



ASCENT

GRADUATE PROGRAM

SHAPING YOUR
TOMORROW, **TODAY!**

[DELTAGROUP.COM.AU/CAREERS](https://deltagroup.com.au/careers)



THE DELTA GROUP ASCENT GRADUATE PROGRAM IS DESIGNED TO GIVE ENGINEERING GRADUATES EVERYTHING THEY NEED TO REACH THE TOP OF THEIR PROFESSION.

From developing technical competencies such as programming, contract admin and procurement, to strengthening personal capabilities such as communication, negotiation and budgeting – Ascent aims to shape the project managers and business leaders of tomorrow.

The climb is about to begin. It's not easy, but there's a path to follow and our experienced guides will help you every step of the way.



Jason Attard
General Manager Civil



ACKNOWLEDGEMENT OF COUNTRY

Delta Group acknowledges First Nations Australians as the traditional owners of the land and sea upon which we work. We recognise their living cultural and natural landscapes and pay our respects to Elders past, present and emerging. We strive to maintain a workplace that fosters acceptance and respect for diversity. A workplace free of discrimination, harassment and violence in any form. We recognise that sameness is a myth and seek to achieve equality throughout our business and all related entities.

Delta Group is one of the largest diversified contractors of our type in the world today. Established in Victoria since 1988, we now operate in all States and Territories of mainland Australia with offices in Melbourne, Sydney, Brisbane, Adelaide, Perth, Darwin and Canberra, as well as regional branches in the Latrobe Valley, Geelong, Karratha, Port Pirie, Illawarra and Hunter Valley.

Our diversified commercial contracting services include civil engineering and construction, site remediation and rehabilitation, landscaping, demolition, recycling, and materials solution management.

We have the scale and systems to mobilise our people and plant to meet the demands of any project in any location: metro, regional, remote or marine.



1300+

EXPERIENCED AND QUALIFIED STAFF



1800+

FLEET OF SPECIALIST PLANT AND EQUIPMENT



700+

MILLION ANNUAL REVENUES

Our vision

is to shape the industrial and urban landscapes of tomorrow.

Our mission

is to understand the project lifecycle better than any other contractor.

Our values



People first

No other business practice is more important than the safety of our people.



Think differently

Where others see obstacles, we see opportunities.



Dependable

We refuse to accept anything but the very best we can give to a client and their project.



Determined

We're not just responsible, we're accountable. Every one percent matters.



Shaping tomorrow isn't easy.

It's the culmination of what we started in 1988. It's a formula: concentrated engineering expertise, vision and the resources to deliver. It's fearlessly challenging structures, systems and mindsets to deliver for our clients. It's clearing a path for safety, innovation and growth. It's leaving a lasting impression on the landscape of progress. Shaping tomorrow isn't easy.

Shaping tomorrow is in our DNA.

ASCENT GRADUATE PROGRAM

The Delta Group Ascent Graduate Program is carefully structured to cultivate talent in high risk construction environments with little margin for error.

We consistently provide a higher mentor to graduate ratio because we know how much it matters to someone at the start of their career. We know our graduate engineers learn more when their boots are on the ground – not underneath a desk – and no matter what site or situation they may find themselves, they're guided by experienced professionals every step of the way.

It's why more than 90% of graduate engineers go onto full time positions, with many promoted to management roles.

Thanks to the work Delta Group delivers no job is ever the same. From major infrastructure works to boutique developments, our people take pride in designing and delivering complex programmes for blue chip clients on high profile projects.

New recruits will develop a range of highly sought after professional skills through structured units over two years, including:

- + Quality, Safety & Environmental Management
- + Mobile Plant Operations
- + Contract Administration
- + Procurement
- + Estimating
- + Programming & Sequencing
- + Materials Solution Management
- + Project Budgeting & Cost Controls
- + Stakeholder Management

Graduate engineers will also undergo business skills training to strengthen their personal capabilities and lay the foundation for long term success and professional growth, including:

- + Team Leadership
- + Communication & Negotiation
- + Conflict Resolution
- + Customer Service



Higher mentor to graduate ratio



Boots-on-the-ground project experience



Carefully structured two year program



Blue chip clients and projects



90%+ of graduates go onto full time employment



QHSE MANAGEMENT

Our Quality, Health & Safety, and Environmental (QHSE) management systems are certified to international standards and central to everything we do. They are the foundation of your personal and professional development as a construction industry professional.



