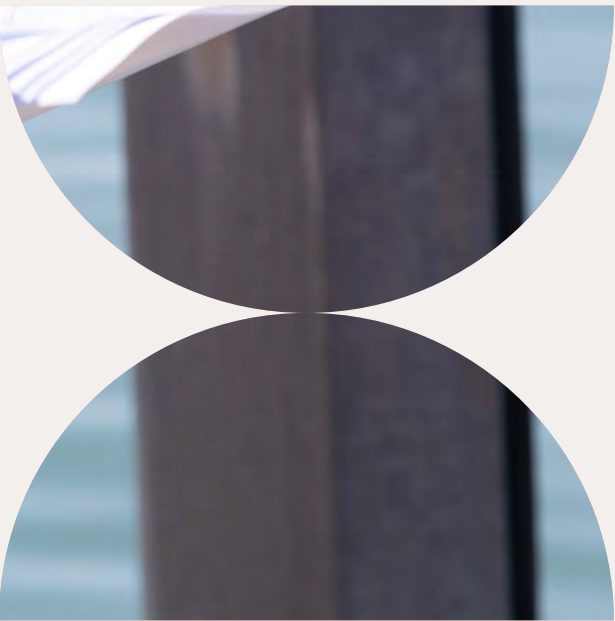




Start your Stantec story

Australia
Graduate Recruitment



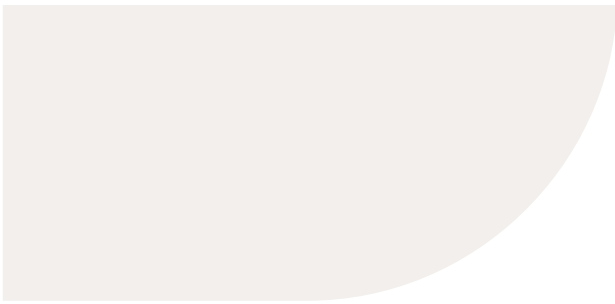
Who we are

Stantec is a global leader in sustainable engineering, architecture, and environmental consulting.

In Australia, we're a community of over 2,100 people working in 26+ locations. We're designers, engineers, scientists, and project managers, innovating together to bring buildings, energy and resources, environmental, water, and transportation projects to life.

The Stantec community unites over 32,000 employees working in more than 450 locations across six continents.

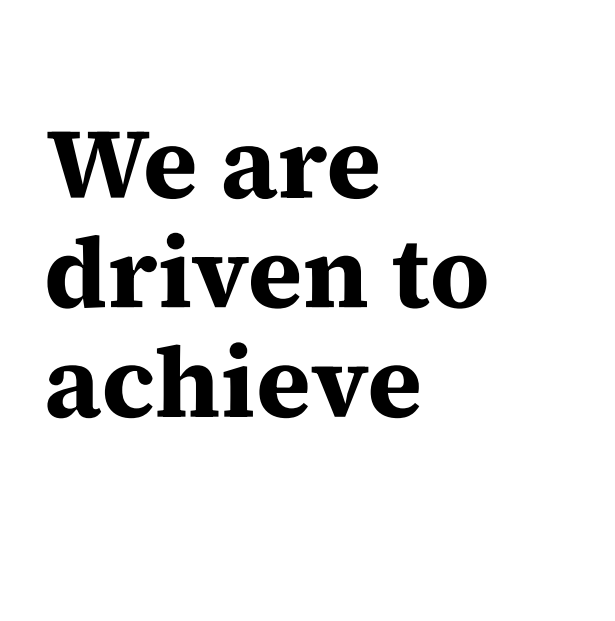
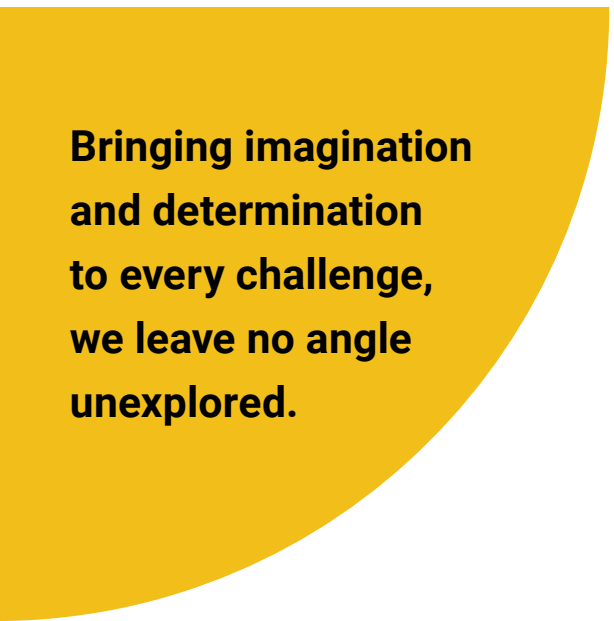
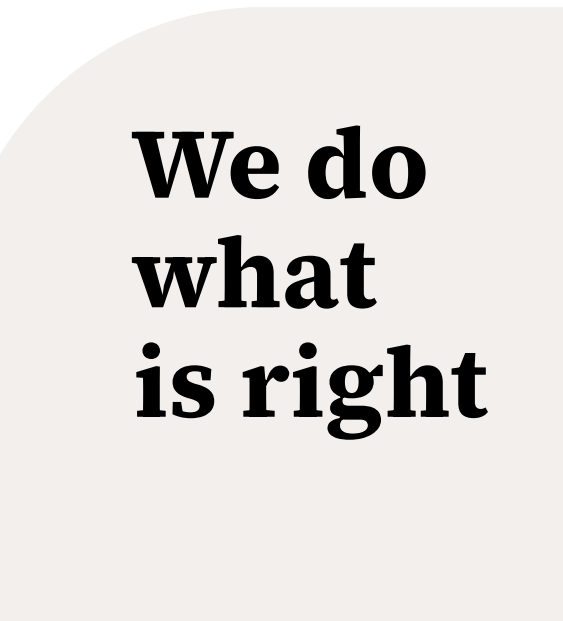
With every community, we redefine what's possible.



