

Leave an Impression

2020 GRADUATE PROGRAM FREQUENTLY ASKED QUESTIONS



When do applications open?

Applications open 12:00pm on Thursday 7 March 2019 (AEDT).

When do applications close?

Applications close 11:59pm on Thursday 4 April 2019 (AEDT).

Will any late applications be accepted?

Unfortunately we are unable to accept any applications after 11:59pm Thursday 4 April 2019 (AEDT).

What is MTIA?

The Major Transport Infrastructure Authority (MTIA) is responsible for facilitating the development and delivery of the biggest transport infrastructure program in Victorian history. MTIA includes five project teams – Level Crossing Removal Project (LXRP), Major Road Projects Victoria (MRPV), North East Link Project (NELP), Rail Projects Victoria (RPV), and West Gate Tunnel Project (WGTP).

What's involved in the application stage?

You will need to upload your CV, academic transcript and proof of working rights (e.g. passport).

I don't have work rights in Australia, can I apply?

We are unable to offer work sponsorship so if you do not have work rights in Australia you are ineligible to apply.

I am going to be overseas during some of the recruitment process, can I still apply?

A: You can still apply for the Graduate Program as the cognitive testing and online video interview can be completed remotely. However if you progress to Assessment Centre stage, you will be required to attend in person.

I don't have my final academic transcript yet, what do I do?

If you haven't yet finished your degree or if you are waiting to graduate, please upload your unofficial academic transcript to date.

Who do I address my application to?

We have a team running the recruitment process so simply address your application to 'The MTIA Graduate Recruitment Team'.

How many positions are you recruiting for?

Approximately 100 positions in total across all disciplines and all project teams.

What is the selection process?

Stage 1: HR Shortlist (eligibility based on working rights, degree and date you have finished or will finish university)

Stage 2: Cognitive Test

Stage 3: Online Video Interview

Stage 4: Group Assessment Centre

Stage 5: Individual Interview (if applicable)

Stage 6: Reference Checks and Police/Qualification Check

When will I find out if I'm successful?

Once we have completed each stage, successful candidates will be notified. To avoid candidates having to wait in anticipation, we will also be notifying unsuccessful candidates after each stage.

For updates throughout the recruitment process, please check the Graduate Program page on RPV's website and the Big Build website.

What is the qualification eligibility criteria?

Graduates must have completed an eligible undergraduate degree between May 2018 and January 2020.

Upon commencement in mid-February 2020, graduates must have finished their undergraduate degree and must have working rights in Australia. We are not able to offer graduates work sponsorship.

I've completed a postgraduate qualification, can I apply?

The Graduate Program has been specifically designed and tailored towards recent graduates of undergraduate courses. For that reason, we are only accepting applications from individuals who have completed an eligible undergraduate degree between May 2018 and January 2020.

Note: If applicants are at MelbUni or UniWA, you may have completed your undergraduate qualification before May 2018, as you need to also do a Masters year to become a 'qualified engineer'.

This means you will have completed a 3yr BSci (Engineering Systems) then complete a Masters. **You are eligible** for the program as without the Masters you are not a qualified engineers.

If you have completed your undergraduate qualification at a different university and then do a Masters at MelbUni or UniWA, **you are not eligible.**

What disciplines are you recruiting for?

Accounting

Eligible degrees: Accounting, Business, Commerce, Finance

Commercial

Eligible degrees: Business, Commerce, Finance, Economics, Law, Management

Communications and Stakeholder Relations

Eligible degrees: Communications, Digital Communications, Marketing, Public Relations, Media, Journalism

Engineering – Civil

Eligible degrees: Civil Engineering or related disciplines (eg. construction management)

Electrical – Engineering

Eligible degrees: Electrical Engineering

Environmental – Engineering

Eligible degrees: Environmental Engineering

Engineering – Mechanical

Eligible degrees: Mechanical Engineering

Engineering – Mechatronics

Eligible degrees: Mechatronics, Systems, or Adv Manufacturing Engineering

Finance

Eligible degrees: Finance, Business (Finance), Commerce (Finance), Banking and Finance

Graphic Design

Eligible degrees: Graphic Design, Design, Visual Communication

Human Resources

Eligible degrees: Human Resources, Business (HR), Commerce (HR), Management (HR)

Information Systems

Eligible degree: Information Systems, Computer Science

Land, Planning and Surveying

Eligible degrees: App Sc (Surveying), Applied Geographic Information Systems, Building Construction Management, Urban Design

Legal

Eligible degree: Law

Planning and Environment

Eligible degrees: Environmental Science, Science (Environment), Rural Planning, Sustainability, Town Planning, Urban Planning

Procurement

Eligible degrees: Business, Commerce, Finance, Supply Chain Management

Safety

Eligible degrees: OH&S, Safety Management

How is the program structured?

