



GRADUATE BROCHURE

A career of opportunities in engineering excellence



Acknowledgement of Country

Douglas Partners acknowledges Australia's First Peoples as the Traditional Owners of the land.

We respect and honour the custodians of the land, the Aboriginal and Torres Strait Islander Elders past, present and future by acknowledging their stories, traditions and living cultures.

Douglas Partners commits to continuing our reconciliation journey together.

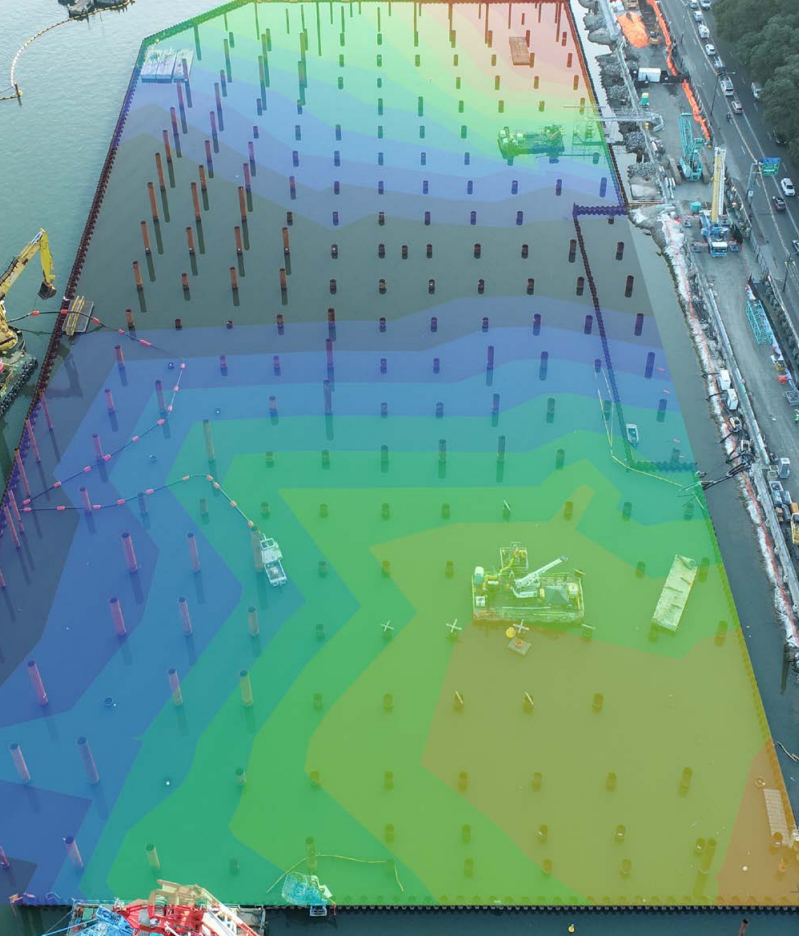
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“You get to pull rocks from 50 metres below the ground that are more than 100 million years old.”
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ABOUT US



Douglas Partners is a leading Australian engineering consultancy specialising in the fields of geotechnics, environment and groundwater.

We are an employee-owned consultancy employing over 600 people throughout 19 offices across Australia. We aim to attract, develop and maintain the very best Geotechnical, Environmental and Civil Engineering graduates who possess excellent communication and analytical skills, excel in a team environment and align with our Company values. We offer opportunities to work in many of our offices throughout metropolitan and regional Australia.

Douglas Partners offers a range of employment benefits including:

- Competitive remuneration
- Financial support for professional association fees
- Financial support for postgraduate studies
- Study leave incentive bonuses
- Training and career development
- Prospects of share ownership
- Mentorship
- Challenging projects
- Opportunities to work in diverse locations
- Professional Promotion
- Enhanced annual leave after 5 years of service

EMPLOYEE BENEFITS





GRADUATE DEVELOPMENT PROGRAM

The Graduate Development Program provides an opportunity to apply the knowledge and skills you acquired during your studies and make a real impact.

By design, you will gain experience in different areas of the business while providing a full employee experience that encompasses our people, organisational culture and daily operations.

