

CADET HANDBOOK 2025





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Our goal is to help you achieve yours.

Growthbuilt is a leading design and construction company with a depth of capability across a diverse range of sectors including aged care, seniors living, residential, education, mixed-use, community and commercial projects.

Across our 19-year history, we've earned the trust and confidence of our clients through vibrant partnerships grounded in trust, transparency, and innovation.

At the heart of this success is a passionate team of contracting experts who love what they do. Our dynamic senior management team prioritise the continued re-investment and long-term growth of our people, promoting a culture based on transparency, inclusiveness, and collaboration.

Our commitment to quality and excellence is reflected in being one of the first construction companies in NSW to receive a Gold Star iCIRT rating. Additionally, our 90% repeat client base stands testament to the consistently exceptional outcomes we deliver.

The Growthbuilt difference offers a hand-in-hand approach from award to completion: aligning to our clients' vision to ensure a safe, successful delivery on time, within budget, and to exceptional quality always. It's this competence and confidence that enables our people and the projects they deliver to reach their full potential.

90%

Repeat Clients



180+

Employees



Gold

Gold ICIRT
Rating



In-house

Design
Services & ECI



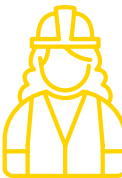
19+

Years



22%

Female Participation
across the business



Who we are.



Growthbuilt is a privately owned business trading since 2005. One key to our success is the continued investment of the long-term growth and development of our people, as well as promotion of a culture based on transparency, inclusiveness, and collaboration.

With a service-driven team utilising the finest construction processes and sustainable systems available, we ensure the safe and successful delivery of projects on time, within budget, and to exceptional quality.

We understand our role is to deliver true value for money across all disciplines, achieve the goal of delivering an efficient, contemporary and sophisticated building outcome which are unique to their locations, and as such, we will nominate cohesive, multi-skilled teams who will provide collaborative, strong leadership throughout the life of the project.



Our Values



SAFETY

We are serious about safety.

We strive to ensure everyone arrives home safely every day by fostering a strong safety culture rooted in collaboration, consultation, and robust planning.



EXCELLENCE

We strive for commercial and operational excellence.

We add value to everything we do by owning challenges, embracing change, rewarding innovation, learning from failures, and enhancing our clients' brands with quality-end products.



SERVICE

We deliver exceptional service to our clients.

We understand and deliver on our clients' vision and seek to maintain enduring and long-term relationships with all of our stakeholders. Our goal is to always exceed expectations and consider all opportunities to value add and go the extra mile and exceed their expectations.



RESPECT

We communicate respectfully, clearly and consistently.

We are clear and consistent in our interactions. We respectfully challenge the status quo and are always open to learning. We prioritise solutions, collaboration, continuous learning, and professionalism to ensure successful outcomes in everything we do.



EMPOWERMENT

We empower you to be your yourself and thrive.

We empower our people by supporting one another to perform at our best, celebrating diversity, investing in growth, and fostering an environment where everyone feels welcomed to speak-up and being oneself.



Building our greater city.

Growthbuilt stands out as a leading construction company, proudly serving Sydney and its surrounding areas.

Our proven track record is exemplified by a series of renowned and award-winning projects that showcase our expertise across various sectors, including operators, not-for-profit organisations, and private providers. We are committed to delivering exceptional quality and innovation in every endeavour, making us a trusted partner in the construction industry.

