



GROWTHBUILT 

GROWTHBUILT 

CADET PROGRAM 2024



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About Us



18+ YEARS

125+ PROJECTS

160+ TEAM MEMBERS

Growthbuilt is a leading Tier 2 design and construction company. We are driven by a commitment to excel in everything we do and are known for our diverse range across commercial, mixed use, aged care, hospitality, education, and residential projects. At Growthbuilt, we build spaces you want to live, work and play in!

What makes us truly different is our strong belief in the long-term growth and development of our people. The success and growth of the business has been possible due to the talented industry professionals who choose to work with us.

Our Grow Our Own philosophy and the retention of key employees has always been a pillar to our success. It is a fundamental requirement for us to attract, retain and develop the best talent in the industry. The long-term future of our business rests on the shoulders of the young leaders we are developing and shaping through our Cadet Program.

This Guide will cover everything you need to know about Growthbuilt's Cadet Program to help you decide if it's right for you.



GROWTHBUILT

Building growth and value, through unity and agility, in an environment where talent thrives

Our goal is always to help you achieve yours.

As a leading design and construction company, Growthbuilt are known for completing high quality projects against complex logistical issues and tight schedules. Growthbuilt is driven by an experienced senior management team leading a 160+ strong professional workforce alongside industry benchmark subcontractors and consultants.

The quality of our work is demonstrated by a 90% repeat client base, federal accreditation and award-winning projects. Utilising the finest construction processes and systems available, our service driven team ensure successful delivery of projects, safely, on time, within budget and to exceptional quality.



90% Repeat Clients



25+ Industry Awards



18 + Years Building Sydney



5000+ Living Apartments



\$1bn+ Total Project Turnover



The Orchards, Baulkham Hills



Oxford Foley, Darlinghurst



ETHOS, Central Element



The Waterfront, Anglicare



Macquarie Park, Goodman





Building Greater Sydney



**THE ORCHARDS,
NORWEST
RESIDENTIAL**



**ETHOS,
CHATSWOOD
RESIDENTIAL / MIXED**



**SPLENDOUR,
BELLEVUE HILL
RESIDENTIAL**



**OXFORD FOLEY,
DARLINGHURST
COMMERCIAL**



**THE WATERFRONT,
WOOLLOOWARE SHORES
SENIOR'S LIVING**



**BORONIA, WATERLOO
SOCIAL AFFORDABLE
HOUSING**



**UNSW H13,
KENSINGTON
FITOUT**



**ANGLICARE,
DAPTO
SENIOR'S LIVING**



**THE BENETTI,
SHELL COVE
HOTELS**



The Growthbuilt Way



Our Purpose

Build growth and value through unity and agility, in an environment where talent thrives.



Our Values

Growthbuilt is proud to offer our people challenging and rewarding projects to work on, in an environment where you can be yourself, and build your future. Our values underpin how we operate.

WE DELIVER EXCEPTIONAL SERVICE TO OUR CLIENTS

- At Growthbuilt our personalised and enduring approach not only adds value for our clients throughout the entirety of their project, but also enhances their brand with quality end products that are built to last. We understand and deliver our client's vision like it's our own and always exceed their expectations.

WE ARE SERIOUS ABOUT SAFETY

- Safety is our top priority, for all stakeholders involved, including our people, subcontractors and clients.
- Our culture of safety is based on collaboration, consultation and robust planning.
- We strive to provide an environment for everyone to arrive home safely to their families everyday.

WE STRIVE FOR COMMERCIAL & OPERATIONAL EXCELLENCE

- You are only as good as your last job. Planning and persistence will ensure you reap the rewards of every project completed.
- A Growthbuilt person owns their challenges and the solutions. Seeing things through from start to finish is what sets us apart. We are brave and realise that it's OK to fail. For every failure, if you learn from it, there is an opportunity to grow and improve.

WE COMMUNICATE RESPECTFULLY, CLEARLY & CONSISTENTLY

- We respectfully challenge the status quo and are always open to learning.
- We are clear and consistent in our interactions.
- Our words have an impact. We maintain a standard of professionalism to ensure our messages are productive, solutions driven and reflect the interests of Growthbuilt.

BE YOURSELF & LOVE YOUR JOB!

