

# SEDGMAN LIMITED 2011 GRADUATE PROGRAM

## What We Offer Graduates

At Sedgman, we are committed to supporting our graduates' development as they take on broad-based, challenging and meaningful work over a two (2) year period.

A structured program of technical and professional development is in place to ensure that our graduates gain exposure to the full spectrum of work within our organisation, regardless of their university background. You will be challenged and supported while you gain hands-on experience, develop your career and start to add value to our business from the very start of your program.

We are constantly looking to improve in everything we do and the feedback from our past and current graduates is critical to adding the most value to our graduate program. Each year we consider innovative new ways to improve your learning activities, which not only benefits Sedgman as an organisation, but ensures our selected graduates are getting the most effective and rewarding experience.

## About Sedgman Limited

Sedgman Limited was established in 1979 and over three decades has grown to become a leading provider of mineral processing and associated infrastructure solutions to the global resources industry. With offices in Australia, China, South America and Southern Africa, Sedgman can offer a truly international experience.

Having gained a reputation as the market leader in the design, construction and operation of coal handling and preparation plants (CHPPs), Sedgman expanded into the metalliferous sector in 2006 and 2007, acquiring ore crushing and screening services provider Pac-Rim, and minerals process engineering and project management company, Internet Engineering.

Sedgman prides itself on the skills and commitment of its workforce, with technical and industry experts leading our multi-disciplinary engineering, project delivery and operations teams. With the global support of a multi-functional Corporate Services team, Sedgman's long-standing reputation and blue chip client base is testimony to the quality of our people.

With our global locations, interests in both the Coal and Metalliferous mining sectors, and the diversity of the services that Sedgman offer to our clients, the paths your career can take with Sedgman are many and varied. With Sedgman's Graduate Program, let us take you where you want to go in 2011.



## What Can You Expect From the Program?

### Technical Development

The primary objective of Sedgman's Graduate Program is to engender and foster superior graduates to become future key players in our business. In order to achieve its objectives, the program is supported by a number of learning activities and opportunities, including:

- A variety of accelerated formal and informal learning activities to facilitate the development of well-rounded, flexible and competent graduates.
- Exposure to a variety of challenging work experiences.
- Guidance to discover and realise your full potential via the Mentorship Program.
- Opportunity for cross-fertilisation of ideas, knowledge and contacts across the business both regionally and globally.

On the graduate program, you will be exposed to the multi-faceted nature of the Sedgman business and gain experience across a variety of our office and site locations. Throughout the two-year program, you will be rotated through a number of business units, departments and locations, which will include a component of site-based work at our domestic or international projects or operations.

Throughout the graduate program you will:

- Apply your acquired knowledge of your university study, and of Sedgman's practices, to real business situations.
- Familiarise yourself with all relevant Sedgman and external standards and procedures.
- Familiarise yourself with the industries within which Sedgman operates.
- Develop your skills and experience using technologies employed at Sedgman to produce the different aspects of work.
- Gain an appreciation of the full scope of the Sedgman, and an understanding of the different divisions, business units, departments and disciplines that make up the Sedgman team.

### Complementary Professional Development

Sedgman acknowledges the importance that 'lifelong learning' plays in both an individual's and an organisation's development, and aims to foster and support staff to develop their skills in the following areas:

- Innovation and Creativity
- Client Engagement
- Communication
- Technical Expertise
- Business Knowledge
- Leadership



Graduates will participate in learning and development programs design to develop non-technical skills that will complement their technical knowledge.

## Coal Operations Graduate Program

As a subset of Sedgman's Graduate Program, in 2011 we will be offering places in the first intake for the Coal Operations Graduate Program. This program has been specifically tailored to meet the needs of those engineering graduates who aspire to long-term careers in coal processing and operations management.

This program suits those graduates who have a preference for gaining hands-on, site-based, practical work experience in a coal operations environment. Applicants must have an active interest in developing skills and experience in all aspects of processing plant operations.



This two (2) year program will cover basic plant operations, maintenance and production coordination, and discipline-specific tasks, with the aim for graduates to take on plant superintendent and plant manager roles in the future.

This is a full-time, site-based program where you will spend 24 months on site, split between two of our coal operations sites located in Central and Northern Queensland.

### Key Dates

- Applications for Sedgman's 2011 Graduate Program will open in late-August 2010.
- Graduates will submit their application via the Sedgman website and Seek.
- Applications will be open for a period of four (4) weeks.
- Applications will be reviewed and successful applicants for this pre-screen will be contacted within three (3) weeks of the closing date for an initial telephone interview.
- From this interview, successful applicants for the next stage will be invited to attend an Information Night at Sedgman's Brisbane Office in late-October. Successful applicants at this stage will also be required to complete psychometric testing before moving onto the final stage.
- For the final stage of the process, successful applicants will be invited to an Assessment Centre in early-November. This half-day event consists of an observed group activity and a formal face-to-face interview.
- Graduates who are successful at the Assessment Centre will receive a verbal offer of employment within one (1) week, with formal offers of employment finalised in late-November.
- Our new Graduates will commence work with Sedgman in early 2011.

### Our Opportunities:

Qualified candidates are able to apply for a graduate position in:

- **Mechanical Engineering** (including Mechanical and Materials Handling only)
- **Structural Engineering** (including Structural and Civil only)
- **Electrical Engineering** (including Electrical only)
- **Controls Engineering** (including Electronics and Mechatronics only)
- **Process Engineering** (including Minerals Processing, Chemical and Metallurgical only)

The Coal Operations Graduate Program is open only to candidates holding an eligible Mechanical, Electrical or Process/Metallurgical/Chemical Engineering qualification.

Additional graduate opportunities, including for degrees and/or disciplines outside of engineering, will also be available for the 2011 Graduate Program and these opportunities will be updated at a later date.

### How to Apply

Applications for Sedgman's 2011 Graduate Program will open in late-August 2010 and further information on the application process will be posted on our website closer to this time. Graduates considering applying for the program should ensure that they meet the application criteria set out below.

### What Are We Looking For?

In order to be eligible to apply for Sedgman's Graduate Program, you must comply with the following application criteria:

- Graduates must be authorised to live and work in Australia and therefore must currently be in possession of Australian Citizenship or Permanent Residency (including New Zealand Citizens). Students with pending applications for Citizenship or Permanent Residency are not eligible to apply for this year's graduate program.
- Graduates must be currently residing in Australia and/or willing to travel to Brisbane in late October/early November 2010 to participate in the assessment process.
- Graduates must accept that a site-based rotation at our domestic or international projects or operations is a requirement of the program. Graduates who are not willing to work on-site should reconsider their suitability for this program.



- Graduates must have completed, by the end of 2010, all units of study required to be eligible for graduation in a degree and/or major listed above. Students with outstanding units to be completed in 2011 are not eligible to apply for this year's graduate program.
- Degrees must be from a recognised tertiary institution and a certified academic transcript (in English) from the university should be supplied with the application. Students who have studied at non-Australian universities may be required to submit further information, including course and/or unit outlines.

In addition to the application requirements for the broader Sedgman Graduate Program, applicants who are interested in being part of the Coal Operations Graduate Program should consider the following:

- Graduates must have completed site-based work experience on either a coal or metalliferrous mine site during or after their university studies.
- Graduates must be willing to live and work in remote or country locations in Queensland for the duration of the program.
- Graduates should have an interest in production, maintenance and operations management rather than design or project construction.
- Graduates should have a career aspiration to develop into future site Superintendent or Manager roles.