1. The Orchards, Norwest

2. Ethos, Chatswood

3. Splendour, Bellevue Hill

4. Boronia, Waterloo

5. UNSW H13, Kensington

6. The Waterfront, Woollooware Shores

7. Anglicare,Dapto

8. The Benetti, Shell Cove

RESIDENTIAL

RESIDENTIAL/MIXED

RESIDENTIAL

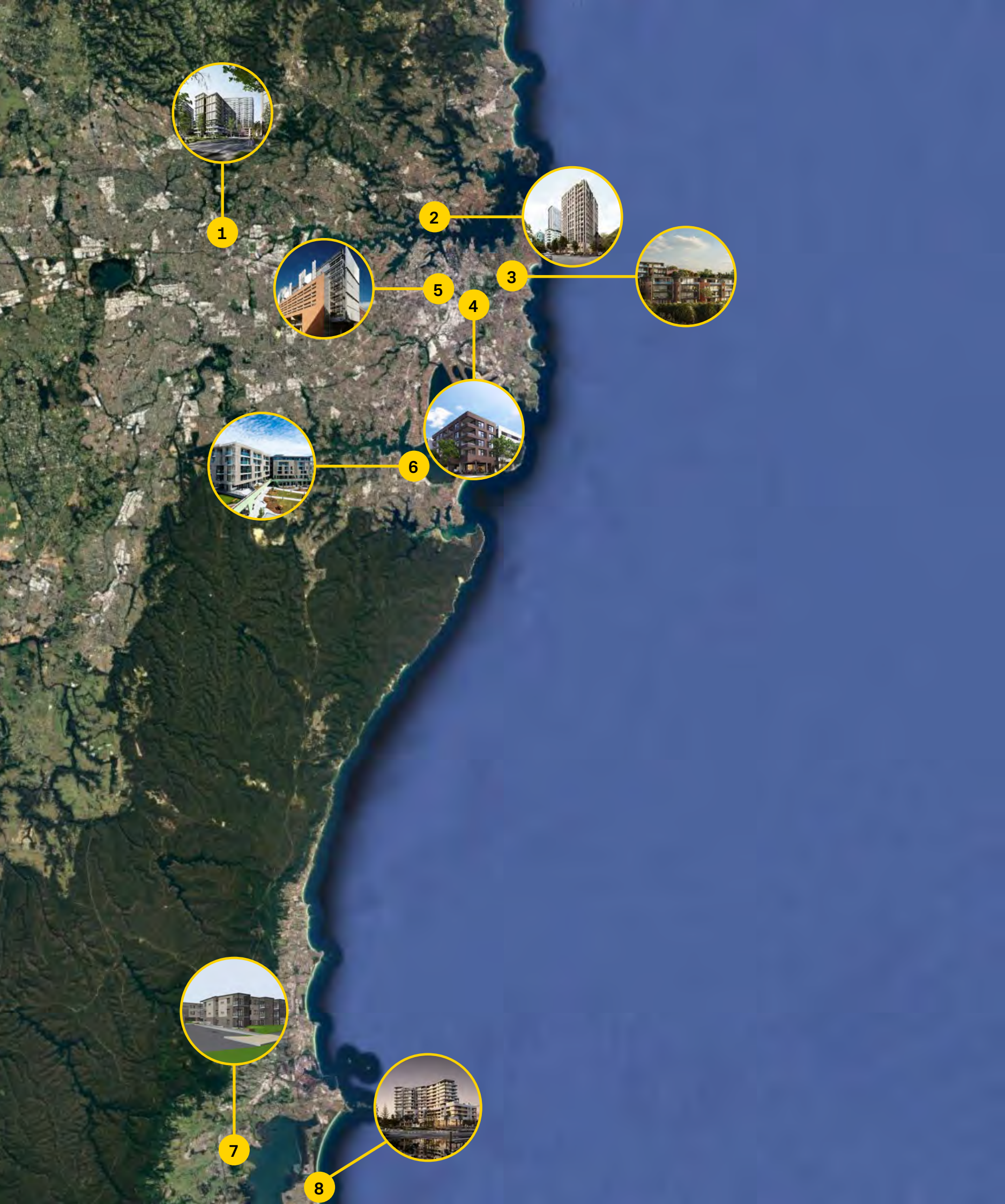
SOCIAL AFFORDABLE HOUSING

FITOUT

SENIORS LIVING

SENIORS LIVING

HOTELS



Life at Growthbuilt.

At Growthbuilt, we want our employees to love their job! We are dedicated to fostering a culture that is both **rewarding** and **collaborative**. We believe in working hard and playing even harder! Our calendar is packed with exciting events and fun activities throughout the year.



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 interested in and will gain experience in that stream across our diverse range of projects.

