



CIVILEX GRADUATE PROGRAM

THIS COULD BE YOUR JOURNEY

Why Choose Civilex?

Civilex is a young and vibrant, fast-growing civil construction company that cares about its staff.

As a graduate, you can be assured that if you choose Civilex as your employer of choice, you will be guaranteed the following;

- A **safe and supportive learning** environment
- **Mentor partnerships** for the duration of the program
- A greater understanding of how the construction business operates
- **Career development** opportunities which can be **fast tracked** for high achievers
- **Open lines of communication** to senior management and Directors of the company
- Exciting **range of infrastructure projects** for your onsite learning
- **Exposure to every business unit** including construction, surveying, estimating, health and safety, environment, quality assurance, commercial and finance over the course of the program.
- **Training and industry qualifications** that are recognised across Victoria
- An opportunity to **choose which stream you want to pursue** based on the knowledge you have gained from your time spent in each department.

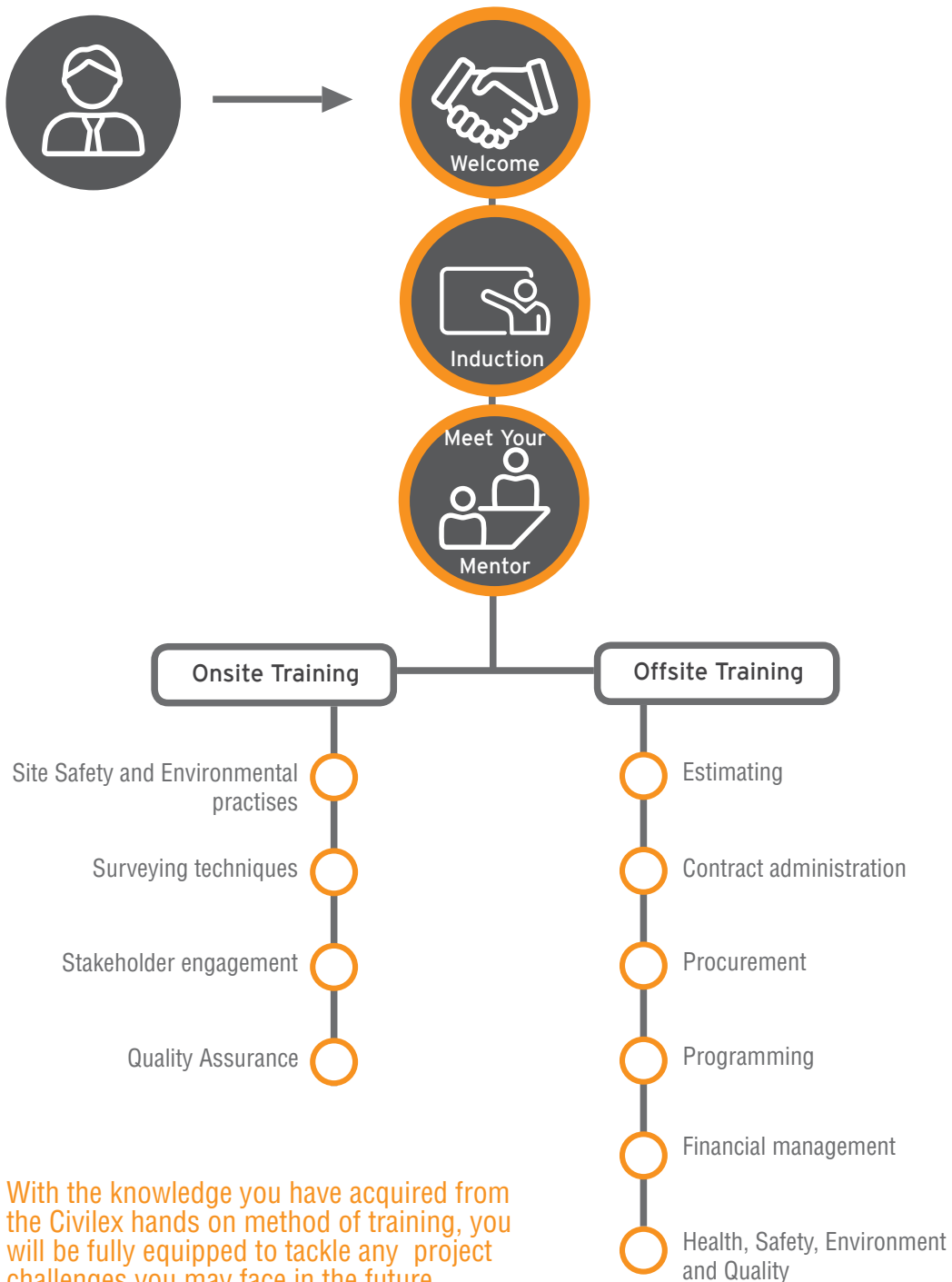


The Program

The 2 year program will create the foundation for you to better understand the departments that work together to successfully deliver civil construction projects both large and small.