We put people first



We are better together



Why Stantec?

Design your career

Use our professional development opportunities to help you decide where your career pathway lies: managing people or projects, or developing technical skills to become a subject matter expert?

Redefine what’s possible

As grounded visionaries, you’ll work on projects that make a difference in people’s lives. You’ll also have the chance to give back through charity fundraisers and local initiatives. We redefine what’s possible, not just in design, but in our commitment to the communities we serve.

Build relationships

The best careers are built on strong, lasting relationships—with colleagues, clients, and community members. At Stantec, we’re better together.

Local delivery, global expertise

We start by bringing in the right people at the right locations, including our graduates. Global knowledge is coupled with a local appreciation of our clients’ unique needs, resources, and constraints—informing the project’s agenda right from the get-go.

World’s Top Female-Friendly Corporations	World’s Most Sustainable Corporations
<i>2021 Forbes</i>	<i>2025 Corporate Knights</i>
Top ten most innovative company in professional services	Employer of the Year
	<i>2021 WTS International</i>
<i>2022 AFR BOSS Most Innovative Companies List</i>	World’s Best Employers
Work180 endorsed employer for all women	<i>2021 Forbes</i>
<i>2025 work180.com</i>	Best Learning and Talent Development Program
Top 25 Graduate Employers – Large Program #23	<i>2024 LearnX Awards</i>
<i>2024 AAGE top graduate employer</i>	#2
#27	<i>2025 Prosple: Australia’s Top Engineering consulting graduate employers</i>
<i>2025 Prosple Top 100 Grad employers list</i>	



Kickstart your career

As a member of our global community of driven, passionate, and smart professionals, you'll have a chance to grow and develop as a future leader and innovator, work with other colleagues who offer fresh perspectives, and learn the foundation of engineering, planning and consulting in the client environment.

Helping you succeed

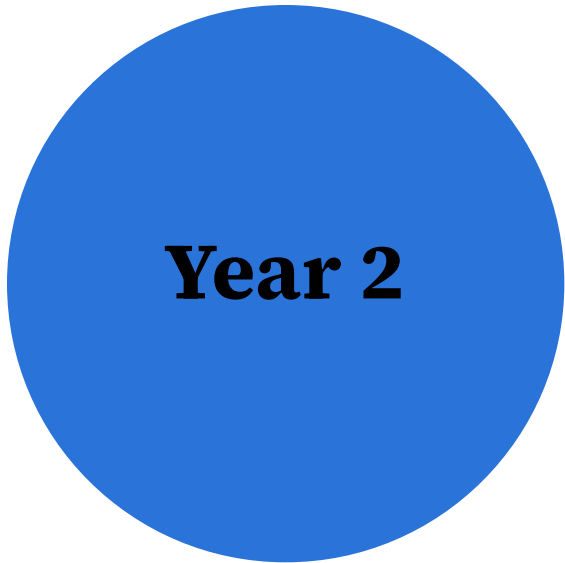
We offer a range of opportunities:

- Global developing professionals network
- Work on varied projects in different offices and locations
- Specialist knowledge groups
- Access to industry thought leaders
- Specific training online and face-to-face
- Formal business skills
- Work towards professional accreditation
- Technical training on the job and in your sector
- Be part of our mentoring program

Our graduate program

Your first two years with Stantec

Stantec graduate program* overview



- Company Welcome
- Being a Consultant 101
- Business Acumen
- The Graduate Journey
- Health, Safety and Risk
- Your wellbeing on stress, resilience and work-life balance
- First Impressions: An introduction to presentation skills
- Client Relationships

- Sustainability
- Digital Tools
- Legal and Risk management
- Your role in project delivery
- Creating Presence: Building confidence in communication and presentation skills

* Topics are subject to change. Each year we review topics to keep your learning aligned to industry trends and business strategy.

