

Shape Your Career



Gain industry experience while you study
with SHAPE's Cadet Experience Program

Get your start with SHAPE

The SHAPE Cadet Experience is a tailored and personalised entry-level program that allows you to experience all facets of the construction industry to find where your passion truly lies.

You'll be supported with the flexibility to complete your studies while gaining on the job experience and a guaranteed full-time position at SHAPE in your chosen career path after your cadetship.

About us

We are a nationwide, ASX-listed fit-out and construction services business with a team of more than 780 people working across our national head office and 14 branches.

We've delivered more than 7,250 projects (valued at \$10b) over the 36 years we have been in business. With a focus on innovation, safety, sustainability and building trusting relationships, our clients span the commercial, education, government, retail, and health sectors.

Life at SHAPE

At SHAPE, the first thing that we built was a great place to work. Our philosophy is simple – Put people and culture first and commercial results will follow.

We've built a diverse, committed, and capable team who work hard, play hard and love what they do. We pride ourselves on being a safe and inclusive workplace with a culture of genuine respect, understanding, and acceptance for all people.

Do you qualify?

No prior industry experience is necessary to join our team, but we do require that you are currently studying or recently graduated from a construction-related degree (such as construction, engineering, design and quantity surveying).

At the time of application, candidates must hold an Australian/New Zealand Citizenship or Permanent Residency.



Why choose the SHAPE Cadet Experience Program

SHAPE

**We believe everyone's career path is different.
We offer a 'One Size Fits YOU' approach to your individual needs.**

Enjoy work/study balance

- Choose your work hours based on your study needs throughout the term and exam periods.
- Receive 5 extra paid days of 'Life Leave' in addition to your annual leave & flexibility arrangements.

Customise your career

Set your own career goals and experience real responsibilities with real clients.

A guaranteed role

You'll be guaranteed a full-time position at SHAPE in your chosen career path after your cadetship.

Rotating program

Explore any facet of the construction industry until you find what you're passionate about.

National relocation opportunities

Work from any of our 14 branches (including Modular by SHAPE) across Australia through our secondment program.

Learning and development

- Personalised learning plans and one-to-one mentoring with industry experts.
- Access to leadership development sessions and on-going training courses.

Make a difference

Give back to our community through our wide range of corporate social responsibility initiatives.

We're in it together

Share in the business's success through our profit-share

1. Application

Submit your online application including your CV. Don't forget to include details about work experience, education and extracurricular activities.

For application open and close dates, please refer to our website and the job advertisement

2. Complete the Video Question

If shortlisted, you will be invited to record a video introduction question, this helps us learn a little more about you so feel free to get creative with it!

3. First Interviews

Selected candidates are invited to an in-person assessment centre, which will include a group assessment activity and an individual interview with the business.

4. Final Interviews

You will receive a phone call from our recruitment team to invite you to come into our office and meet with some of the SHAPE team for a final interview.

This interview will focus on learning more about you, but it is also time for you to really get to know us, so have a list of questions ready.

5. Offer

If you are successful, you will receive an offer to join the SHAPE team as a Building Cadet. Congratulations!

You will be contacted by SHAPE's Talent Acquisition team with further information.

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