

Graduate Program

Registration for
our 2026 Graduate
program is now open!



BUILDING AUSTRALIA'S FUTURE **WITH YOU**

Decmil Graduate Program.

If you're a graduate ready to help us build Australia's future together, or a student looking for a hands-on internship with real world experience, Decmil offers you a great start to your career.

Decmil's Graduate Program is designed to provide a customised learning experience which will enable you to develop and grow across a range of projects and gain exposure across engineering, sustainability and environment, and commercial.

With a focus on individual development, our program ensures that you have access to the resources and support you need to achieve your professional goals.

WHY OUR PROGRAM?

Decmil's Graduate Program offers a comprehensive 18-month development opportunity for recent graduates who are interested in building a career in the construction industry, offering valuable experience for graduates seeking to establish themselves.

Our graduate program provides the support of experienced industry leaders who act as mentors to guide graduates through the learning process.

We offer hands-on learning, training, and development opportunities as a core component of the program, which equips graduates with the necessary skills and knowledge to succeed in your future role.

To ensure continuous learning, performance development reviews are conducted every six months. Upon successful completion of the program, graduates are offered permanent opportunities within the team.

Our graduate program provides opportunities to work across various locations in Victoria, Western Australia, and Queensland, allowing graduates to gain exposure to different environments and projects.



Graduate Program Business Area Choices.

Are you ready to launch your career in in the field of engineering, commerce, or sustainability? We provide an incredible opportunity for graduates across various business streams so that you can kick start your career.

| Graduate - Engineer | Graduate - Commercial | Graduate - Environment & Sustainability |
|--|--|--|
| <p>If you've studied Civil Engineering, Construction Management, or Project Management, this is the perfect stream for you! You'll have the chance to work on exciting major projects and gain hands-on experience in the civil engineering field.</p> | <p>If you have a degree in Construction Management, Civil Engineering, or Commerce, then you are ideally suited to this stream. You'll be exposed to various aspects of the business, including contract information, project costs, performance, reporting and forecasting.</p> | <p>If you're passionate about sustainability, then this is the stream for you. If you have a degree in Environmental Science and Sustainability or Environmental Engineering, you will have the opportunity to work on the full project lifecycle and make a positive impact on the environment.</p> |

No matter which stream you choose, our Graduate Program offers a unique opportunity to gain valuable experience and kick start your career. So, what are you waiting for? Apply now and take the first step towards a fulfilling career at Decmil.

DISCOVERING A NEW PATH **WITH YOU**



LEADING THE WAY **WITH YOU**

Graduate Program Key Dates.

| Key Event | Date |
|-------------------------------------|---------------|
| Applications open | April 2025 |
| Applications close | November 2025 |
| Applications assessed and processed | November 2025 |
| Role outcomes and offers extended | November 2025 |
| Grad Program begins | February 2026 |

Summer Internship Program

Are you interested in completing an internship with us as part of your degree?

Our internship program is designed to support you make informed career decisions, and provides the opportunity for you to be considered for the following year's Graduate Development Program.

To learn more or apply now, please [visit the Decmil Careers Page.](#)



BUILDING A SUSTAINABLE FUTURE **WITH YOU**

Graduate Program Eligibility and How to Apply.

When you join Decmil you'll become part of a passionate group of people who are building Australia's future, together. We embrace diversity, recognising the value people bring to us with their individual differences, qualities, ideas and insights.

Our graduate program is available in Victoria, Western Australia and Queensland.

To apply for our graduate program you must be in your final year of study of a university degree

