

A black and white photograph of a person in a graduation gown holding a white hard hat. The person's hands are visible, and the hard hat is held in front of them. The background is blurred, suggesting an outdoor setting. A dark red semi-transparent banner is overlaid on the left side of the image, containing the text 'GRADUATE BROCHURE'.

GRADUATE BROCHURE

*A career of
opportunities
in engineering
excellence*



• Page 02

About us



• Page 03

Employee Benefits



• Page 06

Our Graduate Development Program



CONTENTS

• Page 13

My Notes



Contacts

• Page 14



Acknowledgement of Country

Douglas Partners acknowledges Australia's First Peoples as the Traditional Owners of the land. We respect and honour the custodians of the land, the Aboriginal and Torres Strait Islander Elders past, present and future by acknowledging their stories, traditions and living cultures. Douglas Partners commit to continuing our reconciliation journey together.

ABOUT OUR COMPANY

We are wholly owned by employees with **20** branches across Australia. We have more than **500** professional staff ranging from geotechnical engineers, engineering geologists, geophysicists, environmental scientists and hydrogeologists. We aim to attract, develop and maintain the very best

Douglas Partners is a leading Australian engineering consultancy specialising in the fields of geotechnics environment and groundwater.

Geotechnical, Environmental and Civil Engineering graduates who possess excellent communication and analytical skills, excel in a team environment and align with our Company values. We offer opportunities to work in many of our offices throughout metropolitan and regional Australia.



GEOTECHNICS

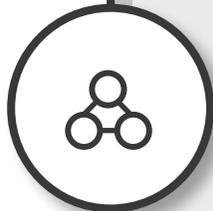


ENVIRONMENT



GROUNDWATER

EMPLOYEE BENEFITS



Douglas Partners offers a range of employment benefits including:

- Competitive remuneration
- Financial support for professional association fees
- Financial support for postgraduate studies
- Training and career development
- Study leave incentive bonuses
- Prospects of share ownership
- Supportive work environment
- Challenging projects
- Opportunities to work in diverse locations
- Promotion based on merit, teamwork and personal attributes.
- Enhanced annual leave and company superannuation.



BENEFITS

OUR GRADUATE DEVELOPMENT PROGRAM





WE MAKE THE BEST OPPORTUNITY

The Graduate Development Program is

the opportunity to apply the knowledge and skills you acquired at university and make a real impact.

By design, you will gain experience in different areas of the business while providing a full employee experience that encompasses our people, organisational culture and daily operations.

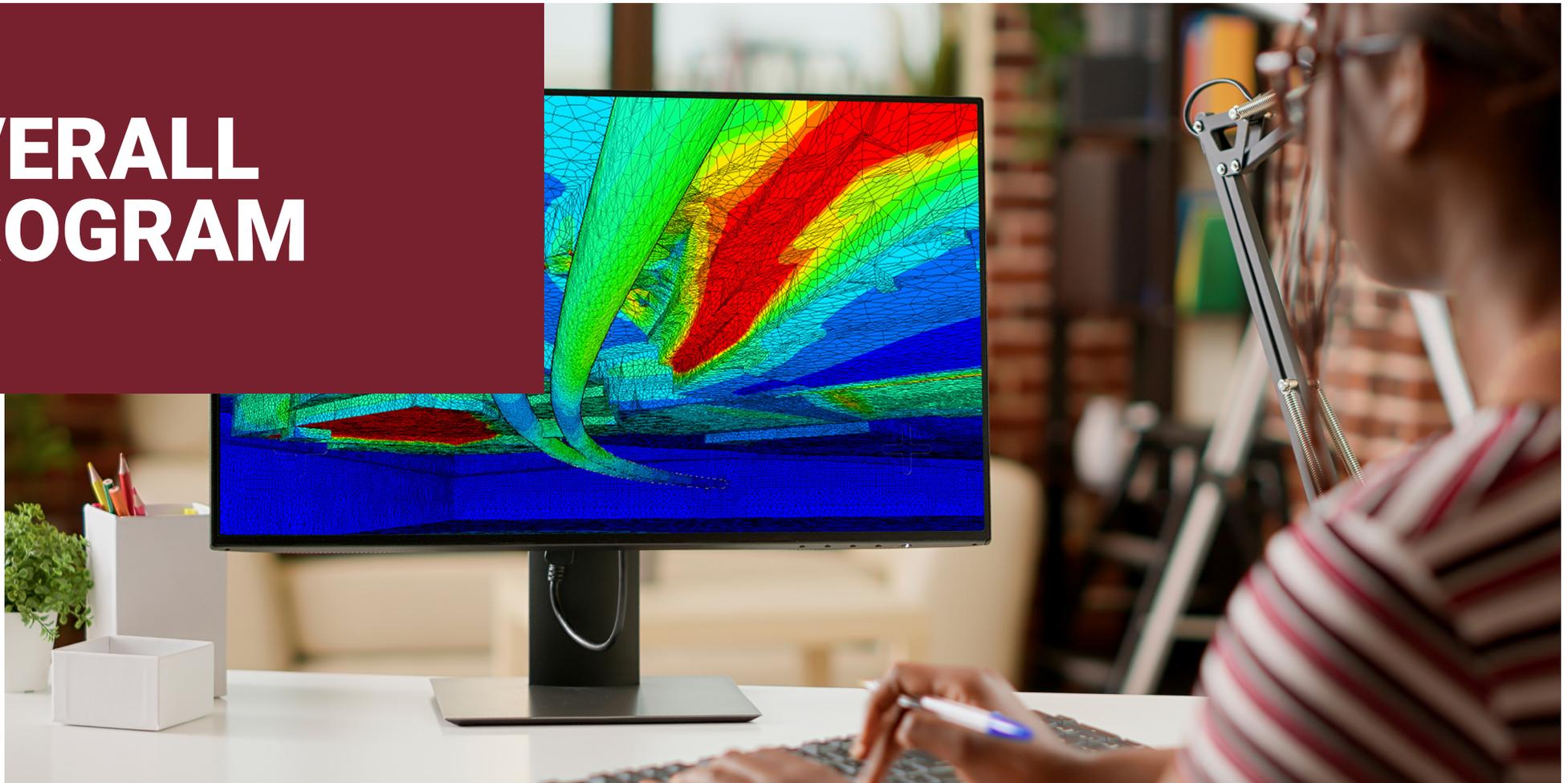
Our program offers an education delivered by experts in the field. The program is designed for you to make connections with participants who are fellow graduates and achieve satisfaction when working on