BUDGETING AND COST CONTROLS

Commercial acumen is the ability to recognise how different actions taken or decisions made throughout a project lifecycle can impact profitability and cashflow.



PROGRAMMING AND SEQUENCING

Our ability to meet time, quality and cost specifications is at the core of our reputation and helps us tender for new projects as well as attract repeat business.



CONTRACT ADMINISTRATION

Your ability to administer and manage the delivery (and receipt) of services under contractual terms and conditions is key to becoming a successful Project Manager.



ESTIMATING

A large percentage of our growing workbook is the result of competitive tender submissions where our Estimators have successfully secured new contracts without compromising quality, safety and environmental standards or profitability and cashflow.



STAKEHOLDER MANAGEMENT

Many of our projects involve 'live' environments and high profile developments that demand careful and considered engagement of key stakeholders.



MATERIALS SOLUTION MANAGEMENT

From excavated spoil to scrap steel; timber to crushed concrete – Delta Group recovers and reuses more than 90% of all construction and demolition (C&D) waste from our project sites.



MOBILE PLANT OPERATIONS

Our people and plant are our lifeblood. From demolition robots and precision drill rigs to mini and (very!) heavy excavators – an understanding of the right plant, the right attachments and the right operators for a particular job is vital.



PERSONAL DEVELOPMENT PROGRAMS

How you develop as an engineering and business professional is critical to your career. Graduate engineers will also undergo business skills training to strengthen their personal capabilities and lay the foundation for long term success and professional growth, including:

- + Team Leadership
- + Communication & Negotiation
- + Conflict Resolution
- + Customer Service

SELECTION PROCESS

We start our recruitment process with short form or speed interviews in a group setting. This enables us to effectively assess a large cohort of quality candidates. We usually shortlist 100 candidates for our first round of interviews, before inviting the top 20 to a traditional interview with senior management and key personnel at our head office in Port Melbourne.

We only accept candidates who have permanent residency or work rights (no restrictions). Only shortlisted candidates will be contacted for first and second round interviews.

APPLICATION TIPS

First impressions count. What sets you apart? Tell us why you should be on the shortlist for the next round of interviews.

KEY ATTRIBUTES

The ideal candidate is someone who shares our vision, mission and values. Who puts their safety and the safety of everyone around them first. Someone we can depend on and who isn't afraid to ask questions or show initiative. An individual who takes pride in their work but who is humble with success.

STRONG WORK ETHIC

Experience in any professional environment shows us you understand what it means to be part of a team and that others rely on you playing your role

EXCELLENT COMMUNICATION

What we do is high risk, with little margin for error. Failure to effectively communicate – verbally or in writing – can have significant consequences

WILLINGNESS TO LEARN AND GROW

We need to trust you'll follow direction, but welcome the challenge to solve problems yourself. If you don't ask questions we'll assume you know what to do



COVERING LETTER

One page maximum. Give us an insight to who you are and what you stand for, where you've worked, and why you think Delta Group is the right fit for your career aspirations.



RESUME

We're looking for substance – not flashy presentation or creativity. Keep it simple and concise. Summarise your career goals and highlight the qualifications, skills and experience that are relevant.



ACADEMIC TRANSCRIPTS

Substantiate your qualifications by including your academic transcripts. Think about including a summary of the skills you developed from your studies in your resume. It's been a big part of your life to date.

What led you to a career in engineering and construction

At high school I was an average student when it came to physics and maths – generally you need to have a natural talent for these subjects to consider a career in engineering. At university I completed a double degree – a Bachelor of Environmental Science and a Bachelor of Commerce. As I progressed, I began to get a grasp (and passion for) physics and maths so I decided to choose Engineering for my Masters Degree.

What was your inspiration, or who influenced you the most?

Embarking on further study in a new direction was a big step to take and my parents were incredibly supportive of my choices. They encouraged me to challenge myself and push the boundaries. I'm so glad I followed their advice!