You will be immediately immersed in a live project environment where you will gain exposure to a broad range of experiences. You will have direct contact with your Mentor and Senior Management to help you along the way. Civilex will also equip you with the required tickets you need on site utilising external training organisations.

Your Journey

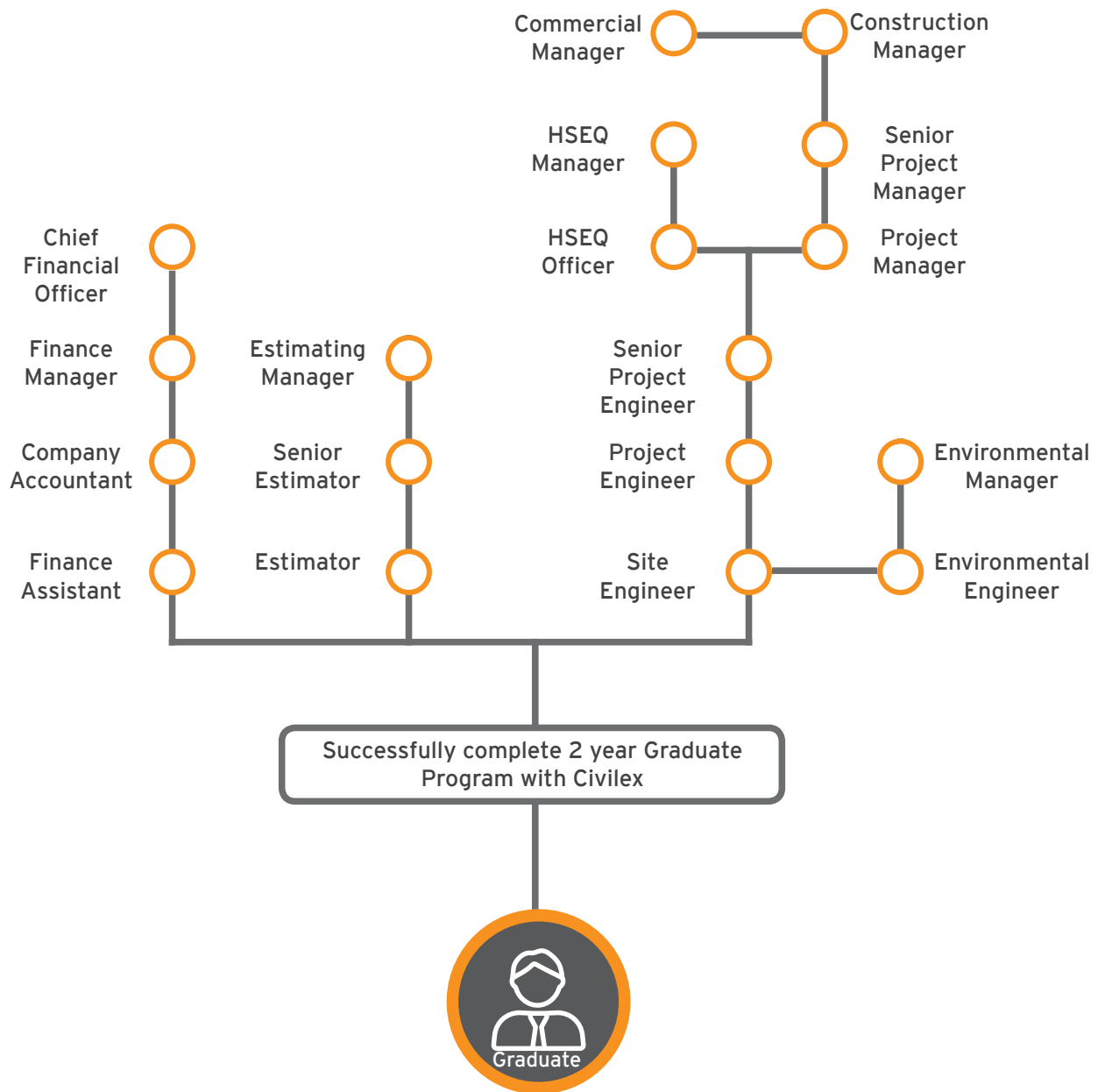


With the knowledge you have acquired from the Civilex hands on method of training, you will be fully equipped to tackle any project challenges you may face in the future.

