



# Graduate Program

Start your engineering career with real project exposure, hands-on experience and genuine support through the Keller two-year Graduate Program.



## The program journey

### Introduction

The Keller Graduate Program combines structured on-the-job learning, formal training and self-development across multiple engineering disciplines.

Designed to be fast-paced, challenging and diverse, the program supports graduates to maximise their potential, both professionally and personally, while building a strong foundation for a long-term career with Keller.

### The program

Delivered over two years, the program provides in-depth, hands-on experience across different functions and departments within Keller. This structured rotation approach gives graduates a well-rounded understanding of how we operate and how their contribution makes an impact.

The program is delivered in partnership with Engineers Australia, providing access to structured development, professional networking opportunities and a pathway towards chartership.

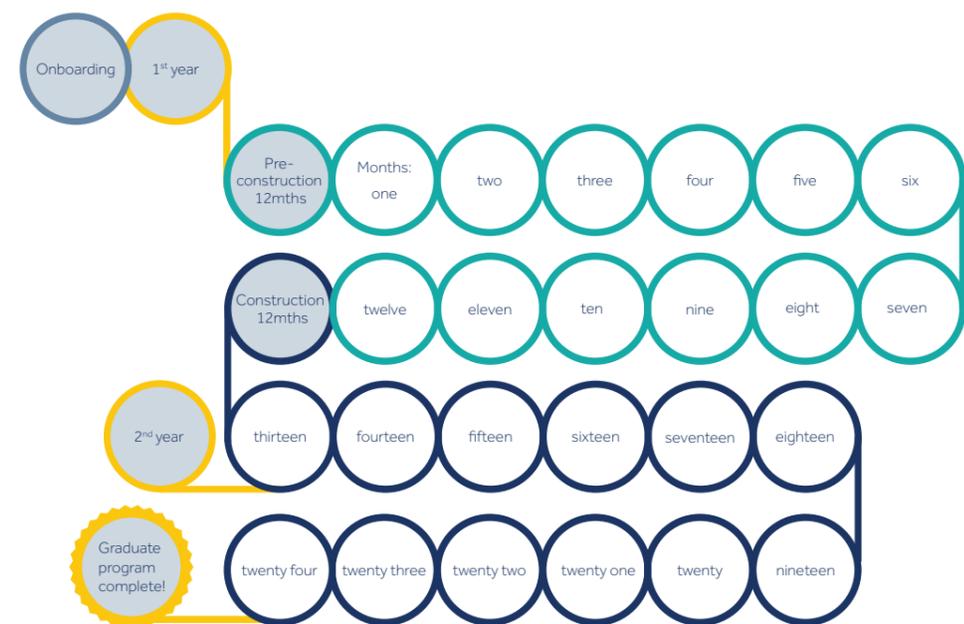
### About Keller

Keller Australia is a specialist geotechnical contractor delivering technically complex piling, ground engineering, civil infrastructure and construction solutions. Our work is underpinned by deep technical expertise, specialist plant and experienced engineering teams.

As part of a global engineering network, Keller Australia combines international best practice, established systems and technical knowledge with a strong focus on local project delivery and client outcomes.



The graduate journey is designed to progressively build capability through structured rotations and increasing responsibility.



## Learning and development

The program is based on the 70–20–10 learning model. Most development occurs through structured, hands-on learning in real project environments, complemented by opportunities for exposure, collaboration and self-directed development. Formal training and professional education further support graduates as they build technical capability, professional judgement and industry confidence.



### On the job training - 70%

#### Design (up to twelve months)

Graduates work with our design and estimating teams, gaining insight into tendering processes for heavy foundation and ground engineering projects.

#### Construction (up to twelve months)

Working within our operations teams, graduates are exposed to active projects and a broad range of project delivery and management activities.

#### Placement (one-three months in year two)

Graduates may complete a placement with an interstate team or on a major project, depending on business needs and opportunities.

Most learning occurs through hands-on involvement in live projects. Graduates develop practical engineering capability through site-based and office-based roles, gaining experience across different project delivery environments.

As the program progresses, graduates may be exposed to different project types or technical areas, aligned to project availability, business needs and individual career aspirations.



### Exposure, collaboration and professional development 20%

Learning is further supported through structured engagement and collaboration opportunities, including:

- Participation in Keller Australia and divisional mentoring programs
- Site visits across active projects and specialist operations
- Insight into specialist plant, equipment and technical delivery methods
- Access to internal and external industry presentations, technical briefings and case studies
- Collaboration with experienced engineers and subject matter experts
- Opportunities to contribute to solutions for complex technical and delivery challenges

This approach supports graduates to build professional networks, broaden technical understanding and develop confidence working within multidisciplinary teams.

### Formal learning 10%

Formal learning complements on-the-job experience and professional development, and includes:

- Participation in the Engineers Australia Graduate Program
- Keller Australia internal development programs focused on technical capability, project delivery and professional skills
- Access to project case studies, technical documentation, standards and internal knowledge resources

Together, the 70–20–10 learning approach supports the development of technical capability, professional judgement and business understanding.

### Intake dates

The Graduate Program runs annually, with commencement typically in February and enrolment in the Engineers Australia Graduate Program in March.

### What you'll gain

- Exposure across multiple departments within Keller Australia
- Structured on-the-job and formal training delivered by industry experts
- Support from senior technical specialists and mentors
- Engineers Australia graduate membership
- Opportunities to influence and present to senior leadership

### Professional growth

- Continuous professional development
- Graduate network across Australia
- Networking with other Engineers Australia graduates
- Development of resilience and emotional intelligence

### Experience

- Travel opportunities across Australia



### About you

- Minimum of a Bachelor of Civil Engineering degree or equivalent qualification in a relevant engineering discipline.
- Maximum two years of relevant work experience
- Strong verbal and written communication skills in English
- Be an Australian or New Zealand citizen, an Australian permanent resident or have unrestricted working rights for ongoing work
- Enthusiastic and can-do attitude
- Proactive approach to learning and development
- Willing to travel regionally and nationally as required

**Applications are open to motivated graduates ready to build their engineering career with Keller.**





If you are interested in joining the graduate program, please email [hr@keller.com.au](mailto:hr@keller.com.au)