Now that you've found your path forward, what advice can you offer for graduates just starting their journey?

Have a career goal in mind, but be prepared to be flexible along the way. Sometimes the pathway may not be as straight forward as you hoped or had planned. Prepare yourself for some twists and turns and never shut off any options. Keep an open mind for different paths and opportunities. Have a go at everything because you just don't know where it might lead! And if it's not the right option for you, you can always change direction. Don't leave any stone unturned as you explore and establish your career path.

And why Delta? How would you convey to someone they would be a good fit for Delta?

You'll be given the opportunity for personal growth by exploring your potential, supported by a great team of experienced mentors who operate in a well structured system. If you're excited about putting into action your problem solving and multitasking skills in a fast paced working environment, then Delta will be a great fit for you! No day will ever be the same as you manage various projects with guidance from multiple people, with a genuine focus on safety, quality and sustainability.

Lindsey Hu
Graduate Engineer



What led you to consider a career in engineering and construction?

I was good at maths and physics and knew I wanted a career where I didn't spend all my time in an office. At uni I initially studied broad subjects and liked the practicality of engineering. From there my interest in the built environment grew, particularly around sustainable practices and innovation.

How did you go about applying for graduate programs?

I researched different graduate program options – looking at design firms, as well as many of the big name builders. I attended a Construction Engineering guest lecture with Luke Southwell from Delta Group, which really grabbed my attention. I enjoyed Construction Engineering, focusing on civil construction like basements, roads, retaining walls. The stats around Delta's high grad retention, along with the recycling component of the company, really appealed to me. And the footage from the Hazelwood demolition project was compelling viewing! I knew this would be an exciting company to be part of.

What made the Delta Group Ascent Graduate Program stand out?

The scale of the work, the presence in the industry and the areas of engineering such as demolition were really unique. The scope of roles in the future – civil, commercial, infrastructure – demonstrated that Delta would provide the opportunity to get industry exposure and a forward career path. Since being part of the Delta team, I've learnt how to effectively manage competing priorities. What's great is that so many Delta employees share this quality!

What have you learnt since joining Delta Group?

It's incredible how much I've learnt in a short period – thanks to the mentors and project managers. They excel at developing Grads and guiding them every step of the way. The hours can be long, and as in any role – there are times when a lot is required of you. With that responsibility also comes independence, helping you to learn how to effectively manage all aspects to get the job done.

Nelson Connelly
Graduate Engineer



OUR SECTOR CAPABILITIES

Delta Group specialises in the delivery of high risk Early, Enabling and External Works across a range of key market sectors to support commercial property, industrial and public infrastructure developments.

OUR CLIENTS

We are one of Australia's premier Tier One contractors and the preferred partner of some of the most recognised and respected brands in the Australian building, construction and industrial sectors.



MULTIPLEX



walker

RioTinto



HACER We build.

HANSEN YUNCKEN



SARAH Building Great Relationships.

ICON



BHP

mirvac

ENGIE

JOHN HOLLAND



xstrata

GLENCORE

Built.



VICTORIA State Government



WATPAC



Hanson HEIDELBERGCEMENT Group

Charter Hall



Hickory. Building Innovation.

DEAGUE GROUP

KANE



 **DELTA GROUP**

OUR MANAGEMENT

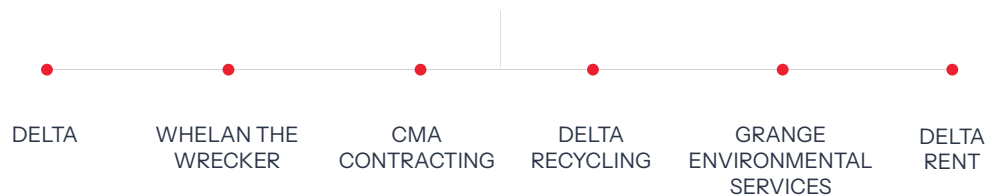
When we say we demand visible leadership at every stage of a project and from everyone involved, it starts with our most senior executive management. Leadership and commitment are non-negotiable key responsibilities of our senior leadership team (SLT) and divisional management team (DMT). They are the drivers of our commercial success and continued growth.





