



# The first thing we shaped was a great place to work.

## Become a 2017 SHAPE Cadet.

We're looking for people who want a career and would like to fast track their learning by combining work, study and most importantly having fun!

### SHAPE in a nutshell

SHAPE Australia is a leading fitout and refurbishment specialist; having delivered projects nationally for the past 27 years.

We know our success is driven by our people and here at SHAPE, not only do we transform property for our clients, we shape the careers of our people too.

The SHAPE team contains some of the brightest talent in Australia and we work hard to attract, retain and nurture our people. Our future is bright and yours can be too.

### A SHAPE Building Cadet

A Building Cadet is a learning role supporting project delivery teams during pre-construction, onsite during construction and post-construction to ensure client satisfaction.

We understand our cadets will be studying and may be expecting to work part-time. So we will work with you to create a flexible working plan to accommodate university timetables and holidays.

### The Cadet Development Program

The Cadet Development Program gives you not only a hands-on experience with real responsibilities, but also a tailored learning plan to gain exposure to skills you can't always learn in a text book.

The program will kick off in mid-2017 with an induction week to learn about SHAPE, your role, cover some basic training and introduce the **SHAPE Passbook**.

Your SHAPE Passbook is a plan that gives you the flexibility to learn at your own pace. You can start it straight away and there is no clear end date on the program.

The best bit is once your SHAPE Passbook is signed off and your tertiary studies are complete, we know you will be ready for your next challenge. Yep, that means a promotion to the start of your career.

YOUR PASSBOOK

#### 90% Learn by Doing and through Others

A mixture of assessed on-the-job competencies, rotations and mentoring from your manager.

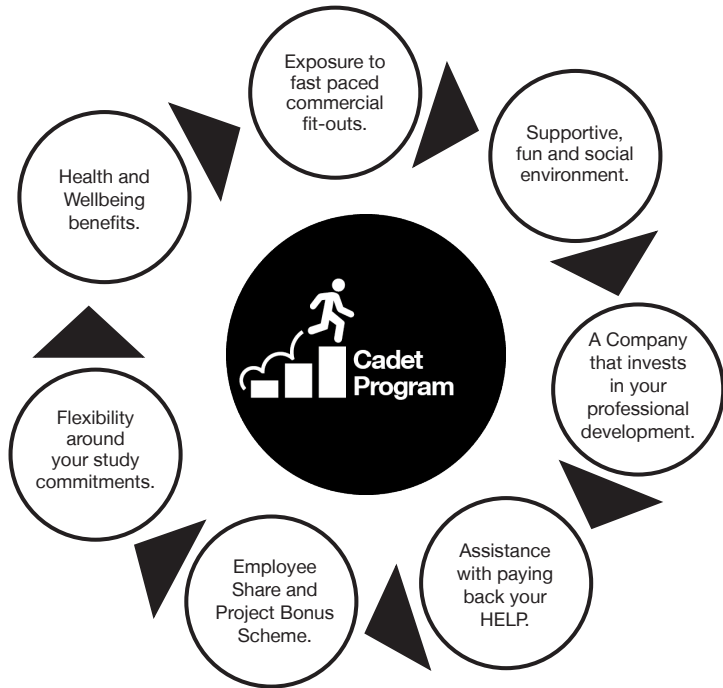
#### 10% Learn by Events

A combination of formal technical training and personal development.

# Working at SHAPE Australia

Our vision is to be a **Great Place to Work**.

That means we live by our values and take having fun VERY seriously. SHAPE gives you the opportunity to gain a variety of hand-on experiences in a live environment.



## Sounds great, how do I apply?

### Who we're looking for

It's important to us that you are the right fit to join our team, but its just as important that SHAPE is the right place for you.

We're looking for Cadets who are studying Construction Management, Architecture, Engineering, Quantity Surveying or similar, and match our values, have a passion for construction and a willingness to learn.

### The application process

The recruitment process will include you completing an application form and providing a copy of your CV, transcript and cover letter. You will then be sent a link to an online survey to help us learn more about you.

The rest of the process will include attending an assessment centre, face-to-face and video interviews and testing.

**Applications close on Friday 14th April at 5pm**, you will have until Monday 17th April at 5pm to complete your online survey.

### The next steps

If this sounds like something you would like to persue, submit your application by visiting our website and going to Careers -> Current Opportunities. Here you'll find the Building Cadet job ad. Click Apply. We'll ask you for a copy of your CV, Transcript and Cover Letter.

Before you submit, take a moment to visit the Cadet Career page too. Here you'll find the Cadet Program flyer, Recruitment Process info sheet and a video about what working at SHAPE is like.

### Questions

If you have any questions please refer to the Contact Us page on our website for the relevant contact details.

To keep up to date with the latest happenings at SHAPE, follow us on LinkedIn, Instagram and Twitter.