- At Growthbuilt we celebrate diversity and the innovative thoughts it can bring to our business. We provide an environment for our people to come to work everyday and feel comfortable being their whole self.
- A Growthbuilt person respects the similarities and differences between themselves and their team. You never know where the next great idea will come from, so speak up and be in control of your future!
- At Growthbuilt we work hard however, we always make time for the fun stuff along the way.
- We provide exciting events, generous rewards and benefits so that you will love your job.



Life at Growthbuilt

At Growthbuilt, we want our employees to love their job!

We strive to create a culture that is rewarding, encouraging and collaborative. We work hard and enjoy harder! We have exciting events and fun stuff happening all year round.





Growthbuilt Cadet Program

Our goal is always to help you achieve yours. The Growthbuilt Cadet Program is overseen by a group of trusted senior leaders who, as ambassadors of the program will guide and support your journey through university and your Cadetship. As a Growthbuilt Cadet you will rotate across a variety of iconic construction projects across Sydney and gain exposure and learning across our three career streams.

Not only is this program an excellent way to help you identify where you would like your career to go, we believe this combination of diverse experience is the best way to start your career in construction.

The Construction Program

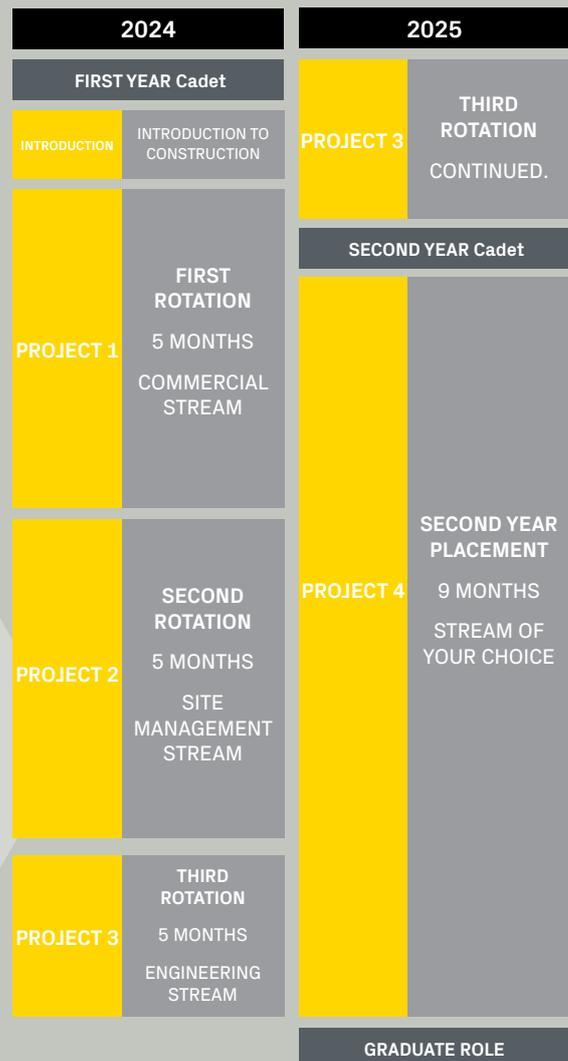
Our one-of-a-kind Cadet Program is designed to offer Cadets a comprehensive development program involving on-the-job rotations and bespoke training. Whilst completing your studies, you will join us as a full-time employee on a 2-year rotational program, packed with different roles, teams and project experiences.

The rotations are structured to help you identify your focus areas and aims to give all the participants a well-rounded experience of the industry that also compliments their education. In their first year, Cadets will rotate between the following streams of the business to get full understanding of the Construction Management process.

- Site Management
- Project Engineering
- Commercial

In their second year, Cadets choose a specialisation that they are interest in and will gain experience in that stream across our diverse range of projects.

At times during the program, your rotations will interrupt you just as you are getting settled. However, at the end of your program, you will have an excellent foundation of knowledge and experience across projects and career streams, and you'll be supported to find a role to settle in that best suits your capabilities and interests.





The Safety Program

Our one-of-a-kind Cadet Program is designed to offer Cadets a comprehensive development program involving on-the-job rotations and bespoke training. Whilst completing your studies, you will join us as a full-time employee on a 2-year rotational program, packed with different roles, teams and project experiences.