MTIA is offering a Graduate Program for two years including a structured learning and development program. The first two rotations will be within your 'home' Project Group. The second two rotations will be. During the second half of your graduate program, career planning will be undertaken to prepare you for the next step in your career.

What is a 'home' Project Group?

Graduates will spend their first two rotations within one Project Group (LXRP, MRPV, NELP, RPV, WGTP) and the additional two rotations may be within a different Project Group or with one of our external contractors or advisors. Whichever Project Group graduates spend their first two rotations in will be their 'home' Project Group.

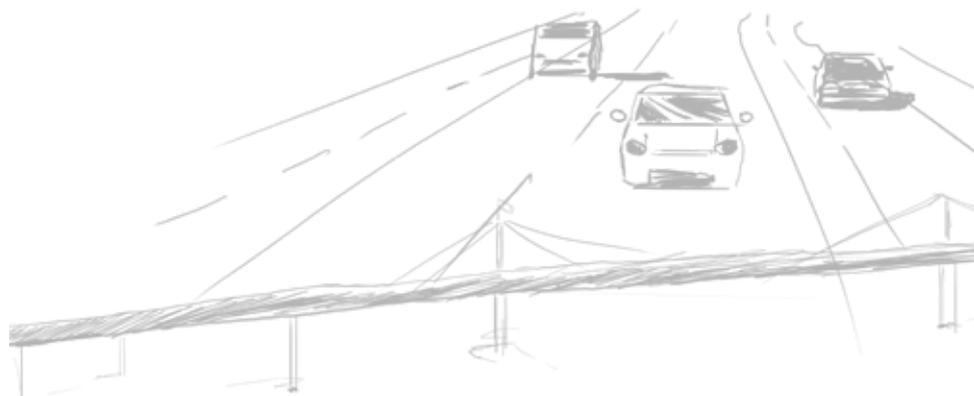
Will I get to choose which Project Group is my 'home' project?

At Assessment Centre stage, graduates will submit their preference of their 'home' project. The Graduate Recruitment Team will do their best to align a graduate's preference to where they are placed.

Is there the possibility to rotate between project teams?

Graduates will be employed by either LXRP, MRPV, NELP, RPV, or WGTP, depending on their preference at the final stage.

We tailor your third and fourth rotations (you get a say in it, where possible!), which will involve opportunities to work across different projects, depending on business needs.



Can I do external rotations with other companies and the contractors?

There may also be opportunities for graduates to rotate into external organisations. Previously graduates have rotated into Metro Trains, Aurecon, AJM and CityWide. Our recruitment team is continuously building a network of contacts to ensure we can provide graduates the best opportunities!

What happens at the end of the two-year fixed-term contract? Can I get a job with MTIA after the Graduate Program?

Throughout the program, career planning will be undertaken to prepare graduates for the next step in their career. If there are positions available within MTIA, appropriate recruitment and selection processes will be undertaken.

What training and development is available?

All graduates undertake a structured learning and development program over two-year period, involving a range of professional and personal development workshops, site visits, project work, mentoring and experiential learning opportunities.

Who will I be working with?

Graduates will work alongside industry subject matter experts across a range of disciplines. We have recruited extensively from both private industry and the public sector to find the best people to help build these mega projects.

How will I know if I successfully pass through to the next stage of the recruitment process?

The Graduate Recruitment Team will notify candidates if they are successful or unsuccessful at each stage of the selection process.

Where can I find out more information about the projects?

You can find out more from the Big Build website or attend a graduate career fair and ask a current employee.

I am going to be overseas during some of the recruitment process, can I still apply?

The Graduate Recruitment Team will notify candidates if they are successful or unsuccessful at each stage of the selection process.

Where will my workplace be during the Graduate Program?

Your workplace will depend on your 'home' project however you will generally be located in Melbourne CBD.

Is it possible to work in regional Victoria during the Graduate Program?

There may be an opportunity to work in regional Victoria, depending on which team you are rotating in to.

How much will I get paid as a Graduate?

Graduates will be employed at a VPS3 grade with a salary of \$75,427 (including superannuation). The current VPS Enterprise Agreement provides for automatic increases in salary to be applied on 1 July and 1 January each year to an annual aggregate of 3.25 per cent. Any such provisions in the new VPS Enterprise Agreement (due to commence in 2020) will be applied to all graduate roles. In addition, at the end of the first 12 months of the Graduate Program, graduates will be assessed for a progression payment of approximately \$1,400.

Do I get any annual leave and/or personal leave?

Yes, as Graduates will be employed on a full-time basis, you will be entitled to 20 days of accumulative annual leave per year and 15 days of personal leave per year.

If my application is unsuccessful this year, can I apply again next year, for the Graduate Program?

Yes, provided you meet the eligibility requirements for the next intake.