projects that are varied. You will support experienced professionals by undertaking site investigations, analysis of geotechnical and environmental issues and technical reporting.

The program consists of rotational assignments, professional development, accreditation with the relevant professional body; and internal training courses and seminars.

Each component is designed to enhance your practical skills and provide a pathway to an invaluable and empowering experience.

OVERALL PROGRAM



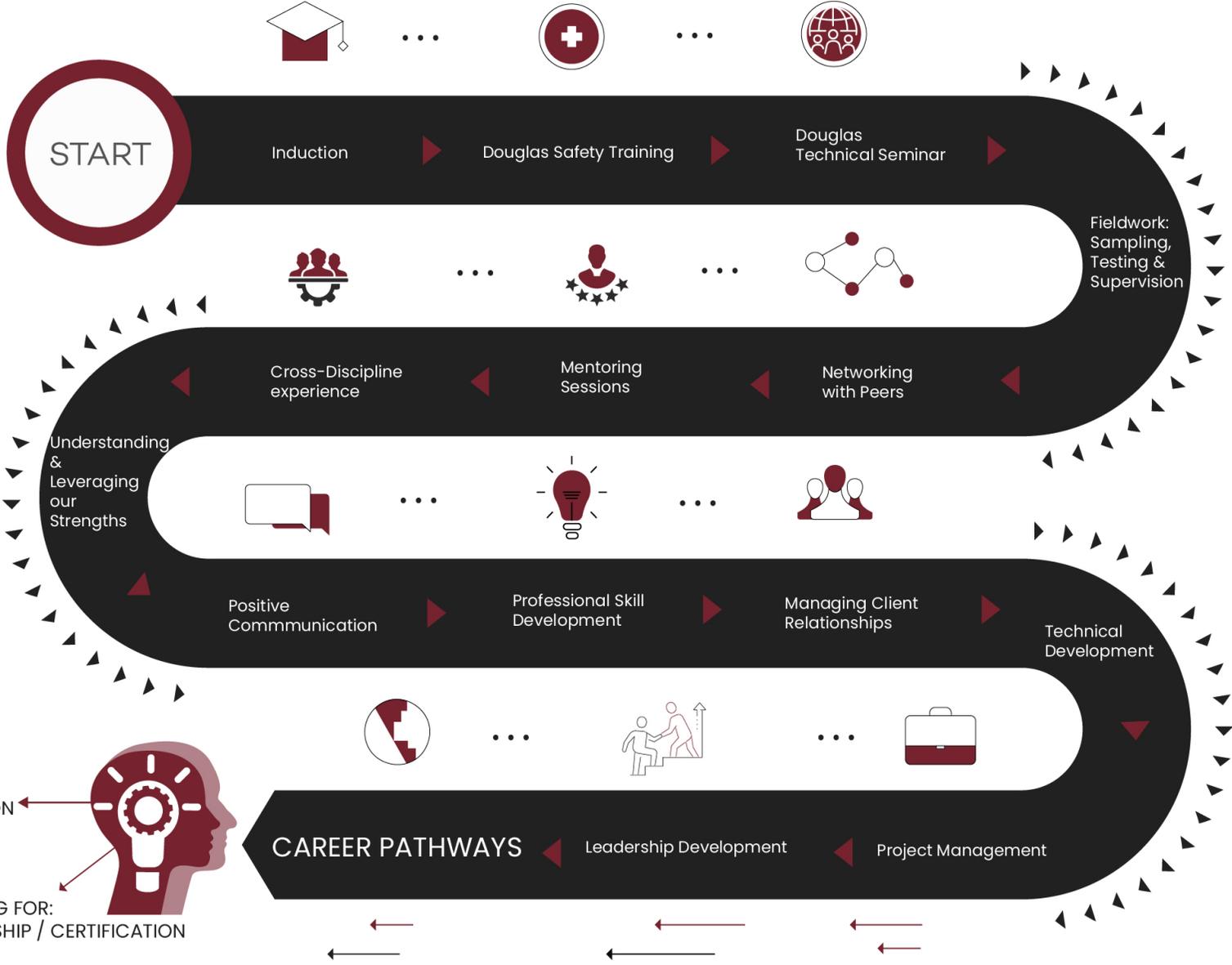
Our program has been designed in three stages enabling you to progress at your own pace.