OUR ORGANISATION

Our operational structure comprises six related entities under common control. Each entity operates across key market sectors in Australia, with specific market segments and services differentiating them from other group entities.



DELTA CMA CONTRACTING WHELAN THE WRECKER

- + Closure Studies
- + Decommissioning
- + Deconstruction & Demolition
- + Civil Engineering & Construction
- + Asbestos & Hazmat Removal
- + Specialist Marine, Drilling & Blasting
- + Disaster Response
- + NPI Building & Construction
- + Materials Solution Management

DELTA RECYCLING

- + Resource Recovery
- + Contract Crushing & Screening
- + Transport & Logistics

DELTA RENT

- + Heavy Plant Hire

GRANGE ENVIRONMENTAL SERVICES

- + Project Management
- + Site Remediation & Rehabilitation
- + Soil, Waste & Water Treatments

CORPORATE SOCIAL RESPONSIBILITY

Aspiring to achieve zero harm – to our people, our environment and the communities in which we work – continues to be a fundamental driver of our business and why Delta Group invests heavily in maintaining our social licence to operate.

SUSTAINABILITY

Our goal is to provide comprehensive, value engineered solutions that balance growth and environmental protection; that manage water sustainably; that turn waste into resources; and which develop cleaner, more efficient recycling systems.

Plant and equipment

Our late model, new generation hydraulic excavators have the capacity to maintain high performance and productivity while minimising harmful emissions. Our latest machines can operate with lead free & biodegradable hydraulic oil & incorporate unique sustainability features such as fully recyclable manufacturing components.

Resource recovery

Delta Group is one of the largest processors of C&D waste streams in Australia and diverts more than 2m tonnes from landfill each year. We are at the forefront of 21st century treatments and technologies that reduce our reliance on finite virgin construction materials by turning C&D waste streams into high quality, high value and custom engineered building materials.

SOCIAL PROCUREMENT

Delta Group is committed to ensuring the work we undertake has a lasting local and social legacy. We have identified and apply a set of key principles to guide the implementation of our social procurement commitments across our business and in the projects we deliver.

ABORIGINAL ENGAGEMENT AND EMPLOYMENT

We are committed to fostering equality by including structures and practices that remove any barriers to aboriginal engagement, employment and professional development, or which eliminate any direct and indirect discrimination in our workplace.

Widi Ngaruwa

Delta Group is a growth partner of Widi Ngaruwa, an Aboriginal owned and Supply Nation certified business offering diversified contracting services for clients seeking a practical and meaningful pathway to engaging First Nations Australians.

ETHICAL LABOUR AND MODERN SLAVERY

We are committed to challenging ourselves and all of our supply chains at home or abroad. We will remain vigilant for any form of modern slavery and strive to improve our management systems so as to maintain robust and highly transparent commercial supply relationships.



FLICKER OF HOPE

In 2018, Delta Group joined the Petropoulos family as a foundation partner of The Flicker Of Hope Foundation. The Flicker of Hope Foundation has been established to raise much needed funds for medical research into Neurofibromatosis (NF) – a genetic disorder causing tumours to grow on nerve endings. 1 in 2500 people are impacted by NF. There is no cure and very limited treatment options.

