay too. Our dedicated team will make sure you're supported to reach your full potential.

Potential pathways



Melissa's story

A day in the life of an Engineering Graduate

5:00am – wake up

Time to start the day! I get up, get ready and am out the door by 5:15am to travel to site, which is approximately 15 minutes away from camp.

5:30am – supervisor's meeting

We begin each day with an informal meeting with all the engineers and supervisors to discuss a plan for the day ahead, any issues and milestones to accomplish.

6:00am – pre-start

The daily pre-start meeting kicks off at 6am. The crew are briefed on their allocated tasks, and identify major hazards and the subsequent controls that will be in place. Customer advisors and supervisors attend and provide support on any general site notices. Then, the crew can bring up any issues, work or housekeeping prior to starting work. We finish off every pre-start with stretches.

6:30am – breakfast

I have breakfast after pre-start as I am not usually hungry at 5am in the morning. For breakfast, I usually either have cereal or yoghurt and muesli. On fly out days, I'll wake up earlier and treat myself to a full cooked breakfast.

7:00am – daily report

First up on my list of tasks for the day is sending out the daily report. This is submitted to the customer to inform them of progress, any issues, working conditions, health

and safety, personnel and plant on site.

8:00am – procurement

There are always items that need to be purchased on site, such as concrete reinforcement or small items like tools. I'll look at drawings to calculate quantities and refer to standard documents for the material specification. Then I'll request quotes from suppliers and raise purchase orders. I often need to follow up to ensure we get the materials delivered to site in time.

10:00am – planning for upcoming works

I also assist with planning and preparing for the upcoming works. Some work items require developing methodologies and schedules, and others require contractor drawings and documents to be submitted for customer approval. There are a variety of different tasks performed on the job, which is nice as it helps build a diverse knowledge and skillset.



12:30pm – lunch

Time for some more food. I'll usually just sit down and eat lunch at my desk and have a chat to a few of my colleagues.

1:00pm – subcontractor management

Subcontractors are mobilised to site to perform specialised tasks. I'm involved in organising their mobilisation documents, planning their dates, and submitting any documents for customer approval.

3:00pm – site drive

I will go for a drive around the various work fronts most days. This helps me keep on top of the progress and gives me a chance to take photos for the daily report or future works. During this time, quality checks can also be conducted to inspect that the work is constructed as per the design drawings and specifications.

For example, several checks that need to be conducted for the installation of valves include confirming the valve opens in the correct direction and verifying the bolts are tightened to the correct torque value. I will then ensure that all relevant documentation is signed off by the customer in preparation for the project close-out.

4:00pm – safety interaction

Whilst I am out in the field, I often complete a safety interaction. I normally have a chat with one of the work crews, checking their pre-starts, work area set up, isolations and work with the team to understand if anything could be done in a safer manner.

5:00pm – follow up emails

I normally take this time to follow up on any emails received throughout the day.

5:45pm – home time

Done for the day. We leave site and head back to camp around 5:45pm. Most nights I will either go the gym or do some form of exercise. Occasionally, you will see me at the pub for a drink and playing pool with some of the crew.

The camp has a wide range of activities – a swimming pool, basketball court and theatre room to name a few – so there is always lots to do.

7:00pm – dinner

There's a wide variety of food on offer for dinner – salads, veggies, roasts, pasta, curries and lots more. I have dinner with my colleagues before packing my breakfast and lunch for the next day and heading back to my room.

7:30pm – wind down

The last hour of the day is “me time” where I will wind down by watching some TV, listening to music, or chatting to friends and family back home.

8:30pm – goodnight

Lights out. Time to reset for another busy day ahead.



7

great reasons to join us



1. Experience real work

As a Monadelphous Graduate or Vacation Student, you will start with real work and be trusted from day one. Working on site is part of our DNA and will give you hands-on exposure to some of the world's largest projects.

