



Graduates

Fast track your career in construction with Hickory.

Hickory has forged a reputation as an innovative and dynamic company that has grown into a nationwide group of construction, formwork, façade, fitout and manufacturing specialists.

At Hickory, we don't believe in standing still. For over three decades we have continually invested in researching and developing systems and products to improve the way we build.

Whether it be refining our patented, prefabricated building products, developing more efficient and sustainable construction practices, or bringing expertise in-house to supply critical components, we always believe there is a better way.

As a result, we've become one of the largest multi-unit builders in Australia and a leading force in the high-rise residential sector.

Whilst many companies of Hickory's size focus solely on Project Management, our company structure also includes our own formwork, façade, joinery, plant hire, crane operations, engineering and bathroom

manufacturing divisions. By self-performing in these areas we are able to maintain greater control over project cost, programme and quality for our clients.

For Graduates, this unique structure means as a Hickory employee you will quickly develop a comprehensive understanding of each key area of the construction business; fast tracking your professional development, learning and career.

The success of this approach is evident, with many of our Graduates progressing confidently into management positions within a just a few years of joining Hickory.



Hickory pride ourselves on developing the industry's most capable, confident and hands-on professionals.

We're a major project builder that has retained a firm focus on building lasting relationships with our staff, clients and collaborators.

Hickory's Graduate Program is designed to develop our future leaders and from day one you will be treated as one of the team.

What makes our program unique?

At Hickory you will:

- Work with Australia's most innovative builder.
- Be given real work to do, learning from a range of experienced industry professionals.
- Move through two to three positions as part of your rotations within the first two years.
- Be given the opportunity within the first two years to administer a project Structure or Façade, delivering the end-to-end activities of these technical roles. No other builder in Australia can provide this unique experience.
- Have direct access to Hickory's Directors without going through layers of management.
- Receive a targeted and individualised learning and development plan.
- Have performance reviews conducted by the Managing Director and Construction Director.
- Receive coaching and practical support from our experienced site management teams.
- Build a network of industry contacts that will assist to further develop your career.
- Be assigned a Site Buddy to provide you with on-site support within your first year.
- Participate in community projects, structured networking events and development.
- Develop a peer network to last you a lifetime.



Youth Projects Charity Refurbishment Project

In 2016 the Hickory Graduate team were involved in the delivery of a \$500,000 pro bono building refurbishment for homeless charity Youth Projects.

The Graduates took on leadership roles on the project and were responsible for all aspects of the build from design management, contract letting, stakeholder relations and construction work to final completion and compliance.

At Hickory we believe that all of our employees have the ability, integrity and desire to innovate and perform to the highest quality, so we offer our graduates great learning opportunities to help them reach their career goals.

Frequently asked questions

How long is the Hickory Graduate Program and what sort of support will be offered to me whilst I am a graduate?

The Graduate Program is two years in duration. You will be provided with a Learning Plan within the first month of your commencement. You will also be supported by your Project Manager for any ongoing coaching and development and you will have a site buddy.

Building Graduates participate in a range of learning events and opportunities from; role rotations, corporate and site inductions, on the job training, systems training, legal seminars, technical and professional development, work health and safety training, shadowing key project roles, community projects and regular networking and social events.

We are constantly updating our training to ensure our graduates receive comprehensive exposure to all of the trades at work on a large-scale commercial construction.

What sort of work will I be expected to do in my first placement?