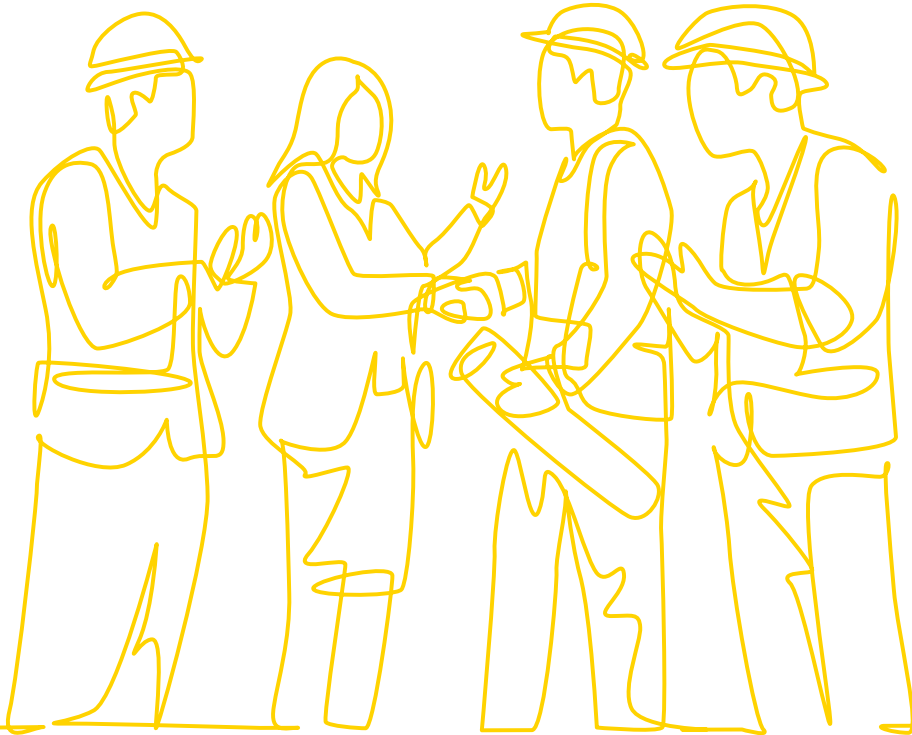
At times during the program, your rotations will interrupt you just as you are getting settled. However, at the end of your program, you will have an excellent foundation of knowledge and experience across projects and career streams, and you'll be supported to find a role to settle in that best suits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

2025		2026	
FIRST YEAR CADET		PROJECT 3	THIRD ROTATION CONTINUED.
INTRODUCTION	INTRODUCTION TO CONSTRUCTION		
PROJECT 1	FIRST ROTATION 5 MONTHS COMMERCIAL STREAM	SECOND YEAR CADET	
	PROJECT 2	PROJECT 4	SECOND YEAR PLACEMENT 9 MONTHS STREAM OF YOUR CHOICE
SECOND ROTATION 5 MONTHS SITE MANAGEMENT STREAM			
PROJECT 3	THIRD ROTATION 5 MONTHS ENGINEERING STREAM		
		GRADUATE ROLE	



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.

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.

2025		2026	
FIRST YEAR CADET		PROJECT 3	THIRD ROTATION CONTINUED.
INTRODUCTION	INTRODUCTION TO CONSTRUCTION		
PROJECT 1	FIRST ROTATION 5 MONTHS SITE MANAGEMENT		
	PROJECT 2	SECOND ROTATION 5 MONTHS HSE	
PROJECT 3		THIRD ROTATION 5 MONTHS SYSTEMS & TRAINING	
		PROJECT 4	SECOND YEAR PLACEMENT 9 MONTHS HSE PLACEMENT
		GRADUATE ROLE	

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.



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.



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.



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.

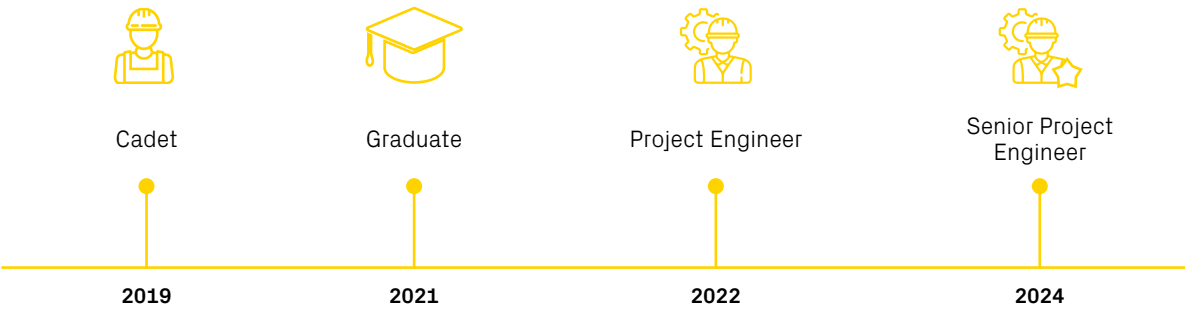
By the end of your Cadet Program, you will have received complete exposure to all streams of construction management. Upon successful completion, you will be supported as you transition into a Graduate role at Growthbuilt to focus on your career progression.