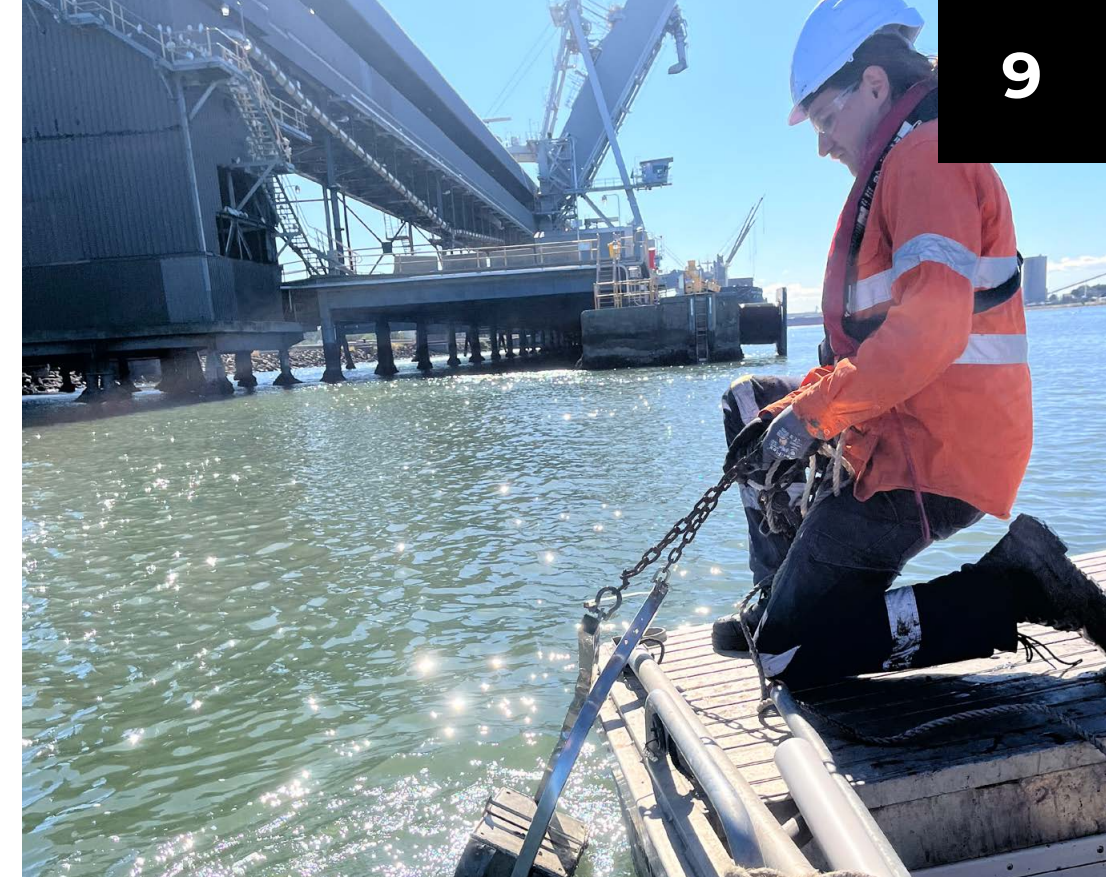
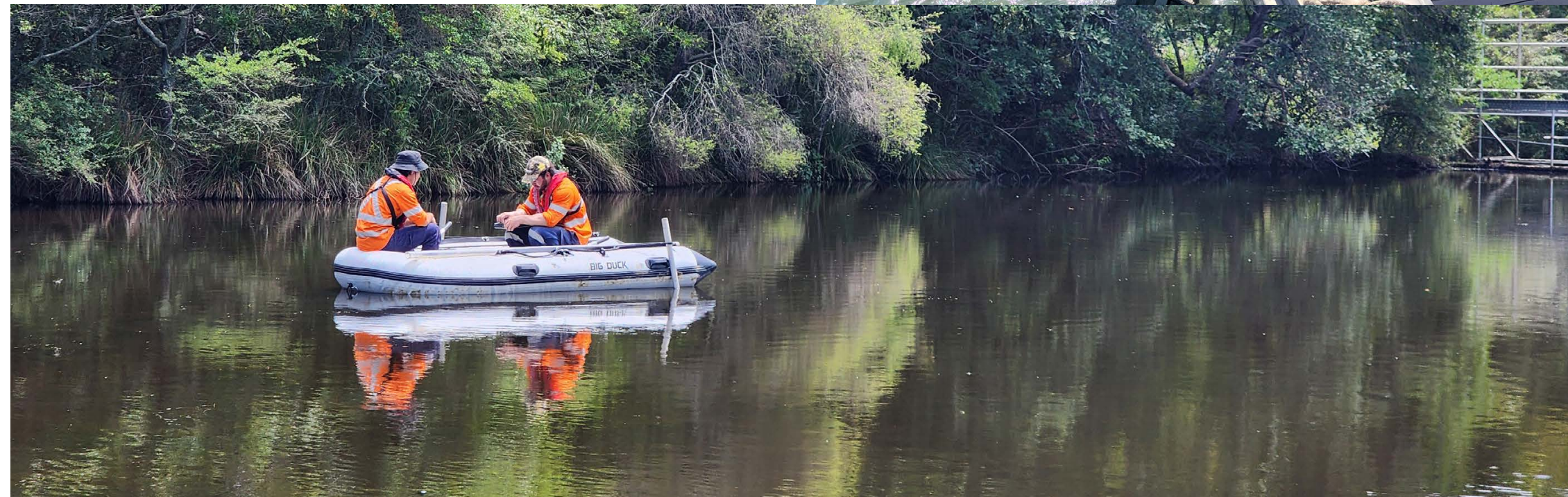
Our program offers an education delivered by experts in the field. The program is designed for you to make connections with participants who are fellow graduates and achieve satisfaction when working on projects that are varied.

