



Infrastructure.   
Outcomes. People. 

GRADUATE  
PROGRAM 2024







# *Contents*

Who We Are	2
How We Can Help	3
The MBB Journey	4
Our Service Lines	6
Our Graduate Program	8
Supporting You	9
Our People	10
What We're Looking For	11
What We Offer	12



# Who We Are

Founded in 2014, our team consists of recognised leaders in all aspects of strategy, development and project delivery. Leveraging experience across the project lifecycle, we are able to offer effective and innovative program, project, planning, commercial, transaction, development and delivery management services

With offices in Sydney, Melbourne, Brisbane and Adelaide we are widely regarded as key advisors to our clients. We have an established reputation of professionalism and utilising a collaborative approach to achieving optimal project outcomes.

From brownfield projects to blue sky initiatives, from strategic input to project development, oversight and technical management, our leaders have advised on, contributed to and led successful projects across Government and the private sector. These include major transport, energy, resources and social infrastructure projects, under all contracting models and across the whole project lifecycle.

# How We Can Help

**MBB Group is an independent consultancy firm, specialising in finding and developing innovative, effective solutions to complex and complicated infrastructure projects.**

Our approach is based on a simple belief. We can't assume to know the answer before we fully understand the question.

Rather than seek to fit a project to a solution, we start each project with an open mind. Collaborative and benefit-focused, using first principles, rather than cookie cutter logic, we work with clients to understand the desired end benefit. Then shape the solution to fit the need, the environment and the resources at hand.

By identifying the key objectives and constraints, experienced industry specialists help you focus on the real issues that surround every project. Using experience across multiple services, sectors and contract models, we can see the risks and the opportunities before it is too late. And from that, develop innovative ways to drive better solutions, superior value, and more sustainable benefits for the client, the end-user and the communities impacted by the project.

Proven partners for the successful delivery of major projects.



# The MBB Journey



MBB Group established as an independent company.

First contract awarded for Transport.



Our first employee joins the company.

Major contract awarded for West Connex Stage 3.



MBB Group opens its first office in Sydney.

Major contract awarded for West Connex M4-M5.



MBB Group has grown to 10 employees.

Company ISO 9001 Certified.

First contract awarded for Social Infrastructure.



MBB Group operations established in Victoria.

Company moves to York Street, Sydney



Office established in Brisbane.

Operations established in the ACT.

Major contract awarded for North East Link.

First contract awarded for Energy.



MBB Group has grown to 50 employees.

Major contract awarded for Inland Rail.

Expansion of Melbourne office operations.



Major contract awarded for North South Corridor.

Operations established in Adelaide.

First contract awarded for Precinct.



Major contract awarded for New England Renewable Energy Zone.

Contract awarded for Rail Alliance Framework.



MBB Group has grown to over 100 employees.

Major contract awarded for State Tolling Corporation.