Please refer to the following figures outlining the first **3 stages** of your career pathway, as you journey from Graduate to Project Manager.



GROWING PROFESSIONAL SKILLS

DOUGLAS - GRADUATE PATHWAY



**GEOTECHNICAL
COMPETENCIES**

Geotech
Field Tests

Lab / Earthworks
Testing

Drilling Techniques
& Supervision

Construction
Supervision



BONUS
4W DRIVE
COURSE



DOUGLAS LEARNING
INDUCTIONS



DOUGLAS SAFETY
COURSE



PEER MENTORING
SESSIONS &
STRENGTHS PROFILE
ASSESSMENT



SOIL & ROCK
LOGGING COURSE



CROSS DISCIPLINE
EXPERIENCE



DOUGLAS MAP
& GIS



**ENVIRONMENTAL
COMPETENCIES**

Enviro
Soil Sampling,
Storage
& Dispatch

Enviro Well
Installation

Groundwater
Sampling

Enviro Reporting
& Enviro Guideline
Basics



DOUGLAS GRADUATE PLAN

STAGE 1



**G E O T E C H N I C A L
E L E C T I V E S**

- Specialist Geo Testing
- Geotech Analyses
- Mine Subsidence
- Level 1 Earthworks
- Slope Stability
- Advanced numerical analysis
- Design Projects

**E N V I R O N M E N T A L
E L E C T I V E S**

- HazMat
- Specialist Enviro Testing
- Enviro Reporter
- Environmental Risk Assessment
- Remediation & Validation



**D I G I T A L / D A T A
E L E C T I V E S**

- Drones
- Photogrammetry
- InSAR
- Probabilistic Methods
- Advanced GIS

**G R O U N D W A T E R
E L E C T I V E S**

- Specialist Groundwater Testing
- Analysing & Reporting Groundwater Data
- Dewatering
- Groundwater Modelling
- Groundwater Monitoring & Management Plans
- Groundwater Remediation



DOUGLAS GRADUATE PLAN - STAGE 2



TECHNICAL & LEADERSHIP DEVELOPMENT - SPECIALTIES TO HELP GUIDE YOUR CAREER

PROJECT MANAGEMENT ESSENTIALS

2 day course - Face to Face

- Managing Client Relationships
- Planning
- Controlling Budget & Schedule
- Managing Quality & Risk Planning



- Personal Productivity
- Controlling Budget & Scope
- Managing Multiple Projects



LEGAL TRAINING

Contracts & Communications

- Contract Management System
- Reviewing Contracts and Communications



LEADERSHIP DEVELOPMENT

7 Habits of Highly Effective People

The Proven Personal – Leadership System Based on Timeless Principles of Effectiveness



DOUGLAS GRADUATE PLAN - STAGE 3

BECOMING A PROJECT MANAGER



My Notes

CONTACT US

www.douglaspartners.com.au

Head office: 96 Hermitage Road
West Ryde NSW 2114

02 9809 0666



Douglas Partners

Geotechnics | Environment | Groundwater