GROUP HISTORY & MILESTONES

1970s

1970
Inaugural project:
Demolition of Yallourn
North township in
Victoria's Latrobe Valley

1980s

1981
Delta Demolition established

1985
Delta Civil established

1988
Delta Recycling established

1989
Delta NSW offices opened

1990s

1991
Melbourne Cricket Ground
Demolition Stage 1

1992
Australia's tallest demolition –
Legal & General Building, Sydney

1995
Crown Casino Early Works

2000s

2001
Whelan the Wrecker
re-established

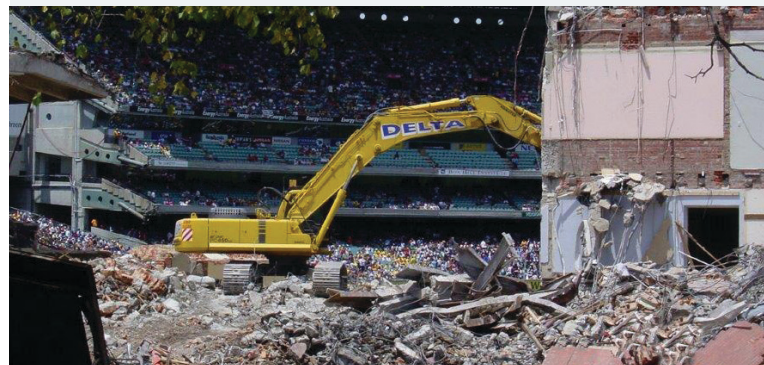
2002
Delta ACT office opened

2003
Melbourne Cricket Ground
Demolition Stage 2

2004
Delta WA offices opened

2005
Delta Rent established

2007
Delta Queensland offices
opened



2010s

2010
CMA Contracting acquired

2013
Delta Karratha offices
opened

2016
Delta Recycling timber
yard opened – Whelan
the Warehouse

2018
Sydney Metro City & Southwest
Early Works; Delta SA offices
opened; Grange Environmental
Services established; BRC Piling
& Foundations acquired; Delta
Hunter Valley office opened

2019
Hazelwood Power Station
Demolition Project



2020s

2020
Cross River Rail Early Works; CMA Construction
established; Rio Tinto Peninsula Palms Project; Adelaide
Festival Plaza Early Works; Delta NT offices opened

2021
Delta Geelong, Latrobe Valley and Illawarra offices
opened; Widi Ngaruwa Aboriginal Contractors
established; EPH and ESG acquisition

2022
Browns Piling acquisition; Melbourne Metro Tunnel
Early Works

OUR AWARDS

An uncompromising commitment to our clients and their projects has led to national and international recognition of our work.

2022

Worksafe Victoria OHS Leadership/Achievement Award

World Demolition Award (Industrial)

Shortlist Hydro Kurri Kurri & Hazelwood Power Station

World Demolition Award (Urban >\$10m)

Shortlist 77 Market Street

World Demolition Award (Safety & Training)

Shortlist Delta Group Australia

Demolition Industry Association WA Awards

Western Australia Industrial Project of the Year

2021

CCF SA Earth Awards (\$30-75m)

Adelaide Festival Plaza

2020

World Demolition Award (Collaboration)

WINNER WA Museum

World Demolition Award (Explosive)

Shortlist Hazelwood Power Station

World Demolition Award (Civils)

Shortlist Martin Place North

Victorian Transport Association Best Practice Safety Award

Delta Group VIC

2019

World Demolition Award (Urban >\$10m)

Shortlist Martin Place South

World Demolition Award (Explosive)

Shortlist Boral Maldon

World Demolition Award (Recycling & Environmental)

Shortlist BHP Nickel West

CCF (NSW) Earth Awards (\$10-30m)

Western Sydney Stadium

MBA (VIC) Excellence in Construction (\$30-80m)

Parliament House Victoria

Australian Institute of Architects (VIC)

Parliament House Victoria

2018

World Demolition Award (Urban >\$10m)

Shortlist Sydney Metro & Southwest

World Demolition Award (Urban <\$1m)

Shortlist Gold Coast Monorail

Waste Authority WA Infinity Awards

Finalist BHP Nickel West

2017

BHP WA Iron Ore Contractor of the Year

HSEC Award Environment: Delta Group WA

Green Flag Award

Royal Park & Fitzroy Gardens

2016

National Landscape Architecture Awards

Royal Park

Premier's Design Awards

Royal Park

Australian Institute of Landscape Architects

Best Playground Royal Park

2015

World Demolition Award (Industrial)

Shortlist BHP Nelson Point

AUSTRALIA WIDE

Established in Victoria since 1988, Delta Group now operates in all States and Territories of mainland Australia with offices in Darwin, Brisbane, Sydney, Canberra, Melbourne, Adelaide and Perth, as well as regional branches in Karratha, Latrobe Valley, Geelong, Port Pirie, Illawarra and Hunter Valley.

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