

Cadet Program

Recruitment Process 2018



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. Our preference for people in their 3rd or 4th year of studies, but still apply if you are in your 1st or 2nd year as we always want to hear from great people.

We are looking for people who:

- Demonstrate they are aligned to our company values
- Are a strong communicator both verbal and written
- Have a hunger for knowledge and a willingness to learn
- Have a passion for construction, design and interior fitout
- Are proficient in Microsoft Office; MS Project advantageous
- Have demonstrated industry experience, would be advantageous.

How it works

Application

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.

QLD / ACT / VIC:

Applications open Monday 19th February at 9am and close on Friday 2nd March at 5pm.

NSW / WA / ACT:

Applications open Friday 16th March at 9am and close on Friday 30th March at 5pm.



Phone or Online Video Interview

You may be invited to a Phone or Video interview so we can find out a little bit more about you.



Open Day and Assessment Centre

You will be invited to attend an Open Day and Assessment Centre at our SHAPE offices.

This day will be an opportunity for you to meet your future colleagues, hear about the kinds of things you will be working on and learning about, and find out about a typical day working in Construction.

We will also ask you to participate in a number of assessment activities, including; Group Asssment, Written Test and an Interview with a People & Culture Team member.

Open Day and Assessment Centre will take a whole day and will be run around the country in March and April so please keep this in mind when applying.



Face to Face Interview

This is a Face to Face interview with the business, your future manager and state General Manger.

This interview will be focused on learning more about you, but it is also time for you to really find out about us, so have a list of questions ready.



CONGRATULATIONS!

If you make it this far you are joining the team and we'll start discussing a start date with you. We have a national intake and would like everyone on board in May 2018, ready for our SHAPE Induction Week.