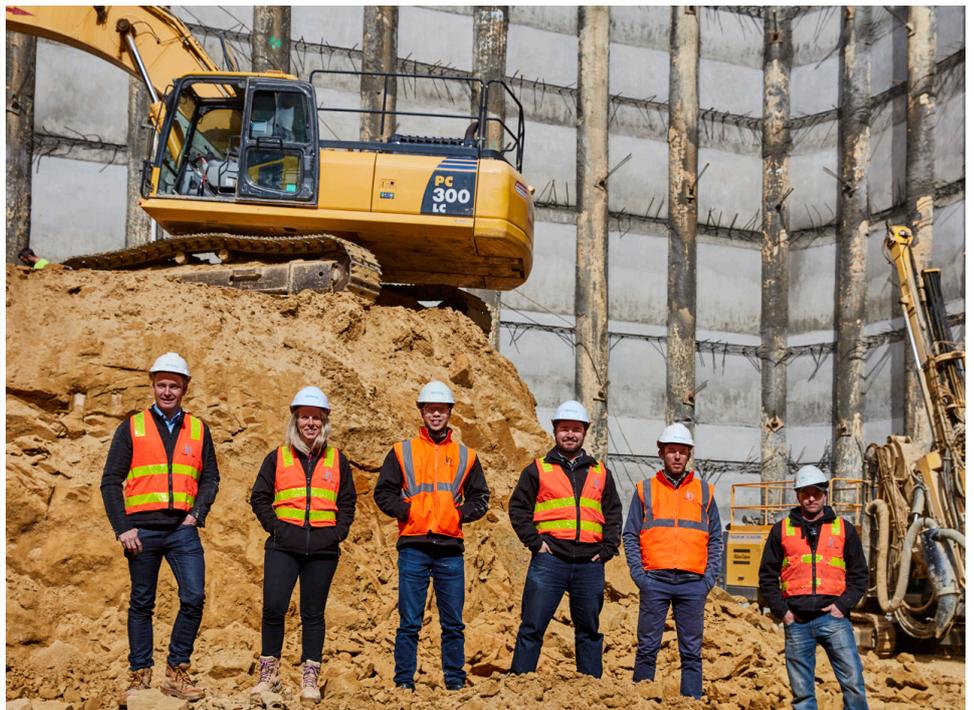
You will be appointed to a range of positions during your time as a graduate with us where we will ensure you get good exposure and experience across a range of positions in construction at different project phases.

Depending on the project you have been allocated, you can expect to perform key roles on projects from document control, defects management, maintaining samples registers, assisting with contracts administration, assisting with site based tasks depending on the stages of the project.

You will be supervised at all times and provided with the relevant support along the way.

Does Hickory employ international graduates?

We accept applications from Australian or New Zealand citizens or permanent visa holders.



Uniting the talents of seasoned professionals with the industry's best new recruits has created our exceptional team.



Do I get to choose which Project I will work on or where I will be located?

Our clients have a range of locations where projects are being built. You will work on a Project where we believe you will get the best learning.

You may also move from one project to another depending on the stage the project is at. Typically most of our projects are within the CBD and inner Melbourne. To find out the locations of our current projects, please visit our website hickory.com.au



Which degrees do you accept applications from?

We accept applications from students who have completed (within the last two years) or are in their final year of completing a Bachelor Degree in Construction Management, Project Management, Civil/Structural Engineering or Architecture.

What qualities do you look for in Graduates?

We look for people who are self-motivated, practical, hands-on, team players, who are career driven to either move into project management and/or site management positions.



What salary can I expect to receive when I start?

Hickory Graduates will receive a competitive salary commensurate with their level of skills, experience and dedication.

Will I be required to work weekends and do I get to take off RDOs?

Our construction projects operate Monday to Saturday and we all work together in sharing weekend work. Site teams will coordinate rosters to arrange who will be required to work on a Saturday depending on the stage and needs of the project.



In the building industry, RDOs are usually only provided to trades-based employees, however Hickory also allocates a number of paid RDOs per year to salaried site staff (this includes Graduates). The dates of these RDOs are set by the Project Manager on each site and typically coincide with public holidays.

What preparation should I do prior to sending in my application?

We encourage you to visit our company website www.hickory.com.au and have a look at some of our current and completed projects.

I would like to apply for the Hickory Graduate Program, what should I include in my application?

Please complete the Graduate Application Form and send together with your resume, cover letter and a Certified Copy of your transcript of results to careers@hickory.com.au.

What date do I need to have my application in by?

We recruit graduates throughout the year on an as-needs basis, so you are free to email us anytime, however we recommend checking the Hickory website regularly for any current advertised positions.

Where can I find out more about Hickory?

We encourage you to visit the Hickory website and follow the Hickory Group (Aus) LinkedIn, Facebook, Twitter, Instagram and YouTube pages to keep up with the latest company news and opportunities.



www.hickory.com.au



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