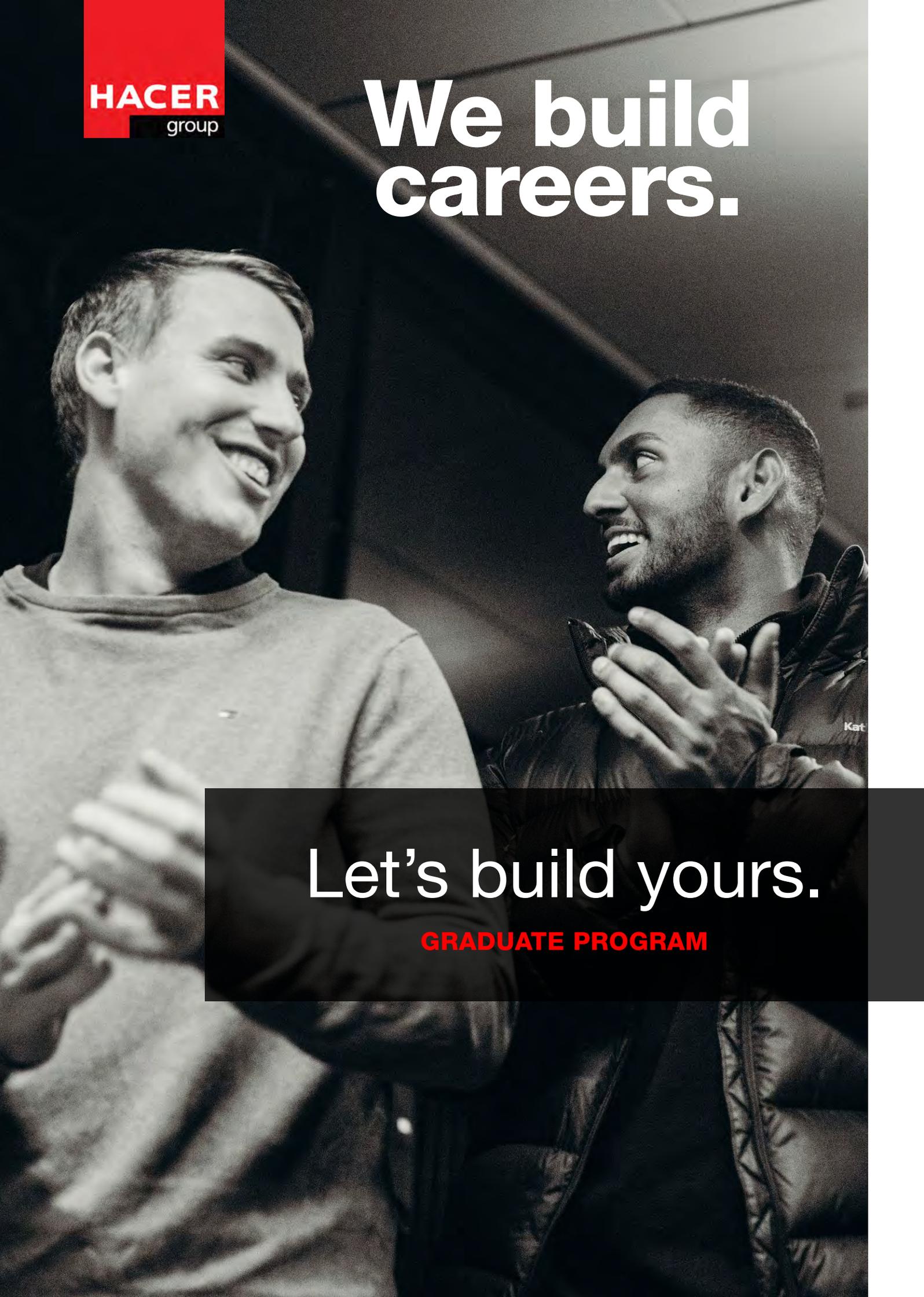


The logo for HACER group, featuring the word "HACER" in white uppercase letters on a red rectangular background, with the word "group" in white lowercase letters on a black rectangular background below it.

**HACER**  
group

A black and white photograph of two men clapping and smiling. The man on the left is wearing a light-colored t-shirt, and the man on the right is wearing a dark jacket. They are both looking towards the right side of the frame.

**We build  
careers.**

**Let's build yours.**

**GRADUATE PROGRAM**

# Introducing Hacer.

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## Building with Quality and Confidence.

Hacer was established in 2000 to provide a fully integrated design and construct service.

We deliver top quality projects across a diverse range of sectors.

With a strong emphasis on quality we deliver long-standing developments as well as long-lasting relationships.

We provide a range of delivery systems, from fixed-price contract, to construction management, design and construct, early contractor involvement and project management.

With end-to-end responsibility comes end-to-end accountability and you can depend on us to construct with reliability.



# Graduate Program.

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**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.

- 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

WE OFFER A VARIED AND VALUABLE EXPERIENCE, WHILE DEVELOPING A GENUINE UNDERSTANDING OF THE BUSINESS AND THE INDUSTRY.