2024		2025	
FIRST YEAR Cadet		PROJECT 3	THIRD ROTATION CONTINUED.
INTRODUCTION	INTRODUCTION TO CONSTRUCTION		
PROJECT 1	FIRST ROTATION 5 MONTHS SITE MANAGEMENT	SECOND YEAR Cadet	
	PROJECT 2	SECOND ROTATION 5 MONTHS HSE	PROJECT 4
PROJECT 3		THIRD ROTATION 5 MONTHS SYSTEMS & TRAINING	
GRADUATE ROLE			

The rotations are structured to help you develop different skills, and to give all participants a well-rounded experience of the industry that also compliments their education. In their first year, Safety Cadets will rotate between the following areas to get a full understanding of the role of a WHS professional in the Construction industry.

- Site Management
- Workplace Health & Safety
- WHS Systems & Training

In their second year, Safety Cadets will be placed on one project for a 9 month placement where they will build a deeper understanding of the role of a WHS professional on a Construction Site.

At times during the program, your rotations will interrupt you just as you are getting settled. However, at the end of your program, you will have an excellent foundation of knowledge and experience across projects and specialties, and you'll be set up well for a rewarding career in Safety.



What to Expect



WORK & STUDY HOURS

Cadets usually have typical full-time working hours between 7:00am to 5:00pm, Monday to Friday.

To support Cadets in their course of study, Growthbuilt gives them one full day off, per week to attend classes during the university teaching semester. You can choose any day between Monday-Friday as your off day. Any additional leave required to complete your studies is to be taken as annual leave. Any requests for flexibility outside this must be discussed with your Project Manager.

Even though the construction industry works a regular 6-day week, it is not a requirement for Cadets to work regular Saturdays.

You may occasionally work a Saturday, depending on the needs of the project.

Our Cadet salary package covers full-time work. Cadets can attend to their studies 1 full day per week during university semesters with no impact on their salary and are required to work all weekdays during university break.



STUDY ATTENDANCE

Cadets are required to let their managers and People and Culture team know of any changes in their course of study, institution, study pattern (including acceleration or delayed studies), deferment, or withdrawal.



CADET PEER GROUP

A Cadet Peer Group provides Cadets with the opportunity for professional and social interaction with fellow Cadets. This group is 'self-managed' and supported by People and Culture.

We will regularly organise team building events and workshops that will give you an opportunity to come together and interact with senior leaders in the business. These workshops include career panels, sessions on work skills like time management, productivity and well-being and gives them a chance to exchange experiences.



BUDDY PROGRAM

We want our Cadets to have a positive early experience, maintain a confident attitude, and feel comfortable in their role. To facilitate this, we have a buddy program in place where you will be partnered with second year Cadets or graduates.

These team members have been through similar challenges when starting out and will be able to help and guide you through the first few weeks or months on the job.



Eligibility

COURSE OF STUDY



CONSTRUCTION CADET PROGRAM

To apply for our Cadet Program, you will typically be a 2nd or 3rd year student at Bachelor level, as a minimum, in one of the following construction related disciplines:

- Construction Management
 - Architecture
- Engineering (Civil / Structural)



SAFETY CADET PROGRAM

To apply for our Safety Cadet Program, you will need to be studying (or enrolled to begin) a WHS related qualification such as:

- Cert IV Work Health & Safety
- Diploma Work Health & Safety
- Bachelor of Occupational Health & Safety



WORK LOCATION & TRAVEL

As a Cadet, you will rotate across a variety of projects across Sydney and will need to be flexible with traveling to work



Graduate Roles

By the end of your Cadet Program, you will have received complete exposure to all streams of construction management. Upon successful completion, you will be supported as you transition into a Graduate role at Growthbuilt to focus on your career progression.

These are potential roles that you can step into.

- Graduate Contract Administrator
- Graduate Site Engineer
- Graduate Site Coordinator

