CLEANAWAY

Making a sustainable future possible

CLEANAWAY GRADUATE PROGRAM 2019-2020

Introduction

The Cleanaway Graduate Program is tailored to suit Graduates' workforce entry level skills and knowledge within the specified segment stream and is structured to provide the Graduate with broad 'fit for purpose' experiences and a strong alignment to Our Cleanaway Way.

Streams

Cleanaway offers a number of Graduate Programs*:
- Engineering (Civil/Chemical)
- Science (Chemistry/Environment)
- Supply Chain/Logistics

*Other Graduate Programs may be offered from time to time.

Eligibility

Eligibility for the FY20 Graduate Program requires:
- Completion of undergraduate or postgraduate degree in the past two years (i.e. 2018 or 2019)
- Australian or New Zealand citizenship or Australian permanent residency at the time of applying.

Application process

1. Role > **2. Application** > **3. Online Testing** > **4. Interview** > **5. Offer**

1. Advertising for Graduate roles will be found on Cleanaway Careers Page, Seek, LinkedIn, and with selected Universities.

2. Applications open on 23 August 2019. Graduates to:
   - introduce themselves, their skills and experience
   - nominate chosen segment stream

3. Applications close on 11 October 2019.

4. Online testing for shortlisted applicants commences 1 October.
   - Completion of CPQ and ability testing (verbal, numerical, inductive)

5. Interviews commences 1 November 2019.
   - First round - face to face or via video conferencing, with HR and stream lead
   - Second round – face to face, with HR and Executive GM

6. Cleanaway Graduate Program Offers will be made during December 2019.

The Cleanaway Graduate Program commences 1 February 2020.

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The Cleanaway Graduate Program

The Cleanaway Graduate Program creates a career pathway and opportunity to join Cleanaway's journey of growth and continuous improvement.

As part of the Program, nominated Hosting Managers are responsible for scoping out the Placement Plan and confirming the work that the Graduate will be responsible for during their placement.

The deliverables and focus areas will provide the Graduate with vital hands on experience, as well as a great insight to the overall Cleanaway enterprise and to the waste management industry as a whole. With strong supervision, leadership and mentorship, the Graduate will benefit from first class training, which by the end of the Program will benefit both Cleanaway and Graduate around further career opportunities.

The Program will last for 18 - 24 months, with the placements lasting for up to 6 months. Each placement block has a nominated Hosting Manager responsible for the Graduate's role, exposure and learnings. Before the Graduate commences with a specific area, a plan is discussed and agreed on regarding learning outcomes, roles and responsibilities.

The Program will give the Graduate an understanding of the function from a technical perspective, comprehensive appreciation of industry knowledge and commercial understanding.

Program placement overview

Placement arrangements will depend on the Segment Stream. The intake for FY20 includes:

Engineering (Landfill or Plant/Remediation, Environment & Safety, Infrastructure)
Science (Chemistry, Environment, Operations)
Supply Chain and Logistics (Fleet Operations, Scheduling/Optimisation, Operations)

Each placement has specific project objectives that will be reviewed and agreed upon between the Graduate, Hosting Manager and Executive General Manager. The project objectives will be assessed against the **Three Cs of Cleanaway's Leadership Model - Capability, Commitment** and **Compatibility**. Within the Three Cs are nine competencies - known as the Great 9 competencies:

Capability

- Intellectual rigour and curiosity
- Commercial acumen
- Understanding of all stakeholders

Commitment

- Results driven with CI mindset
- Process vs. outcome
- Accountability and transparency

Compatibility

- Interpersonal savvy
- Humility with confidence
- Engagement and results

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Program performance priorities

While in the Program, communication is critical for clarity and alignment to ensure tasks and deliverables are being met. The below outlines the process the Graduate will follow at commencement, for each placement and at the end of the Program.

The following process will be followed at each rotation stage throughout the Program:

Program Entry Meeting: Graduate and Hosting Manager go through the role mandate and confirm the expectations prior to commencement. The Graduate will learn the specific deliverables for the rotation, articulated in the Program Placement Schedule.

Program Exit Meeting: Graduate and Hosting Manager discuss the achievements and the previously agreed deliverables. The Hosting Manager and Graduate will record the deliverables in the Program Placement Schedule.

Annual Meeting with Executive General Manager: Graduate and Hosting Managers discuss deliverables and Program progress for the 12 months. This meeting includes discussion around the Graduate's performance and feedback at a higher level. The Annual Meeting will also check in on future employment opportunities and requests.

Final Program Meeting with Executive General Manager: Graduate and Hosting Managers discuss deliverables and Program completion.

Program completion

Cleanaway will award their successful Graduates with a Certificate of Attainment.

The Graduate will finish their fixed-term contract upon the completion of the Cleanaway Graduate Program. Cleanaway will seek to redeploy Graduates who have successfully completed their Programs into permanent roles. Roles on offer may vary depending on the current recruitment and business operational requirements.

Contact us

For more information contact our HR Central team at graduate@cleanaway.com.au for an initial overview and referral to HR.

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