Graduate application process

Step 1

Adapt your CV and cover letter to suit the role.

To stand out in your application, demonstrate your interest in the area of work you're applying for, and highlight your relevant experience.

Paid and voluntary roles are important. Include any leadership roles at school or university, or volunteering for a local sports club or community group.

Consider how you express yourself. We are looking for professionalism in your cover letter and CV.

Step 2

Now it's time for cognitive and behavioural testing. Don't be worried, it only takes around 24 minutes—we're looking to understand your numerical, verbal, and abstract reasoning skills and want to know who you are as a person.

Step 3

This is when we call you. It's a great chance for you to showcase your interest and passion for your chosen career path, so relax and let your personality shine through!

Step 4

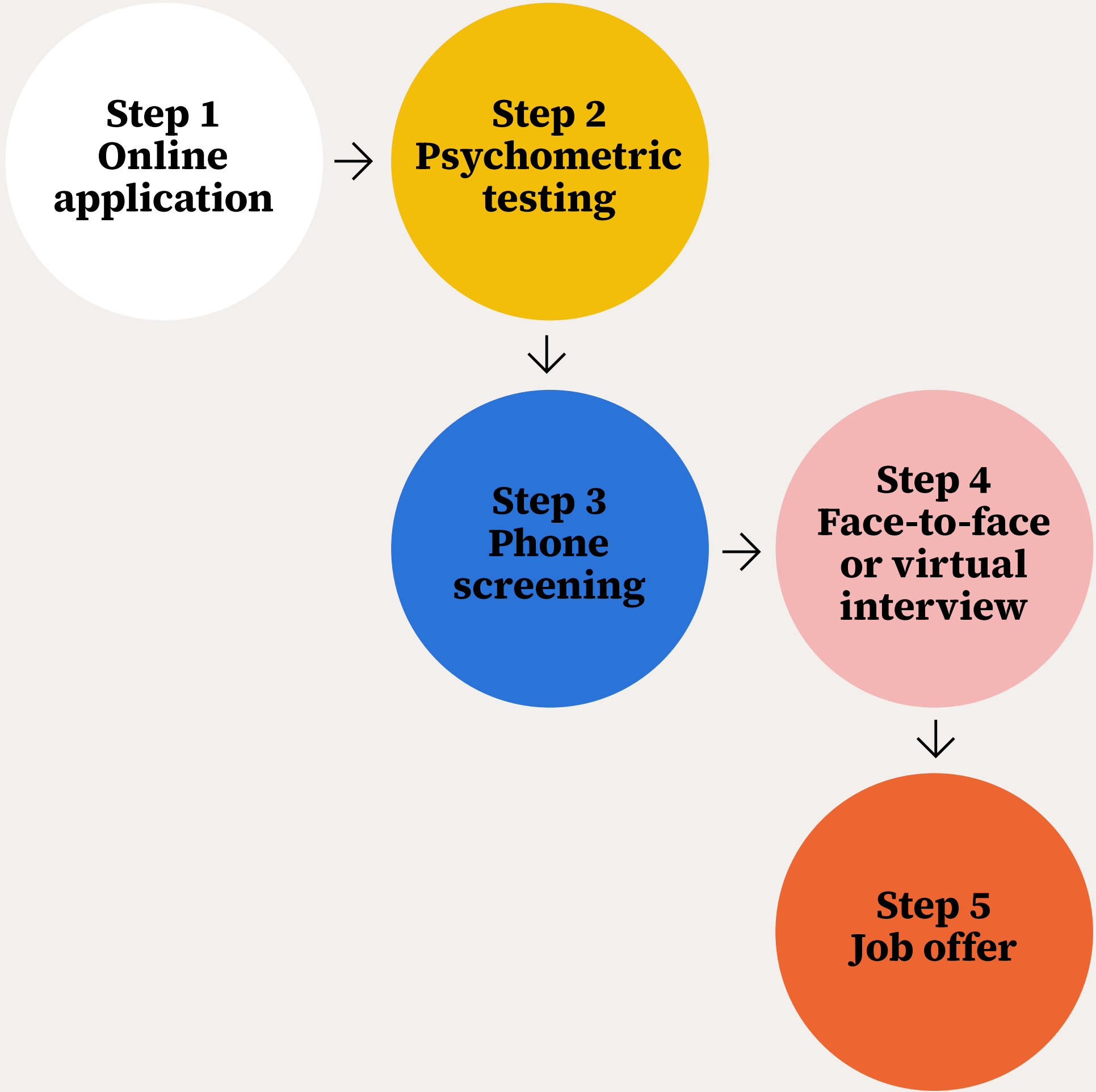
This is an interview with the hiring manager and another team member. It could be in person or virtual.