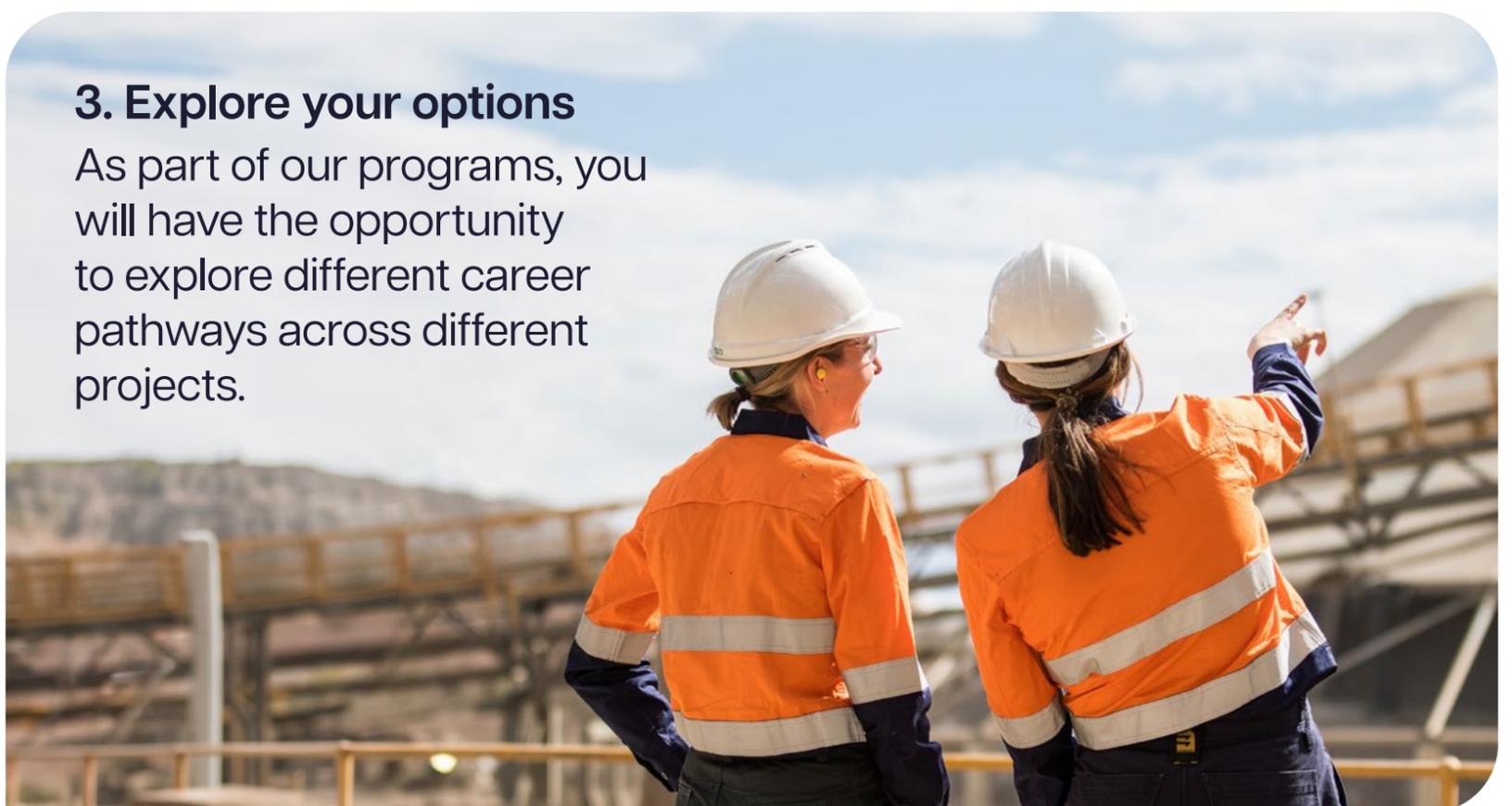
2. Support and mentoring

You'll receive guidance and support from mentors, Graduate Program coordinators and leaders on the projects where you're working, every step of the way.



3. Explore your options

As part of our programs, you will have the opportunity to explore different career pathways across different projects.



4. Working with the best

Renowned for delivery and service excellence, we are recognised as leaders in our field, and not just by our customers, by our peers and competitors too.