Mertice Jin
Joined 2019



Cadet
2019

Graduate
2021

Project
Engineer
2022

Ben Hancock
Joined 2017



Cadet
2017

Graduate
Contracts
Admin
2019

Contracts
Admin
2020

Snr. Contracts
Admin
2022

Contracts
Manager
2023

Lianna Augoustis
Joined 2009



Contracts
Admin
2009

Project
Manager
2011

Design
Manager
2015

Snr. Design
Manager
2023

Peter Gargoulakis
Joined 2014



Cadet
2008

Contracts
Admin
2015

Project
Manager
2020

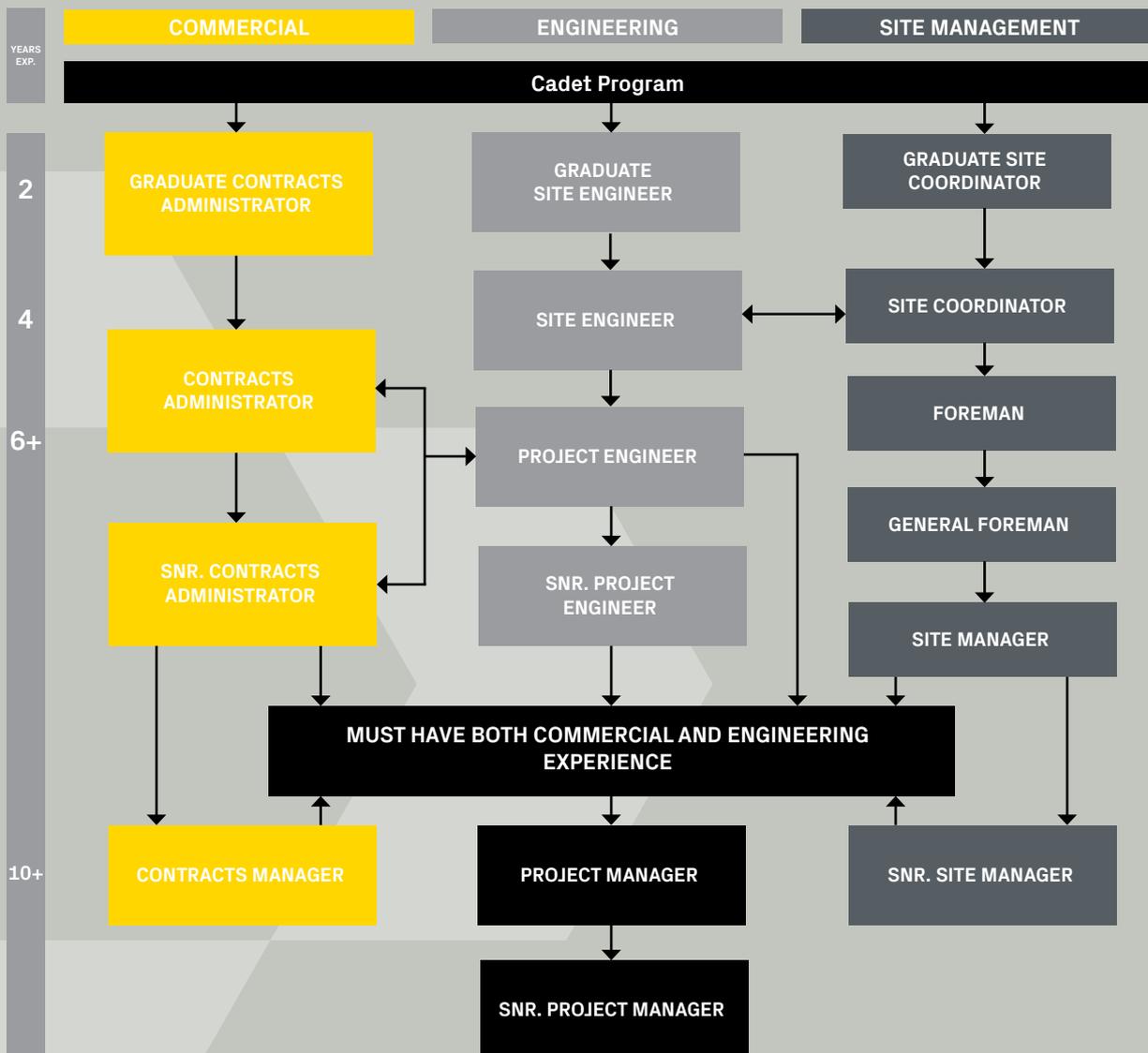


Career Pathways

From our Cadet Program, your career in Construction can take you in a range of different directions.

We're passionate about the growth of our people, and every team member at Growthbuilt is supported to develop their own unique career pathway to reach their goals.

The guide shows some of the potential pathways to senior Construction roles at Growthbuilt. We have included years of experience to give you an indication as to how a career in Construction might progress. These numbers should be used as a guide only, as every individual's career progression is unique.





