

# Graduate Program



**We build careers.  
Let's build yours.**

# Introducing Hacer.

## Building Quality and Confidence.

Hacer was established in 2000 and quickly became one of the first to pioneer a fully integrated design and construct model in the retail sector, bringing new levels of efficiency, clarity, and control to complex builds.

From the outset, it was a bold statement of intent: think ahead. Build smarter. Set the pace. That mindset continues to guide us.

Today, Hacer delivers projects in Victoria with a portfolio that showcases both breadth and depth.

From residential and mixed-use developments to commercial, retail, health, industrial, retirement living, and student accommodation, our work spans sectors, scales, and communities.

Employing a team of over 250 construction professionals and with 2.4 billion dollars worth of works under construction, we bring the structure and discipline to lead significant projects with confidence. We remain focused, responsive and clear in our intent. To build outcomes that hold their ground and stand the test of time.

**\$2.4  
billion**

**WORKS UNDER  
CONSTRUCTION**

**HIGH-RISE  
EXPERIENCE**

Hacer's high-rise tower team has completed

**\$9.4  
billion** tower projects  
over 67 levels

**440+**

**completed projects  
across all sectors**

Residential, Commercial, Retail, Mixed use, Build to Rent, Student Accommodation, Health, Industrial/ Bulky Goods, Aged Care and Recreation/Entertainment.

**PROJECT  
SIZES  
RANGE  
FROM**

**OVER  
\$500M**

**TO  
\$30M**

**REPEAT  
CLIENT  
WORK  
70%**

**250+**

**EXPERIENCED  
TEAM MEMBERS**

**HEAD  
OFFICE  
BASED IN  
VICTORIA**



# Our Values.

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Hacer's company core values were developed as our fundamental beliefs as an organisation. Developed collectively between Employee and Senior Management, they are guiding principles that dictate the behaviours we strive for as an internal network, as well as our dealing with external stakeholders.

Our Values guide everything we do - from how we run our business day to day, to how we grow and develop our people, to how we drive positive outcomes in our value chain.



**Safety**



**Quality**



**Communication**



**Sustainability**



**Responsibility**



**Relationships**







# A Path Forward.

## **The Hacer Group Graduate Program has been developed to provide our Graduates with a clear pathway through the first years of their journey in the industry.**

We aim for graduates to acquire a set of interpersonal skills that sets them apart.

We offer a varied and valuable experience, while developing a genuine understanding of the business and the industry.

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- Personal effectiveness
- Creative thinking and problem solving
- Ability to think on your feet
- Exceptional communication, across all levels of the industry
- Commercial negotiation
- Conflict management

**As a Graduate you will complete a two-year program, rotating within the business across a number of teams including Estimating, Design and Construction.**

## ESTIMATE AND COST PLANNING

# 1

- Tender structure
- Trade Discipline allocation
- Subcontractor communication
- Basic trade measuring

## DESIGN AND CO-ORDINATION

# 2

- Documentation control
- Sustainable design
  - Hacer Group standard detailing
- Meeting management

## CONSTRUCTION AND EHSQ

# 3

- On Site experience
- Trade letting and scoping
- Quality Management
  - Subcontractor co-ordination
- EHSQ Management System
- Risk and Injury registers
- Project specific SWMS and SSMP
- Site Induction process
  - OH&S Legislation requirements





**We build  
relationships.**

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**We build.**

**We build**

**HACER  
group**

**HACER  
group**

**HACER  
group**







# We build opportunity.

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## At Hacer, we believe that our people are our greatest asset.

We offer employees a range of opportunities to further their careers within the company. We also offer a number of exclusive staff benefits, which give talented individuals a reason to join and stay with Hacer.

Our team currently comprises over 250 highly dedicated, enthusiastic employees - each chosen for the quality of their skills and character.

As we continue to grow the business, we will be searching for more talented people to join our team. As a Hacer employee, you'll be able to grow professionally and expand on your expertise by working with respected industry leaders, participating in learning and development initiatives, and being a part of some of Australia's highest - profile projects.

We also promote from within wherever possible - which gives employees the opportunity to carve out meaningful career paths through the company.





# Testimonials



*“Joining Hacer as a graduate has been an incredibly enriching experience. The positive team culture and collaborative atmosphere have made it easy to settle in and thrive. I’ve gained hands-on exposure to all aspects of the construction process, from early conception stages right through to completion. Working alongside experienced industry practitioners has been invaluable, allowing me to learn directly from experts and gain insights into best practices.”*

**Roshan Ravi**  
Junior Project Coordinator



*“The Graduate Program has been invaluable in shaping my career, providing exposure to a diverse range of opportunities that deepened my understanding of each phase of the project lifecycle. This experience, coupled with the supportive environment, has built a strong foundation for navigating complex challenges with confidence, essential for a successful career in the industry.”*

**Monique Trusler**  
Junior Project Coordinator



*“I had the opportunity to work in teams in both estimating and on-site roles. The estimating department significantly improved my understanding of drawings and documentation, which was invaluable. On-site, I assisted the structure coordinator, gaining a vast amount of knowledge while also improving my communication skills and building the confidence required for the job. This experience motivated me to continue in my current role at Hacer as a Junior Project Coordinator.”*

**Jack Meehan**  
Junior Project Coordinator



# **Hacer Group**

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