**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 EHS&Q**

3

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

# We build relationships.

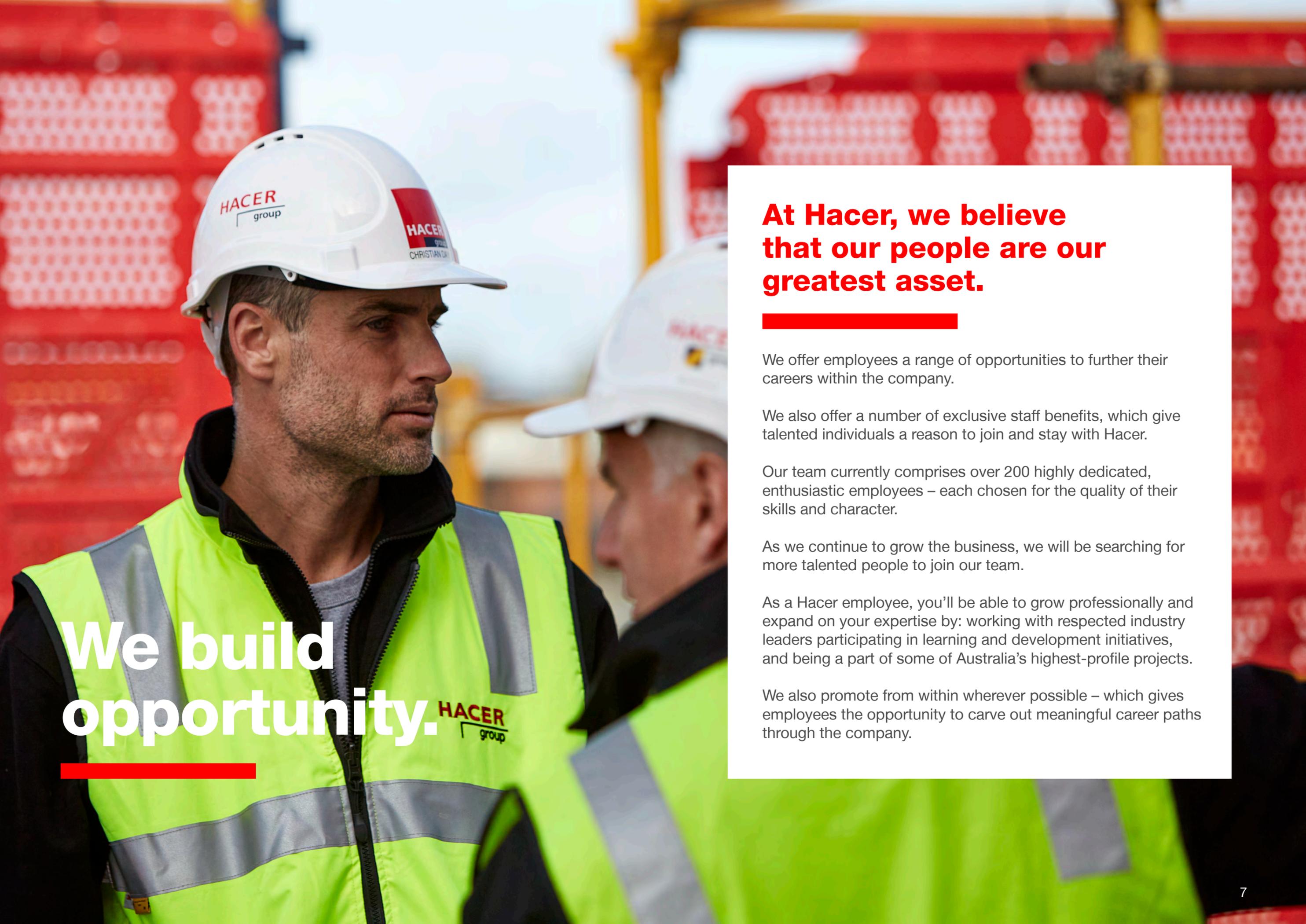
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As a successful Graduate with Hacer, you will want to take part in activities that will help form open and respectful relationships.





**We build  
opportunity.**

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

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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 200 highly dedicated, enthusiastic employees – each chosen for the quality of their skills and character.