These are potential roles that you can step into.

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



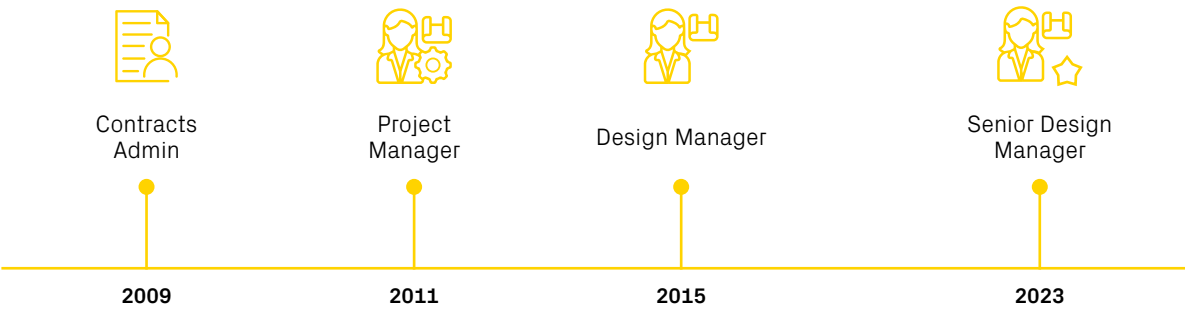
Mertice Jin
Joined 2019



Ben Hancock
Joined 2017



Lianna Augoustis
Joined 2009



Eddie Abousleiman
Joined 2016



Career pathways.

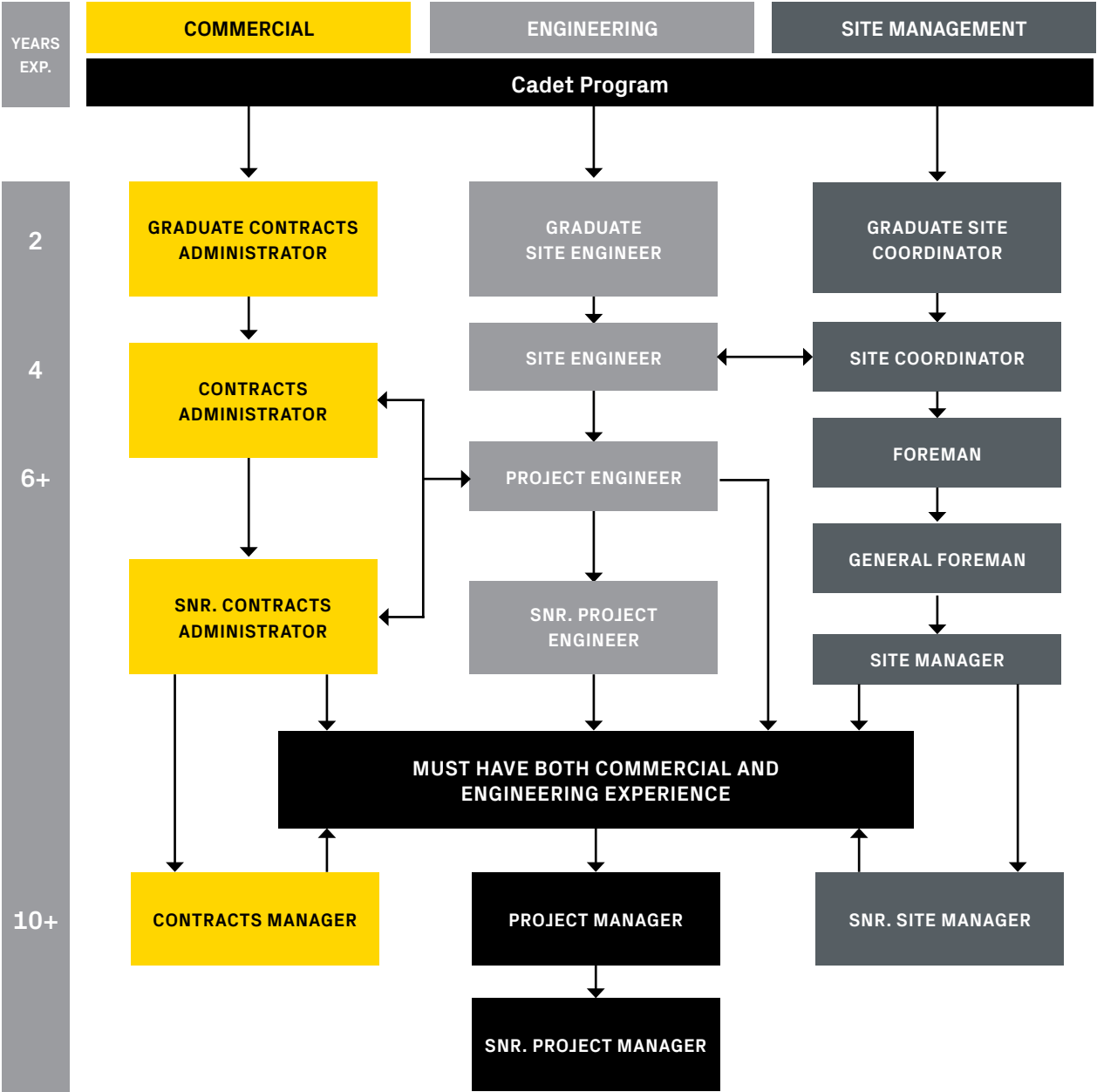
From our Cadet Program, your career in Construction can take you in a range of different directions.