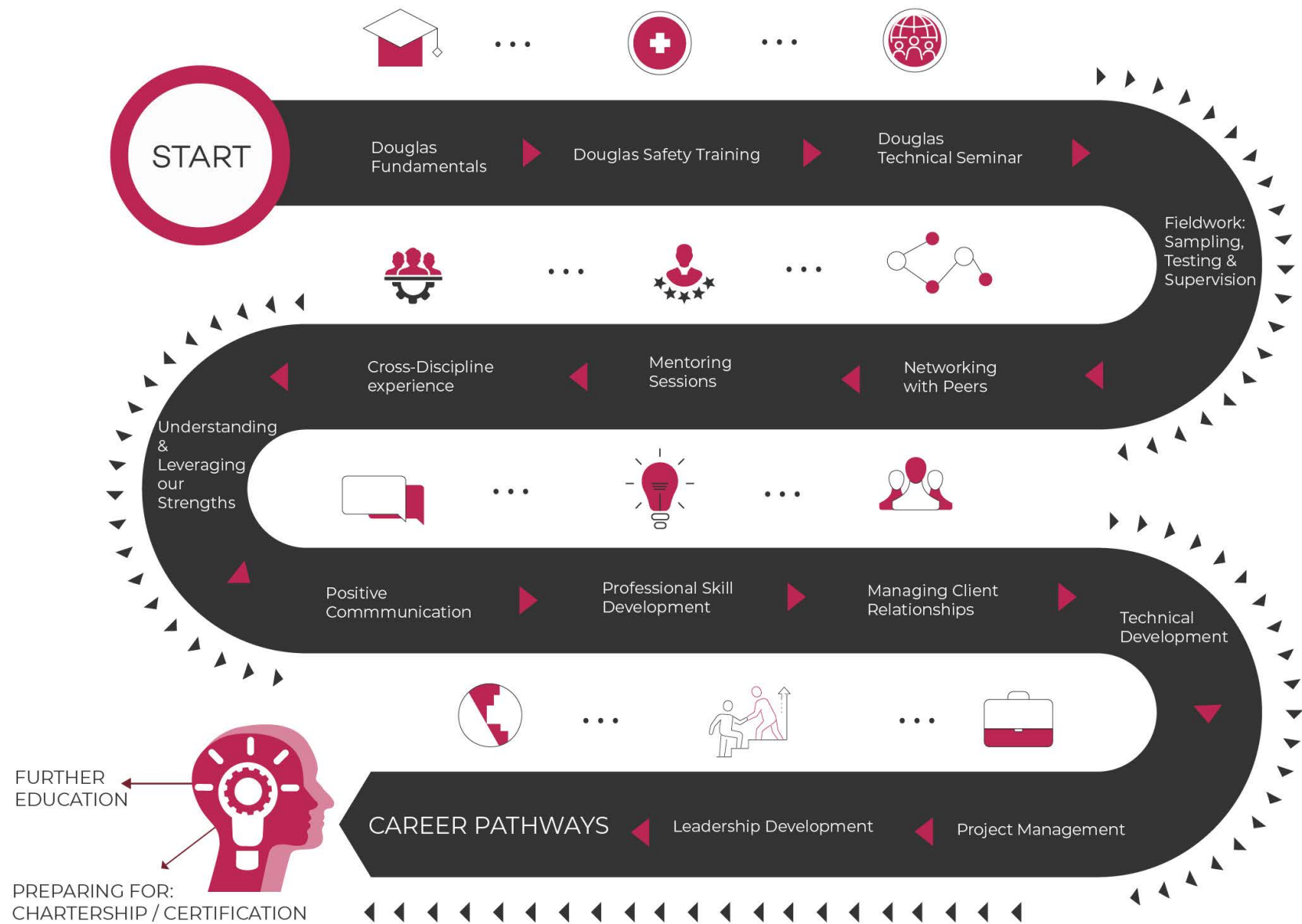
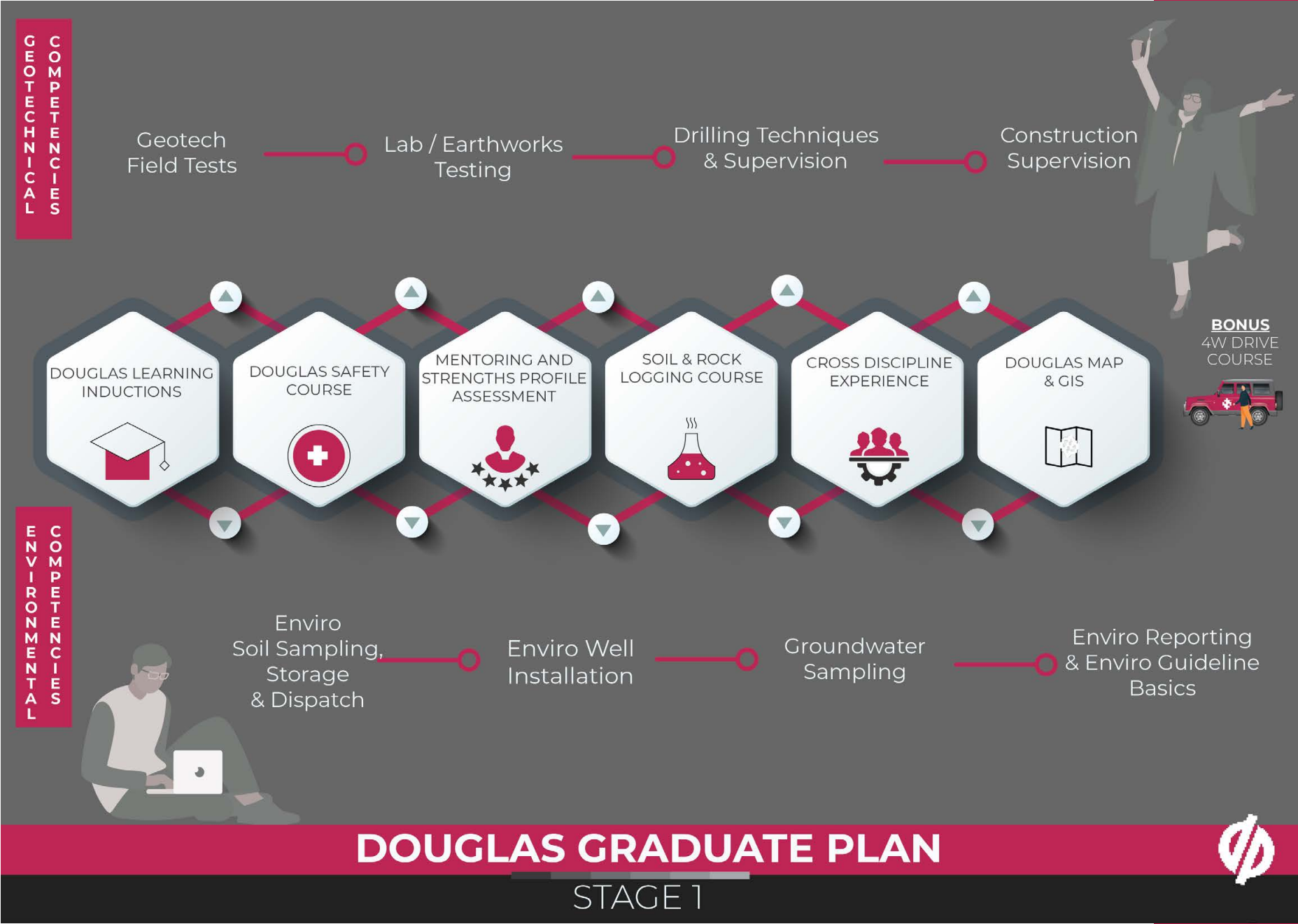
You will support experienced professionals by undertaking site investigations, analysis of geotechnical and environmental issues and technical reporting.