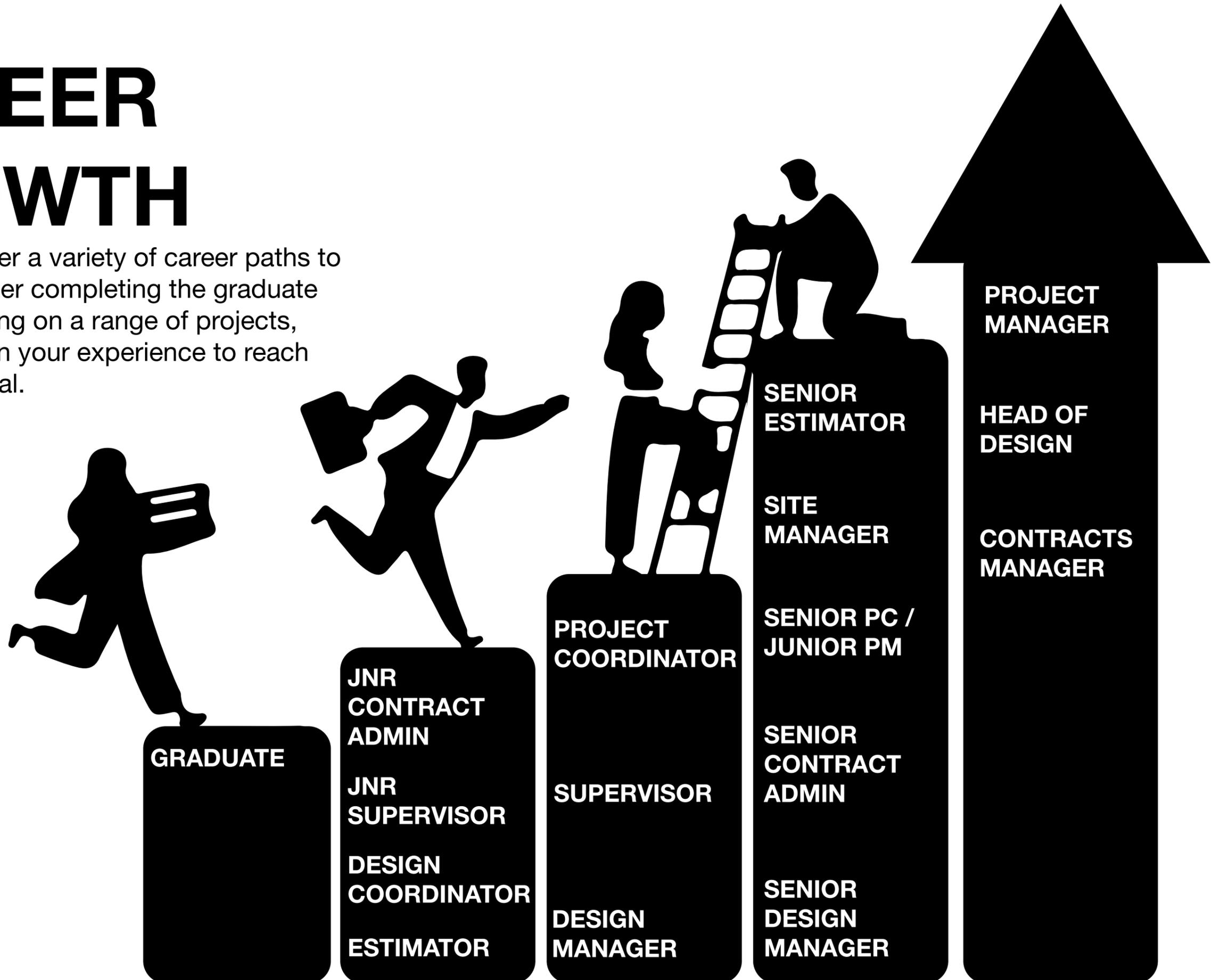
As we continue to grow the business, we will be searching for more talented people to join our team.

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.

# CAREER GROWTH

At Hacer we offer a variety of career paths to choose from after completing the graduate program. Working on a range of projects, you can build on your experience to reach your full potential.



# Our values.



## **SAFETY**

We ensure safety is paramount everywhere.



## **QUALITY**

We build and commit to highest quality standards.



## **COMMUNICATION**

We openly communicate and develop respectful, trustworthy teams.



## **SUSTAINABILITY**

We work to make sustainability business as usual.



## **RESPONSIBILITY**

We follow through on our responsibilities and commitments.



## **RELATIONSHIPS**

We build close relationships with our people, clients and the industry.

# Testimonials.

**GENE, APRIL 2021**

The Hacer Graduate program provides access to a goldmine of construction experience. Working with industry experts across a range of roles through the lifecycle of a construction project allows you to learn construction processes from back to front and gain an understanding of the importance of different construction streams.

Having the ability to then specialise in one of these streams upon the completion of the programme emphasises the opportunity that the programme provides. I would highly recommend the program to anyone looking to gain invaluable experience and start their journey in the construction industry off on the right foot.

During my time in the Hacer grad program I was able to work closely with senior members of staff in many areas of the business including estimating, design and contract administration.

My time in each department helped me grow my understanding of the construction process from beginning to end. Everyone I worked with made me feel a part of the team and were always willing to help provide further knowledge of the business and the industry at large.

**ANNIE, APRIL 2021**

**JORDAN, APRIL 2021**

My experience with Hacer Group through the Grad program was exceptional. I was able to experience all that the business has to offer and learn each of the different elements within the company during this time.

In the everyday running I was able to learn many aspects such as design, financial and site-based opportunities. My personal experience with the Hacer Group is that I have been given every opportunity to succeed and progress through the business, to reach my goals and increase my knowledge within the construction industry.

This has enabled me to become more confident in the following areas such as subcontracting letting, contract management, head contract progress claims, cash flow, design, client integration and quality - because of the astute training program I have had with my colleagues.



**Register your Interest  
HERE**

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