Mertice
2019 Cadet

"I have been with Growthbuilt now for 4.5 years starting as a Cadet and moving into my current role as a Site Engineer. Since day one everyone here has been so supportive of me and my studies, giving me the best opportunity I could possibly ask for, I have been able to learn and put all my theory to use.

Since joining Growthbuilt the team has helped me in developing my character, my technical skills and how to manage internal and external stakeholders, you grow with the company at Growthbuilt. It is a fun process and something I recommend any uni student to get onboard with!"



Marcus
2022 Cadet

"I have been a Cadet with Growthbuilt now for 3 months and it has been one of the best working experiences I have ever had. While studying, Growthbuilt has allowed me to keep up to date with my studies and allow me to thrive and be part of their team on our Greenwich project. Despite being a Cadet, I do not feel like a number but part of the team and a valued team member.

The ongoing support and a monthly check in with my project manager, along with the site rotations has made my career choice easy and very comfortable. The Cadet Program at Growthbuilt will help you find the right avenue for you, and I could not recommend this experience anymore. Come and join us!"



Jamie
2023 Cadet

"Working at Growthbuilt has provided me with a unique opportunity to combine classroom knowledge with real-world application. The mentorship and guidance I receive is invaluable, allowing me to hone my skills and develop a profound understanding of the construction industry. The company's commitment to nurturing talent is truly commendable.

Through my cadetship, I have had the privilege of contributing to ground breaking projects and witnessing first hand how the company pushes boundaries to deliver exceptional results. Through its collaborative environment, where ideas are encouraged and celebrated, fostering a culture of continuous improvement and learning. My ongoing experience as a Cadet at Growthbuilt continues to be transformative, equipping me with the skills, knowledge, and confidence needed to excel in this dynamic field."

TESTIMONIALS



Cadet Program 2024 Intake

HOW TO APPLY

Applications are open from 25th September – 22nd October. We've included the Key Dates for our 2024 intake so you know what to expect every step of the way.

We know recruitment processes can be intimidating, so we will do our best at each stage to let you know what to expect and set you up for success.

Whilst we expect to receive a large volume of applications for our limited program places, we take the time to respond to every application.

1

STAGE 1: ONLINE APPLICATION

Go to the link on our Careers page, and complete your application. We'll ask for your resume, some contact details, and ask you to complete a questionnaire. The whole application should take no longer than 15 minutes.

2

STAGE 2: PHONE INTERVIEW

If your application is shortlisted, we will reach out for a 10 minute phone interview. This is an opportunity for us to ask you any questions about your application, and get to know you a little better.

3

STAGE 3: ASSESSMENT CENTRE

Selected candidates will be invited to attend one of three assessment centres at Growthbuilt's Head Office. In a group of 10+ other candidates, you will learn more about Growthbuilt and the program, and complete some group activities.

4

STAGE 4: INTERVIEW

In our final round, you will participate in a panel interview and answer some behavioural questions. This will also be your opportunity to meet our senior leaders, understand more about the program, our projects and team and ask any questions you have for us.

5

STAGE 5: OFFER

Whether we are calling with good news or to give you some advice for next time, we will do our best to get back to you as soon as we can. If you are successful, we will complete your reference checks prior to offering you a contract. If you decide to accept, welcome onboard! If you are unsuccessful, we encourage you to join our Talent Community to keep an eye out for future roles at Growthbuilt.



Cadet Program 2024 Key Dates

Please check the below dates to confirm you are available for all stages of the recruitment process.

Whilst we can be flexible depending on your requirements and your schedule, you will need to be available to attend an assessment centre and interview at our Head Office in Woolloomooloo during the dates below.

KEY EVENTS	DATES
APPLICATIONS OPEN	25 TH SEPTEMBER - 22 ND OCTOBER
PHONE SCREENS	23 RD OCTOBER - 3 RD NOVEMBER
ASSESSMENT CENTRE	MULTIPLE DATES AND TIME (7 TH NOVEMBER - 14 TH NOVEMBER)
INTERVIEWS (HELD AT OUR HEAD OFFICE)	13 TH NOVEMBER - 24 TH NOVEMBER
REFERENCES	27 TH NOVEMBER - 1 ST DECEMBER
OFFERS MADE	8 TH DECEMBER 2023
2024 CADET PROGRAM START DATE	1 ST FEBRUARY 2024



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