



Aotearoa New Zealand cadetships

**Become an engineer.
Join our cadet scheme!**

*Kia tū koe hei hunga Pūkaha.
Hōtaka whanake tauira.*



**Launch your
civil engineering
career—fully
funded, paid,
& supported every
step of the way.**

FAQs

What qualifications will I study?
He aha hoki ngā tohu mātauranga me whai ahau?

You'll complete two Level 6 diplomas: **Diploma of Civil Engineering** (Academic) and **Diploma of Engineering Practical** (Applied). Both qualifications are internationally recognised under the Dublin Accord and set you up for Engineering New Zealand membership and you can study them one after the other—or complete them at the same time.

What are the benefits of a cadetship?
He aha ngā hua o te tauira mahi?

Earn while you learn, gain industry experience, and graduate without a student loan. As your skills grow, so does your salary. Our cadetship offers a launchpad into a long-term career, with options to continue learning—whether that's further diplomas or even a Bachelor of Civil Engineering Technology. You'll be guided by experienced mentors and supported to shape a career that aligns with your strengths, interests and ambitions.

What does being a cadet involve?
He aha ngā āhuatanga e pā ana ki te tauira mahi nei?

Study part-time while gaining practical experience. Most cadets complete the applied diploma in 2-3 years and the academic diploma in 3-5 years. You'll join a national cadet network to share knowledge and learn from mentors, plus receive 30 days of paid study leave each year to help you balance work and study.

What high school qualifications do I need?
Me whai tohu mātauranga ahau mai i te kura?

You'll ideally have a National Certificate of Educational Achievement Level 2, with at least 48 credits from your top four subjects—preferably including maths, graphics, and a science. More important is your drive to learn, willingness to take on new challenges, and commitment to completing both diplomas. A driver's licence, or working towards one, is preferred.

What practical experience will I get?
He aha hoki ngā wheako mahi-ā-ringa?

Real-world experience starts from day one. You can expect to get involved in field inspections, surveys, investigations, analysis, design, and CAD work. Our multidisciplinary teams cover water, transport, mechanical, electrical, structural, and geotechnical engineering—giving you exposure to a wide range of specialities.

How do I apply?
Me pēhea au e tono ai?

Head to our [careers site](#) and search “cadetship” by location or job title, then follow these steps:
1. Upload your CV
2. Attach a cover letter
3. Complete a short application form.

If shortlisted, we'll be in touch to arrange an interview. In the meantime, take a look around our [website](#) to get a feel for how we work.

About Stantec

Ko Wai a Stantec

Stantec is a global leader in sustainable engineering and environmental consulting. The diverse perspectives of our partners and interested parties drive us to think beyond what’s previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure. We innovate at the intersection of community, creativity, and client relationships to advance communities everywhere, so that together we can redefine what’s possible.

For over 125 years, we’ve helped shape Aotearoa New Zealand—designing resilient infrastructure, restoring natural environments, and improving how communities live, move, and connect. With a team of more than 850 across the motu (country), our engineers, scientists, designers, and project managers are proud to play a role in creating a sustainable future.



Questions?

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