

BG&E is an employee-owned consulting engineering firm. Our team of more than 700 highly skilled people in offices across Australia, New Zealand, South-East Asia, the United Kingdom, and the Middle East, design and deliver engineering solutions for clients in the property, transport, ports and marine, water, defence, energy, and resources sectors.

As a consultancy, we collaborate with leading contractors, developers, architects, planners, financiers, and government agencies to create projects that make a difference in people's lives. Our projects are shaped by evolving mobility needs, climate change, emerging design trends, and consideration of the entire lifecycle.

We are united by a common purpose – we believe that truly great engineering takes curiosity, bravery, and trust and is the key to creating extraordinary built environments.



Work-life Balance

- Flexible work arrangements
- Purchased annual leave
- Generous parental leave
- Fitness sessions
- Free flu vaccinations
- Employee Assistance Program (EAP)



Financial Benefits & Protections

- Market competitive salary
- Profit share bonus
- Salary sacrificing
- Life insurance (if opted-in to our default super fund)
- Income protection insurance
- Free annual financial consultation
- Novated leasing
- Westpac partnership
- Professional development



Learning & Development

- Paid chartered engineer status
- Paid professional membership for engineers, or a professional subscription for non-engineers
- Length of service awards



Calling all engineering graduates — kick-start your career with us.

We're looking for Civil and Structural engineering graduates to join *The Graduate Way* - our two-year graduate program which is designed to give you the skills, support and hands-on experience you need to grow as an engineer.

If you're ready to work on real projects, solve complex problems, and build your career from the ground up, this is the opportunity for you.

At BG&E, you'll have the opportunity to learn from some of the best and brightest in the industry. Plus, you'll get the best of both worlds. We're big enough to provide globally renowned projects, yet small enough for you to make an impact from day one.





BGEENG.COM/CAREER

Apply to BG&E's graduate program, The Graduate Way.

BG&E provided structural, materials and temporary works engineering services for Sydney's Quay Quarter Tower, the world's largest adaptive reuse project.

In a construction first, one side of the tower was demolished and reconstructed while the other side was retained and refurbished simultaneously — saving 12,000 tonnes of embodied carbon and enhancing environmental and operational efficiency.



What is the recruitment process?



Where can I work?

Graduates are welcomed to all 15 of our offices, depending on the needs of our teams and project pipelines. If you're interested in working at a specific office or with a particular technical team, please mention this in your application.

When do I start working?

Most graduates will have started working by January to allow time for receiving the relevant requirements and qualifications for the role (e.g. white cards and compliance). However, we also hire year-round and integrate new grads into *The Graduate Way* program as they join.

What does a day look like?

No two days are the same in engineering — it's dynamic, fast-paced, and full of challenges.

As a Graduate Engineer, you'll dive straight into:

- Supporting project teams with analysis, design, and reporting.
- Working across multiple engineering disciplines.
- Engaging with clients, contractors, and consultants.
- Gaining hands-on experience with technical documentation, proposals, and site inspections.

What do I include in my online application?

You'll complete a short form and upload:

- Your Application Letter.
- Your Academic Transcript (an unofficial copy is fine if you're still awaiting results).
- Your CV.
- Any other relevant qualifications.

Who are you?

- You've got a degree in Civil and/or Structural Engineering and are ready to put it to use.
- You're a clear communicator — you can write and speak with confidence.
- You're tech-savvy with MS Office and know your way around AutoCAD or similar tools (bonus points!).
- You're driven, proactive, and love solving problems as a team.
- You thrive in a fast-moving environment, stay on top of multiple tasks, and have a keen eye for detail.

What is the timeline for the graduate program?

Applications open in March, with *The Graduate Way* program kicking off in February the following year. However, we also hire and onboard graduates year-round to accommodate different graduation times and project needs.

If you're interested in a graduate role outside the official recruitment period, submit an Expression of Interest (EOI) at bgeeng.com/career.

What kind of support do I receive?

- Assigned a buddy from day one to help you settle in.
- Travel to an Australian city in February for Grad Connect, a two-day orientation.
- Develop key soft skills like communication and time management in Professional Skills Workshops.
- Build a strong support network in regular Grad-Sharing Sessions.
- Ongoing support from the Graduate Program Coordinator.