

The first thing we shaped was a great place to work

Get exposure to real working life at SHAPE with our Cadet Development Experience.



SHAPE in a Nutshell

For 30 years, SHAPE Australia has been bringing spaces to life by delivering high-end fitouts, complex refurbishments and specialist construction projects.

A SHAPE Building Cadet

A SHAPE Building Cadet is a learning role supporting project delivery teams during pre-construction, on-site 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 provide you with the opportunity to create a flexible working plan to accommodate your university timetable and holidays.

The Cadet Development Experience

Our Cadets not only participate in real work life at SHAPE, but also get a tailored learning plan to gain exposure to skills you can't always learn in a text book.

The experience will kick off with an induction week held in NSW to learn about SHAPE, your role, cover some basic training, and learn more about your personal tailored development plan.

Cadet Development Experience

Experience

Through Estimating, Site, and Project Exposure.

Education

Through the Cadet Learning Pathway.

Environment

Mentoring via SHAPE mate & peer networking opportunities.

Some of our Benefits and Perks



Work Life Balance Leave



Project Bonus Scheme



Access to SHAPE Business School



Health and Wellbeing Benefits



Savings Assistance to Pay HECS Debt

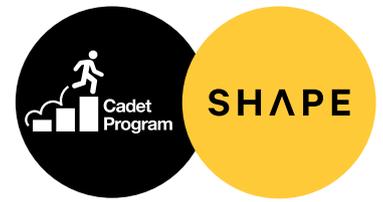


Employee Assistance Program



Flexibility around your Uni Timetable

Sounds great, how do I apply?



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

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

The Application Process:

1. 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 and Cover Letter.

Applications open Monday 18th February at 9am and close on Friday 1st March at 5pm.

2. 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.

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 hands-on experiences in a live environment.

QUESTIONS?

If you have any questions please refer to the '**Contact Us**' page on our website.

3. Open Day Assessment Centre

You will be invited to attend an Open Day and Assessment Centre or a face to face interview with a People & Culture Team member.

The Open Day and Assessment Centre 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. You will also be asked to participate in a Group Presentation, and an interview with a People & Culture Team member.

This will take a whole day and will be run on the following dates:

NSW: 20th March

SA: 25th March

VIC: 27th March

ACT and WA will be conducting face to face interviews with a People & Culture Team member rather than the Open Day and Assessment Centre on the following dates:

ACT: 21st March

WA: 1st April

4. Face to Face Interview

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

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 June 2019, ready for our SHAPE Induction Week.