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.



TESTIMONIALS



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!



Mertice
2019 Cadet



Isabella
2024 Cadet



The Growthbuilt cadet program has been invaluable to my career development as a construction profession. Through this program I am able to apply all the theoretical concepts learnt in uni and materialise it to have real life applications. The time I have spent at Growthbuilt has let me accelerate my learning like no other experience.

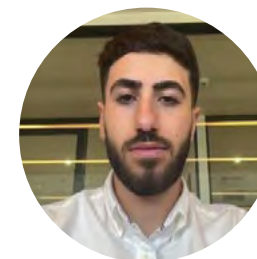
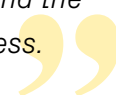
The Growthbuilt team are a treasure trove of knowledge and experience that are always willing to teach those who are keen to grow and build excellence. Like our favourite brand, just do it!



Growthbuilt has been an incredible place to start my career. The mentorship is second to none, and the guidance throughout the program has helped me grow quickly. The rotations have given me a broad understanding of different roles in construction. Even as a CA (Contracts Administrator), I've gained valuable insights into what the site team needs to know, which has helped me contribute more effectively.

The supportive culture is a standout – from day one, you're treated as an equal and a valued team member.

The regular check-ins and clear guidance throughout the program have kept me on track. One of the biggest advantages has been how well the program integrates with my studies, helping me understand the content more and making it easier to apply what I learn at university. If you're considering the cadet program, just go for it! It's a collaborative environment where everyone works together, and the opportunities for growth are endless.



Ali
2023 Cadet



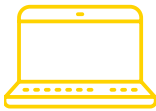
Cadet Program 2025 Intake.

HOW TO APPLY

Applications are open from 30th September to 27th October. We've included the Key Dates for our 2025 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.



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.



STAGE 2: PHONE/VIDEO INTERVIEW

If your application is shortlisted, we will reach out for either a 10 minute phone interview, or we will invite you to submit a short recorded video interview. This is an opportunity for us to get to know you a little better.



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.



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.



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 2025 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	30TH SEPTEMBER 2024 - 27TH OCTOBER 2024
PHONE/VIDEO INTERVIEWS	28TH OCTOBER 2024 - 8TH NOVEMBER 2024
ASSESSMENT CENTRE	MULTIPLE DATES AND TIMES (11TH NOVEMBER - 15TH NOVEMBER)
INTERVIEWS (HELD AT OUR HEAD OFFICE)	18TH NOVEMBER 2024 - 29TH NOVEMBER 2024
REFERENCES	2ND DECEMBER 2024 - 6TH DECEMBER 2024
OFFERS MADE	13TH DECEMBER 2024
2025 CADET PROGRAM START DATE	3RD FEBRUARY 2025





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