The program consists of rotational assignments, professional development, accreditation with the relevant professional body; and internal training courses and seminars.

Each component is designed to enhance your practical skills and provide a pathway to an invaluable and empowering experience.

Please refer to the following figures outlining the first 3 stages of your career pathway, as you journey from Graduate to Project Manager.







Well Installation & Gathering Data — Analysing & Reporting Groundwater Data — Dewatering

Groundwater Modelling — Groundwater Management Plans — Groundwater Remediation



DOUGLAS GRADUATE PLAN - STAGE 2

TECHNICAL & LEADERSHIP DEVELOPMENT - ELECTIVES TO HELP GUIDE YOUR CAREER



PROJECT MANAGEMENT COURSE
In Person



- Managing Client Relationships
- Planning
- Controlling Budget & Schedule
- Managing Quality & Risk Planning

- Personal Productivity
- Controlling Budget & Scope
- Managing Multiple Projects

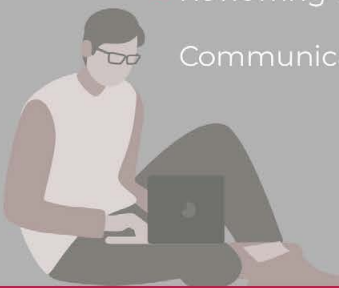
LEGAL TRAINING
Contracts & Communication

LEADERSHIP DEVELOPMENT
7 Habits of Highly Effective People

Contract Management System

Reviewing Contracts and Communication

The Proven Personal – Leadership System
Based on Timeless Principles of Effectiveness



DOUGLAS GRADUATE PLAN - STAGE 3

BECOMING A PROJECT MANAGER

OUR GRADUATE TESTIMONIALS

Insights from our graduates on their experience working at Douglas Partners.



Chris
Engineering Geologist

I'm an Engineering Geologist at Douglas. In my role I get to be on-site a lot and get real hands-on experience, which I didn't really expect while studying at uni. I love the fact that I'm constantly learning and always presented with new challenges. At Douglas I've been exposed to a huge range of diverse and interesting projects, and I feel so lucky to have a fun bunch of colleagues.



Cho
Geotechnical Engineer

I'm a Geotechnical Engineer at Douglas. A big part of my job is to attend sites and collect field data. Designing things without the field experience is like being asked to draw something you've never seen before. Being involved in real-life construction is meaningful, because that's where you realise why we drill those holes in the ground. I love digging holes, logging soil and rock, understanding ground conditions, and touching cool rocks. I just love rocks.



YOUR QUESTIONS OUR ANSWERS



What does Douglas Partners do?

Douglas Partners is an Australian engineering consultancy specialising in geotechnics, environment and groundwater. With 19 offices and 14 laboratories across the country, our people help solve ground-related challenges for infrastructure, property, construction and resource projects. From site investigation and testing to design advice and environmental management, we support projects at every stage of the lifecycle.

What is unique about the Douglas experience?

We offer a balance of office and field work, providing a well-rounded engineering experience across testing, analysis, reporting and client interaction. Our employee-owned structure means decisions are made by our people who genuinely care about your professional growth and wellbeing.



Where are graduate opportunities available?

We have graduate and undergraduate opportunities across all offices and labs nationally, including metro and regional locations. Applications are open year-round.

How does the Graduate Development Program work?

Our Graduate Program is designed for you to apply your university learning to real projects. You'll:

- Rotate through geotechnical and environmental disciplines in your first year.
- Choose from technical electives such as earthworks testing, rock mechanics, groundwater, or contamination (hazmat) after your first 12 months.
- Develop your professional skills through internal training, mentoring and seminars.
- Progress at your own pace because your journey is unique.

What is a typical day like for a graduate?

No two days are the same. You might start with a site inspection, follow with lab testing or data analysis, then collaborate with engineers on technical reporting or client discussions. It's hands-on, dynamic and designed to build confidence and competence quickly.





What support will I receive as a graduate?

You'll have mentors, on-the-job coaching and access to professional development funding, including support for postgraduate study, professional memberships and chartership. Our culture encourages curiosity, teamwork and feedback, helping you grow both technically and personally.

What is the culture like at Douglas Partners?

We're a close-knit, collaborative team that values safety, continuous learning and respect. Graduates often describe Douglas as a place where you can "ask questions, get involved and be heard." We foster a strong social culture from site BBQs to local volunteering and community sports teams.

How does Douglas support diversity and inclusion?

We're proud to employ people from a wide range of backgrounds and experiences. We aim to create a workplace where everyone feels safe, supported and valued. We continue to strengthen diversity through recruitment, training and leadership programs.

What about remuneration and benefits?

Alongside competitive, annually reviewed graduate salaries. We offer a broader benefits package including professional development support, extra annual leave, wellbeing initiatives and opportunities for future share ownership.

**YOUR
NOTES**

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www.linkedin.com/company/douglas-partners-pty-ltd/



APPLY TODAY!

Simply scan the QR code to access the application form on our Graduate Program page.