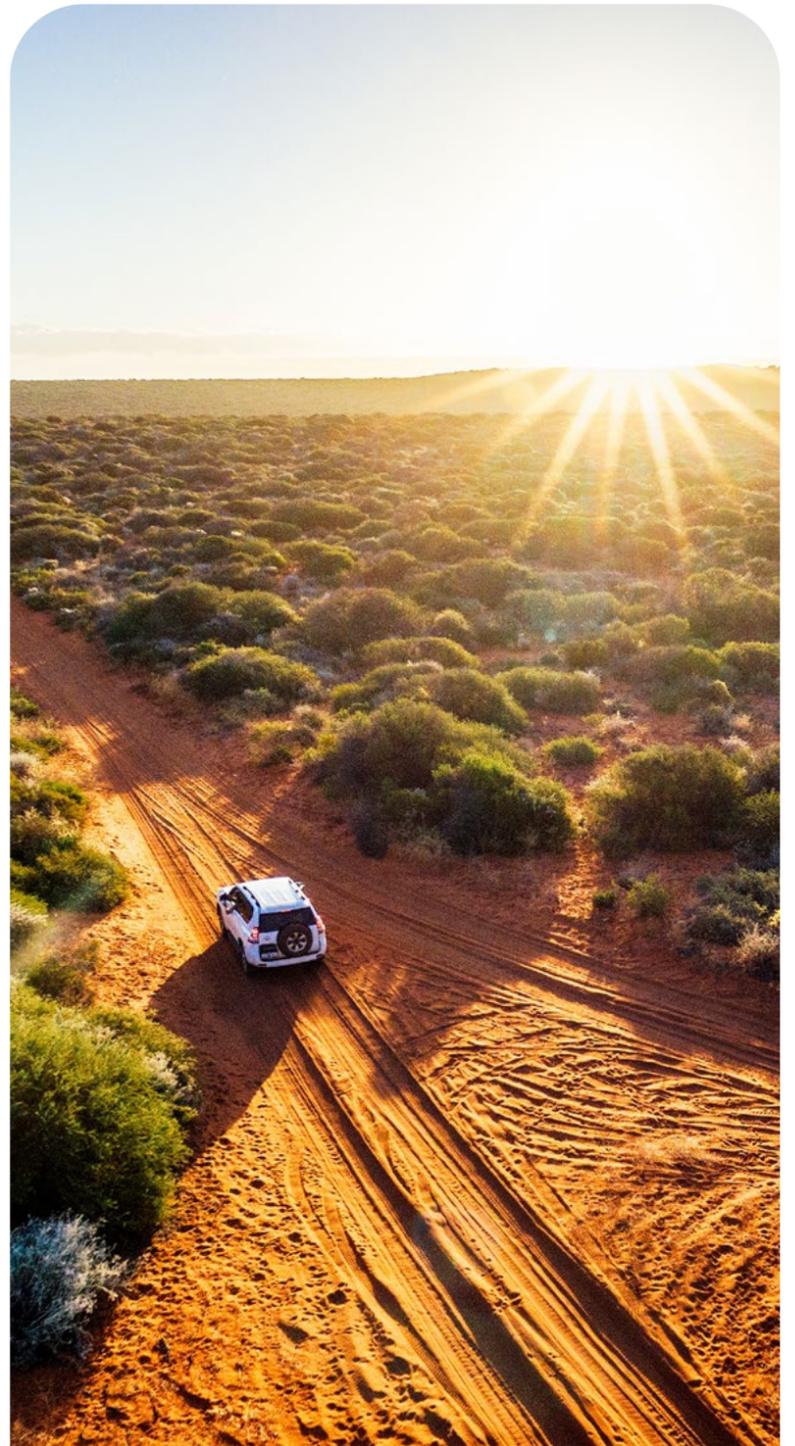
5. Culture

Our workplace culture is like no other. You'll be working with a team that feels like family, so no matter where you are, you'll always be supported.



6. Challenge

We'll challenge and guide you to achieve your long-term goals, be it becoming a subject matter expert, developing leadership skills or working towards achieving chartered status through the relevant professional bodies.



7. Travel and adventure

From working on large-scale shutdowns to supporting some of Australia's largest construction projects or even internationally – the opportunities are endless, and experiences will be far beyond what you imagined.

What now?

STEP 1



Online application

You'll need to attach your CV and fill out a short application form to complete your application. We won't need any other documentation at this point, but if you want to submit supporting information such as University transcripts, please submit everything as one document.

STEP 2



Invitation to a video interview

Even though it might feel uncomfortable, don't worry, we watch hundreds of application videos every year. We just want to know why Monadelphous is the right fit for you, your values and way of working, along with your understanding of the industry and how you can put your skills and experience into practice.

STEP 3



Assessment centre or face to face interview

You'll take part in a number of group activities along with a one-on-one interview to make sure we get a good chance to get to know you, and you get to know us. You will receive further information that will allow you to prepare through your assessment centre invitation.

STEP 4



Receive our offer

You'll hear back from us as soon as possible after the Assessment Centre with those successful receiving an offer to join the Program. Our commencement dates for the Graduate Program are in August and February. Our Vacation program starts in November.

Apply now

We've made the recruitment process very straight forward and we will keep in touch with you throughout the stages - so you're always up to date on your progress.

Our team review every application carefully, so please be aware that it may take some time before you receive a response.



Applications are now open - apply today by scanning the QR code, or visit us at grads.monadelphous.com.au

Points of hire



It all starts here

For more information, please contact our graduate recruitment team at graduates@monadel.com.au



grads.monadelphous.com.au