This Could Be Your Journey

Civilex is interested in graduates from a range of disciplines.

Although the course is targeted towards engineering students, it is easily adapted for non-engineering students. The diagram below shows a variety of different pathways one can take after successfully completing the Civilex Graduate Program.



Climbing The Ranks With Civilex



**Mitchell McWhinney -
Three months into the Civilex
Graduate Program**

When applying for graduate programs I wanted to know how the company would develop me as an engineer. I also wanted to know about the company's values as I was interested in sustainability. Opportunity for growth was a major positive for Civilex where one of their graduates had gone from a Site Engineer to a Senior Project Engineer in under 3 years. Most graduate programs run from 2-4 years before you even become a project engineer so that level of progression was very enticing.

My first 3 months at Civilex have been everything I could have hoped for. I have already been involved in a number of jobs and taken on all the responsibilities expected of an engineer. I feel like I've learnt as much in these first 3 months at Civilex as I have in 5 years at University.

My advice to other graduates is to get involved at every opportunity and to ask questions all the time.

The things I like most about Civilex are the people, everyone so welcoming and approachable; the culture, it really does feel like a family; and the variety of work I have been given.



**Matt Willis -
From Graduate Engineer
to Senior Project Engineer**

Prior to starting with Civilex I completed a Bachelor of Engineering Science at The University of Ballarat. During this time, I also completed a work placement with Fulton Hogan in Ballarat as a Student Engineer. My Journey began with Civilex as a Graduate Engineer for 6 Months, progressing to Site Engineer for 1 year, then Project Engineer for another year and now I hold the position of Senior Project Engineer.

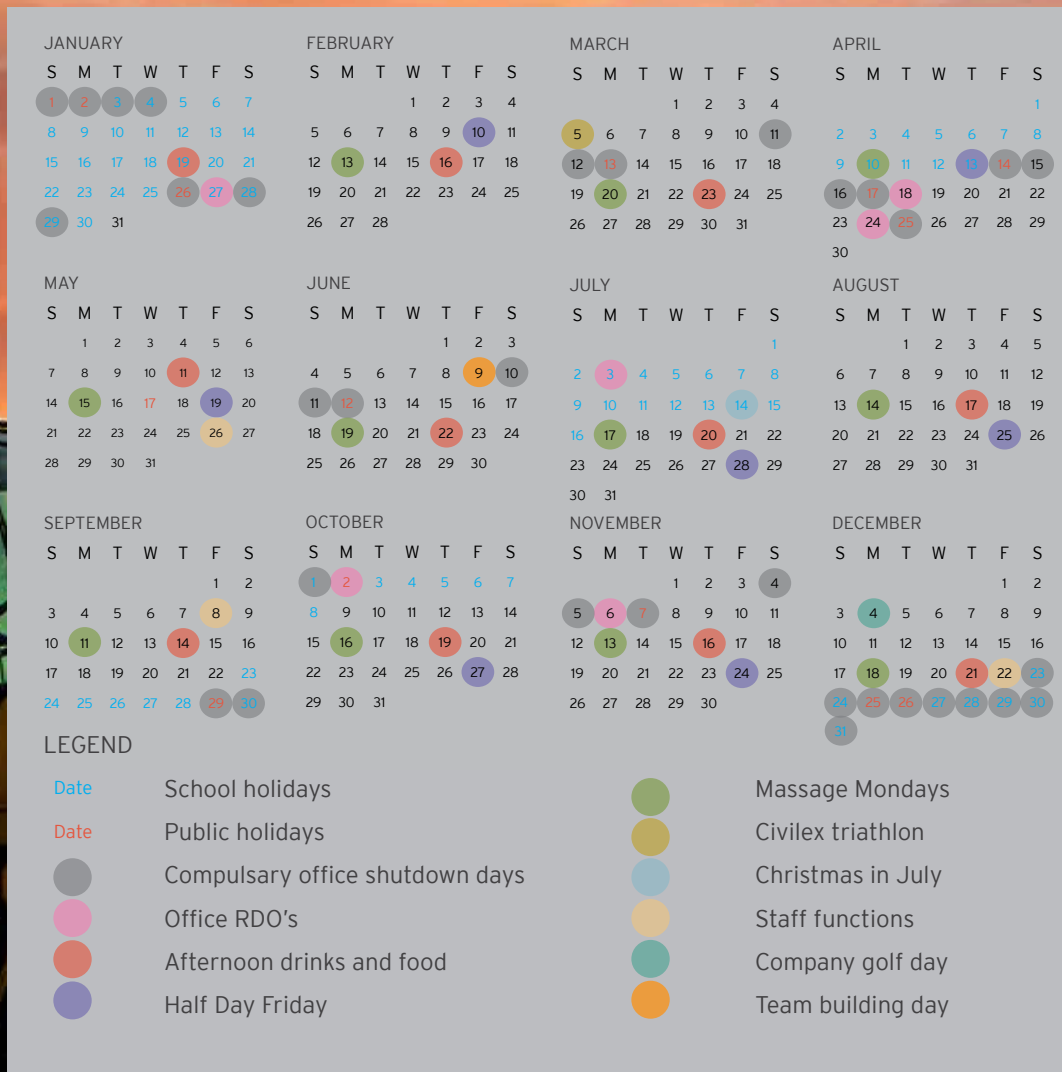
Starting as a graduate I received immense support and backing from senior management.