This is a chance for you to go into more depth about your studies and work experience and how this relates to the role you applied for.

As much as it's about us finding out about you, it's an opportunity for you to find out more about the team and the day-to-day of the role, so please come prepared with questions.

Step 5

Successful applicants will be called with an offer and we'll send a contract to review.



I have more questions ... who do I ask?
Email graduates.aus@stantec.com

Graduate program FAQs

How do I apply for a graduate position?

Check out stantec.jobs/aus/jobs to see our current vacancies. You'll need your CV, a cover letter and your current academic transcripts. If successful, you must have the right to live and work in Australia, hold a full, clean driver licence, and have completed your degree before your start date.

What do you consider when reviewing applications?

In addition to your academic achievements, any paid and voluntary roles you've undertaken to date are important—like leadership roles in school or university, or volunteering for your local sports club or community groups. We also consider how you express yourself in a cover letter, and the professionalism of your CV.

What degree disciplines are required?

Generally, we're looking for students who have completed a Bachelor's or Master's degree in the following disciplines:

- Acoustic, fire and hydraulics
- Botany and ecology
- Business (any)
- Chemical/process engineering
- Civil
- Electrical
- Engineering (any)
- Environmental science and geosciences
- Geology
- Marine science/biology
- Mechanical
- Mechatronics
- Planning and urban development
- Structural
- Sustainability

We also consider students who have completed TAFE diplomas.

If I'm successful, when will I start working?

We aim for an early February start as your graduation will be confirmed by then. If you have already graduated, we may be able to negotiate an earlier start.

Where can I work?

We have offices in 26+ locations throughout Australia in most states. If you have a location preference, let us know.

What will I get paid at Stantec as a graduate?

Stantec offers a market rated and competitive remuneration package.

What does the graduate program involve?

It combines on-the-job, informal and formal learning for the first two years of your time at Stantec.

Does Stantec have a career development group?

Yes, we do. The Developing Professionals Group (DPG) give employees in the early stages of their career the chance to develop both technically and professionally; to meet their colleagues, and be part of our global organisation. It's an international network that, in addition to planning regional and local activities, really gives a voice to our DPs.

How long will it take to hear back from Stantec regarding the outcome of my application?

Our application window is usually open for a month, and we receive many applications. It might take up to one month to hear back from us about your application. If you have any questions, feel free to email us at graduates.aus@stantec.com.

Jumpstart your future with Stantec

Your study discipline	Buildings	Community Development	Energy and Resources	Environmental and Geoscience Services	Transport	Water
Acoustic, fire and hydraulics	■			○		
Botany and ecology				○		
Business (any)						▲
Chemical/process engineering						▲
Civil	■	▲			◆	▲
Electrical	■	▲	●			▲
Engineering (any)						▲
Environmental science and geosciences		▲		○	◆	
Geology		▲		○		▲
Marine science/biology				○		
Mechanical	■	▲	●			▲
Mechatronics	■		●			▲
Planning and urban development		▲			◆	
Structural	■	▲	●		◆	▲
Sustainability	■					





Our top 5 tips for your application

1. Demonstrate your understanding of our business.

Look at our website, follow us on social media, or read through our latest thought leadership pieces in the [Ideas Hub](#) to understand our core values and how they help us to design with community in mind.

2. Show your authentic self.

Our success is built on our people. We want to know the real you and to understand how your values and qualities align with our culture. Sharing your interests and hobbies outside work can help us understand what motivates and inspires you. Avoid using AI.

3. Make sure you answer the question.

Keep answers concise and informative. Give real-life examples from work experience or study that explain:

- Situation (your job/course at the time)
- Tasks (what you needed to do)
- Actions (how you did it)
- Results (how it turned out)
- If you want to go the extra mile, talk about your learnings!

4. Focus on what makes you unique.

No two applicants are the same. We all have different skills and experiences to bring to the role, so take the time to determine what makes you unique. Think through the expertise, personality traits and experiences you have gained through work experience or study and how they make you an ideal candidate for a graduate position at Stantec.

5. Don't be afraid to ask for help.

We're an inclusive employer and want to ensure all our applicants have the same opportunity for success. If you have a learning disability or special need that requires extra support with your application, please let us know.



Contact us for more information:
graduates.aus@stantec.com

#StantecCareers
#StantecNextGen

STANTEC.COM/AU

