



# i.power solutions

## GRADUATE DEVELOPMENT PROGRAM

i.power solutions is a national multi disciplined electrical engineering, manufacturing and project delivery company. We are headquartered in Brisbane, Australia with branches in Mackay, Cairns, Newcastle and Perth and are a wholly owned subsidiary of Bilfinger Berger Services (Australia) Pty Ltd.

Our diverse and unique capabilities ensure we are one of the few companies in Australia capable of delivering complete electrical solutions to our customers from concept to commissioning. We operate across a wide range of industry sectors including metals and mining, power generation and distribution, waste and water treatment, process industry, oil and gas, manufacturing and materials handling.

i.power's unique blend of resources enables us to design and deliver turnkey solutions which are fit for purpose and provide the very best in safety, functionality and value. Our range of services and products include:

- Equipment design and manufacture including LV, MV and mining switchgear;
- Engineering services including power systems, control systems, telemetry and SCADA;
- Project management and site installation services;
- Ongoing maintenance support services.

As a national leader in the electrical energy, manufacturing and construction industry, we provide the most responsive source of solutions to improve customer operating plant competitiveness and profitability.

We utilise extraordinary technologies, many years of industrial business expertise, supplier and client networking connections, and an environment that fosters innovation. We understand that our graduates are our future. We believe that by making our people competent professionals, we measure our capability and respect in the industrial market place.

As a recent graduate, you could belong to the next generation of engineers managing i.power solutions. You will learn that the i.power solutions' Graduate Development Program is a practical way to enrich and diversify your own personal career path. If you enjoy gaining 'hands-on' experience by being involved in many different functions and projects, are open to new ideas and approaches, are industrial minded, goal-oriented and a team-player looking for engineering challenges with broad career opportunities within the engineering profession, then the i.power solutions Graduate Development Program is the right place for you!

### *About the Program*

*We are seeking motivated and talented University Graduates who have completed an Undergraduate or Postgraduate degree during the year or who are expected to complete a degree at year end.*

*Working on a two year rotational program, you will have the choice of several positions ranging from the highly technical to project management. You'll work in a number of different departments and from day one you will be working in a genuine position, with real responsibilities.*



# Frequently Asked Questions

## **Q. When does the Graduate Development Program commence?**

Successful Graduates will commence employment with i.power solutions early in the new year. Should you be successful in being offered a position with i.power solutions, your start date will be agreed between yourself and your Manager. Most of our Graduates will start in January, but you may negotiate to start earlier if you are able to.

## **Q. What does the Graduate Development Program entail?**

Appointment to a full time position with temporary secondment to the various operating divisions within the organisation for a duration of 24 months.

Our Training and Development Program includes structured:-

\* Induction Program \* Learning Groups \* Mentoring Program \* Career Progression \* Training Program

## **Q. Where might I work**

Due to the size and diversity of i.power solutions, graduates will have the opportunity to develop skills in a variety of areas related to the business (engineering design, manufacturing, project management, automation and construction) and apply for higher level vacancies within the organisation. i.power solutions has projects operating Australia wide however, graduates will generally commence in our Brisbane Head Office. Opportunities may exist at our Mackay, Cairns, Newcastle or Perth operations for the right candidate.

## **Q. How many positions are there?**

We will be employing up to 3 graduates each year.

## **Q. What development will graduates receive?**

There is a large focus on development at i.power solutions and graduates start their career in a Graduate Development Program. The program offers flexibility and a chance to consolidate your learned skills in the real world with immediate results. i.power solutions gives you a real job with real responsibilities.

- Exciting and challenging on-the-job learning on projects
- Job rotations across various roles/locations/projects/offices, and
- Real responsibility for delivery of actual engineering deliverables to our clients.

## **Q. Would I work independently or as part of a team?**

Throughout the Graduate Program you will be required to work with a team as well as independently to complete various tasks. Within the team your role will be varied, depending on the project. In all roles, you will be responsible for decision making for various aspects of the project in which you are engaged.

## **Q. What if all my results are not available when I apply?**

You may not have your university results when you apply for the graduate program, however you can ask your Uni to supply a copy of your academic results to date. If you are successful in gaining an interview, you will be required to show your official academic record to the selection panel.

## **Q. Do I need to have an Australian qualification?**

You will need to hold an engineering qualification from a recognised tertiary institution.

## **Q. Do we accept applications from overseas students or candidates on student visas?**

We accept applications from all candidates who are legally entitled to work in Australia. We do not sponsor candidates who do not have permanent residency/Australian citizenship.

## **Q. How important is academic achievement?**

University results are important, but of equal importance is the level of motivation, and achievement of extra-curricular activities. We value a practical and accountable approach to your work responsibilities and a comprehension of our value to our customers – our customers' needs are the reason for our existence.