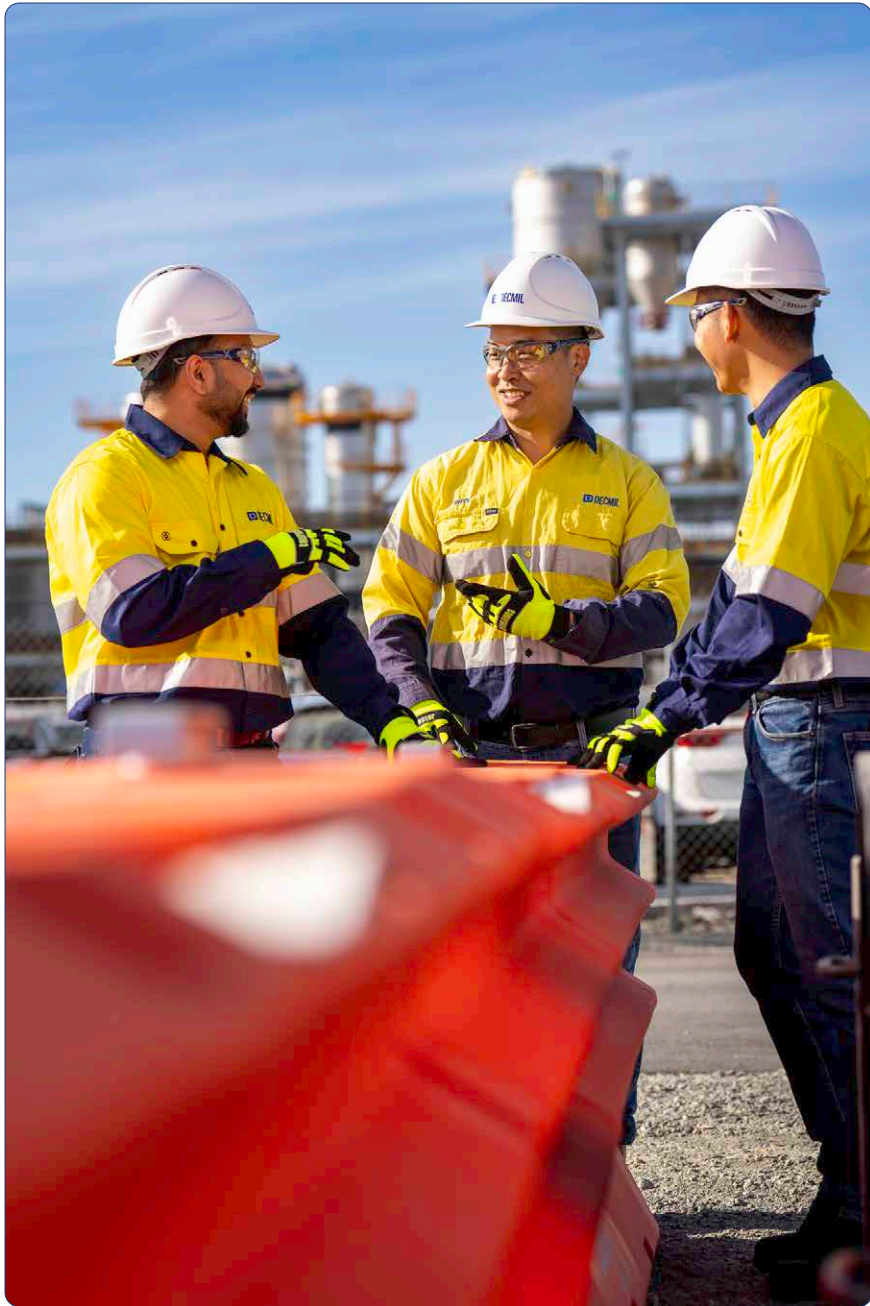
AND,

Be a recent Graduate in Engineering (Civil or Environmental), Construction Management, Project Management, Construction Economics, Design, Quantity Surveying, or Science (Environmental or Sustainability).

You also need to be an Australian or New Zealand Citizen or an Australian Permanent Resident or hold a full time Work Visa when you apply.

HOW TO APPLY

1. Submit application: Register your interest via our careers page and finalise your preferences
2. Application review: Successful candidates will be invited to complete a phone interview – a chance to demonstrate your personality, communicate why Decmil is the right place for you to start your career and reveal exactly what it means to join us
3. Face to Face interviews with business leaders and our People & Culture team
4. If you're successful, you'll receive a call from our People & Culture team to offer you a position within our program to commence February 2026.



BUILDING A SUSTAINABLE FUTURE **WITH YOU**

A Career at Decmil.

At Decmil our people are at the heart of everything we do. When you join Decmil, you will become our most valuable asset.

At Decmil our people are at the heart of everything we do. We believe that a diverse, inclusive and flexible workforce is the key to successfully delivering projects for our clients and the communities we serve, now and into the future.

When you join Decmil you'll become part of a passionate group of people who are building Australia's future, together.

We provide our people with access to a range of benefits that support your personal and professional development. These include flexible working arrangements, support for creating a family friendly work environment, professional development opportunities, an employee assistance program to support mental health and wellbeing, and a referral program.

As an inclusive employer, we welcome applications from all backgrounds, including Aboriginal and Torres Strait Islander people, to create a vibrant and diverse workforce.

At Decmil, we value the unique experiences and needs of our team members and prioritise engaging, enabling, and empowering them for success.



BUILDING A SUSTAINABLE FUTURE WITH YOU

We'll provide extensive learning and support to help you make the most of the experience. The program is structured to help you identify your focus areas.

Our graduate program will comprise tailored training sessions to build and strengthen your technical and soft skills – accelerating your personal and professional career development.

At the end of your program, you'll be supported to find a role that best suits your capabilities and interests.

DEGREE DISCIPLINE AND ROLE OUTCOME UPON COMPLETION OF THE GRADUATE PROGRAM.

| | Site Engineer | Contracts Administrator Assistant, Quantity Surveying | Sustainability Advisor / Environmental Advisor | Planner, Estimator, Business development, proposals coordinator |
|---|---------------|---|--|---|
| Bachelor of Engineering (Civil) | X | X | X | X |
| Bachelor of Applied Science (Construction Management) | X | X | | |
| Bachelor Of Construction Management | X | X | | X |
| Bachelor of Environmental Science (Sustainability) | | | X | |
| Bachelor Engineering, Environment | | | X | |
| Quantity Surveying, Commerce, Economics, Law | | X | | X |



Apply now:

Visit our [Careers Page](http://www.decmil.com) on www.decmil.com

For more information please contact
people.culture@decml.com.au

**Together, we're the difference.
Together, we're Decmil.**