From day one I was given the opportunity to perform tasks above my role to whatever level I wished to pursue. I received many one on one workshops with the Directors and was guided by their past experiences on how to best perform my tasks and grow as a professional.

Civilex has gone above and beyond for me by providing outstanding growth opportunities and support to grasp each opportunity as it has arisen. I thoroughly enjoy going to work every day, but I would have to say that the best part of working with Civilex is without a doubt the upbeat environment and culture. There is not one person at Civilex that I wouldn't be happy to enjoy a beer with on a Friday afternoon.

2017 Social Calendar

This social calendar provides an indication of the value we place on our employees and their wellbeing
 - Joe Bartolo, Managing Director



In line with the company culture of building relationships, health and wellbeing and work life balance, Civilex has developed a social calendar aimed at giving their employees more time to enjoy as a team and personal time spent with family and friends.

The calendar is jam packed with staff benefits for everyone to enjoy.

From Half Day Fridays to Massage Mondays and everything in between, this calendar ensures there is always something to look forward to as a Civilex employee.

Who Should Apply?

If you have a passion for the construction industry, are eager to gain a broad range of experiences working for a leading civil construction company and develop your potential for the future, then Civilex can provide you the right tools through the Graduate Program to begin a successful, fulfilling career.

Candidates should also demonstrate;

- Strong leadership potential
- Team commitment
- Attention to detail
- Effective time management
- Excellent interpersonal skills
- Flexibility
- Strong customer focus
- Resilience and respect

Civilex is interested in graduates from a range of disciplines including Engineering, Business Management (property), Safety, Quality and Environmental studies and Human Resources. Although the course is targeted towards engineering students, it is easily adapted for non-engineering graduates in the range of support services mentioned above.

Where Will I Be Based?

Your initial rotations will be spent in head office. From there, you will be on a live project rotation and your location will change subject to job site location. All projects are in Victoria, no interstate travel will be required during the program.

When Does The Graduate Program Start?

Applications will be open from January each year for those students who have completed an Australian or New Zealand Undergraduate degree the previous year or within three years of the commencement of the program.

The graduate program commences in March each year although arrangements can be made for outstanding candidates at other times.

How Do I Apply?

Applying for the program is simple. Visit www.civilexvic.com.au and fill in the online form. The recruitment process is detailed below. Please note, if you are unsuccessful at any stage in the process, you will be advised by phone or email.

1. Apply online

2. Receive confirmation that you have been successfully shortlisted

3. Conduct a phone interview

4. Receive confirmation that you have successfully passed the phone interview stage

5. Invitation to attend an Assessment Centre

6. Receive confirmation you have progressed to next round

7. Face to face interviews

8. Due diligence begins and referees are contacted, medicals undertaken, Australian working rights check conducted.

9. If successful, you will receive a letter of offer to join the program.

“As a woman in construction, I feel respected and supported in my role. Civilex provides excellent opportunities and the guidance to help me grow.”



About Us

Civilex is a leading Melbourne-based civil construction company that specialises in large civil projects throughout Victoria. We specialise in construction works for various industries including Transport, Port, Rail, Water, Resources, Urban Development and Energy.