## **Q. If I am interested in continuing postgraduate studies to achieve further professional qualifications, will i.power solutions support me?**

As part of providing professional and career development opportunities, i.power solutions can offer sponsorship for employees to study externally.

The study must:

- Be directly related to the employee's current role, or to a role the employee is likely to perform in the future
- Result in a recognised qualification when completed
- Be negotiated between the employee and his/her manager or supervisor.

**Q. Does i.power solutions offer vacation work?**

Yes. Vacation work at i.power solutions is a great way to gain real life experience in a professional working environment, stretch your skills and knowledge, test out your potential profession and network with industry specialists. Vacation work is typically offered over the summer break, December to February. Applications for Vacation work open in May.

**Q. What is i.power solutions looking for in its Graduates?**

We are committed to attracting and retaining the best employees. Whilst your technical knowledge and ability is important, we also seek graduates who fit into our culture and values and who have the potential to be future leaders of our expanding business.

More specifically, we look for Graduates who demonstrate their ability in the following areas:

- Using an interpersonal style and skills appropriate to the situation and individuals involved
- Working collaboratively with others to achieve organisational goals
- Influencing situations and using initiative to achieve goals
- Have a 'can do' and practical approach to all areas of their work life

Our Graduate Development Program (GDP) provides you with job opportunities, professional development and mentoring that will build the breadth and depth of your engineering experience and support you in attaining your CPEng. Our two year program is supported across the business by our divisional managers and their senior staff.

## Elements of the Graduate Development Program

**Rotations**

On the job experience is the best way to develop and learn. By moving through a number of diverse roles during the program Graduates are exposed to a range of learning opportunities.

**Mentors**

Every graduate will have a mentor. The purpose of this relationship is to provide support for the graduate's transition from university to the work force, assist in the formation of networks across the department and provide graduates with career development advice, guidance and support. Mentors are an invaluable tool in the learning process as they share their experience and wisdom with the Graduates they mentor.

**Accreditation**

In partnership with Engineers Australia, we provide Graduates with all the support they need to attain their chartered engineering qualification (CPEng). The CPEng is recognised internationally, provides evidence to our clients of the capability of our people and means that we can deliver a consistently high standard of service to our clients.

The i.power solutions Graduate Program gives you an opportunity to join a leader in power and automation applications and obtain practical, hands-on experience in your first two years of employment. You will also gain exposure across the different business areas and have a chance to become a future leader in the company.

**Sample Rotation Plan**

February > April	May > November	December > June	July > January
Manufacturing   Testing	LV   MV   Mining Switchgear	Project Engineering & Management	Automation

## Recruitment Process

Applications close	30 June
Screening / Interviewing	July / August
Confirm employment	30 September
Commence employment	January   February

If you want to develop an exciting career through new challenges and experiences, then we would love to hear from you!

Through our recruitment & selection process, we aim to identify individuals who share in a common set of values centred on leadership, integrity, teamwork and value adding so that we continue to enhance the profitability, quality and performance of our projects.

### **How to apply**

To ensure that our recruitment and selection process is efficient and comprehensive, we have an email based application process. Written applications therefore will not be processed, and should not be sent. All graduates are welcome to apply by emailing your CV and academic record to [jobs@ipowersolutions.com.au](mailto:jobs@ipowersolutions.com.au) referencing "Graduate Development Program" in the subject line.

### **How the recruitment & selection process works**

#### **• Acknowledgement of your application**

We will confirm receipt of your application by sending you an acknowledgement email.

#### **• Phone Interview**

If you progress to the next stage, you may be contacted for a telephone conversation. These phone interviews generally take about 30 minutes, and aim to gather more information about you. Any further assessment and the timing of this process will be explained to you in this phone conversation.

#### **• Behavioural Interviews**

You may be invited to attend one or more structured interviews, which generally take around 1-1½ hours. If invited to attend an interview, you will be given more detailed information about your interviewers, the interview process and where your interview will be held. We will also discuss any special needs you may have.

We use behavioural Interviewing techniques. You will be asked to give examples of situations that demonstrate your knowledge, skills and experiences. At an interview we will also give you more information about ourselves and the specific role. We strongly encourage you ask any questions that you have in relation to the role, the company or the recruitment and selection process during the interview.

#### **• Reference Checking**

In your application we ask that you provide contact details for at least two professional referees who can confirm your experience. Please also indicate whether these individuals may be contacted to comment on your skills and experience during the time you worked with them. Typically the referees that you nominate will have been previous supervisors or colleagues you have worked directly with, who will have observed your abilities.

#### **• Verbal Offer**

If successful, you will be made a verbal offer explaining in detail the package being offered.

#### **• Formal Offer**

Upon your verbal acceptance we will formalise this agreement issuing a formal letter of appointment. This letter must be signed and returned to us to confirm your employment.



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