We adopt a “best for project” approach to ensure our practices reflect the unique nature of every job. Our customers value our adaptability, innovative thinking and attention to detail, cementing our reputation as a contractor of choice with our clients. We value collaboration and our long-term relationships with clients are testament to our open and transparent approach.

Led by experienced Directors and Managers, our team has significant capability in delivering civil projects both large and small. We engage highly skilled subcontractors and suppliers with proven track records to complement our workforce.



Our graduate program provides an opportunity for fast progression through all aspects of our business, whether they be construction or support activities. We have already assisted a number of students and the success they have achieved has assured us that good graduates are a vital part of our future, so much so that we have made it a key focus of our development.

The chance to explore so many facets of the construction industry not only gives a wider breadth of experience, it focuses our people on the particular specialty they wish to pursue in the future.

Joe Bartolo
Managing Director



The low staff turnover and great progression that Civilex offers ensure that students can look forward to long-term careers rather than just jobs. Also, the company is experiencing rapid expansion and this offers unrivalled opportunities for graduates to fast-track their careers.

Another advantage we offer is Civilex's family culture. This means that the company not only cares for its people on the job but is also concerned with their work-life balance.

Ray Dando
Construction Director



At Civilex, we offer a flexible work environment that encourages our staff to think outside the square. We value hard work and commitment and in return we provide support and guidance to all our staff. Since introducing the Graduate Program into our business, we can effectively develop the leaders of tomorrow by offering real career opportunities in a sustainable growth industry.

Andrew Fairbairn
Estimating Director

Project Snapshot



BAYSWATER GRADE SEPARATION

Client: Laing O'Rourke and the Department of Defence

Civilex have been successfully awarded a major package of works for the Laing O'Rourke Fulton Hogan Alliance and VicRoads.

This project involves removing two of Victoria's most dangerous level crossings at Scoresby Road and Mountain Highway as part of the Level Crossing Removal Project.

Civilex have deployed an equipment fleet of 50 and over 75 personnel to work around the clock, 24hrs per day, 7 days per week. Civilex scope will involve the rail sleeper removal, major earthworks, preparation of shotcrete walls and formation of the new rail alignment up to 8m lower than pre-existing rail line, over approximately 1km of track.



DEAKIN UNIVERSITY

Client: Deakin University

Civilex Victoria, as Head Contractor, has delivered a high-profile sporting precinct for Deakin University to be used by professional athletes and in particular the Geelong Football Club for training sessions throughout the AFL season.

Works included construction of new sporting fields including athletics, soccer, basketball, netball, AFL, cricket and baseball. All areas conform to international standards, including natural turf for a Melbourne Cricket Ground sized oval, synthetic grass for a soccer oval requiring FIFA certification and a synthetic rubber acrylic athletics track that is IAAF certified.

As well as being used for competition and informal sports, the facility boasts an outdoor learning hub to advance the teachings of its sports biomechanics department. In addition to the new sporting fields, Civilex was also engaged to undertake heavy earthworks, road and path construction, hard and soft landscaping and hardstand areas, lighting, security and other similar infrastructure as part of this contract.



RAAF BASE EAST SALE

Client: Laing O'Rourke and the Department of Defence

For Civilex, this \$25M project includes the delivery of a flight line shelter for 28 aircrafts, aircraft storage hangar for 17 aircrafts, 100,000m² of pavements and 50,000m³ of earthworks.

The Civilex works package will be carried out within the active defence base environment and special care taken to minimise any impact on base operations.

Once complete, the East Sale RAAF Base will provide new and upgraded pilot training infrastructure as part of the Pilot Training Systems Project, to develop trainees from initial flight screening through to advanced fighter training courses.



RAVENHALL PRISON

Client: John Holland Group

The Ravenhall Prison Project is to construct a new medium security men's prison in the Melbourne's west to accommodate 1000 prisoners. The project is located immediately adjacent to the Metropolitan Remand Centre and the Dame Phyllis Frost Centre.

As the head civil contractor, the Civilex scope is estimated \$35M and includes full site preparation for the state of the art correctional facility with a 260,000 sqm footprint. Works include large scale bulk earthworks, pavements, drainage, combined services trenching, structural concrete and hard and soft landscapes.

Through careful program management we will remain ahead of program throughout the build. The construction works involve complex staging as the site has over 30 different trades working simultaneously. Construction works commenced in February 2015 and are expected for completion in late 2017.



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Join our team
and experience the world
of opportunity that we offer



www.civilexvic.com.au