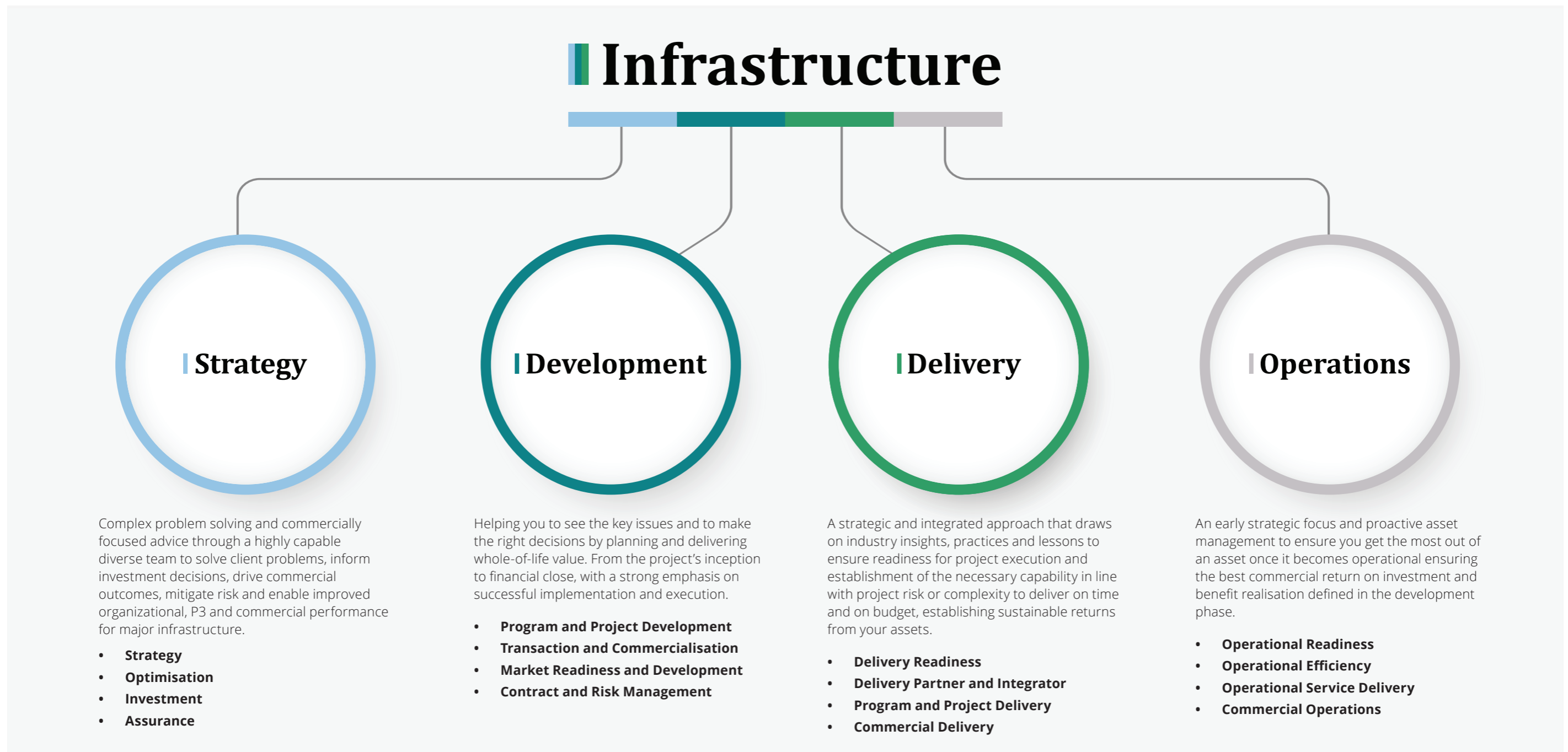
MBB Group Partners with Seidler.





# Our Service *Lines*

We serve the best interests of our clients, providing a single point of contact and accountability at all points of the project lifecycle, from initial strategy, through development, to delivery, and operations. We provide you with the right advice, expressed in easily understood language, to make more effective decisions regarding scope, timing, commercial factors and material resources.







# Our Graduate Program

MBB launched its Graduate Program in 2022 to support the ongoing growth.

We recruit high potential graduates looking to establish themselves within the industry, and to learn from our leading independent specialists. We provide a blend of practical experience and learning opportunities and see our graduates as future industry achievers who can develop their careers with MBB.

Our 12-18 month Graduate Program starts with a National Induction giving you the opportunity to meet your wider cohort from across the offices. This kick starts your career journey with MBB, providing you with immediate access to and learnings from key business leaders.

Over this period you will participate in a development program helping you to upskill on MBB, our areas of expertise and developing the skills for joining your first rotation. You will commence in a structured rotational program providing exposure to different projects across the business, this may be in social, energy or transport infrastructure.

# Supporting You

Throughout the Program you will have one-on-one support with a Manager chosen from within the group you're rotating in, as well as having a dedicated People & Culture support.

Both will work with you to harness your strengths and help fast track your development. Learning on the job is supplemented with engagement in a range of learning experiences.

In addition to regular in-house learning sessions, you have access to on-demand development modules and a Project Management Master-series to take you from strategy to close out. All geared to building on what you have learnt through your tertiary qualifications and developing consultancy skills to support your career growth.

We have a Performance Timeline aligned to the Graduate Program supporting regular feedback check-points enabling you to hone your learning in real time. We are big enough to have exciting projects and offer variety, and small enough for you to make your presence felt and have access to leaders, heads of our business as well as dealing directly with clients early on.

As the end of your second or third rotation approaches, we work with you to decide which area of expertise you want to pursue. The choice depends on our business needs, your preferences and your job performance.



# Our People

MBB is made up of talented professionals who share a passion for achieving the very best in everything they do.

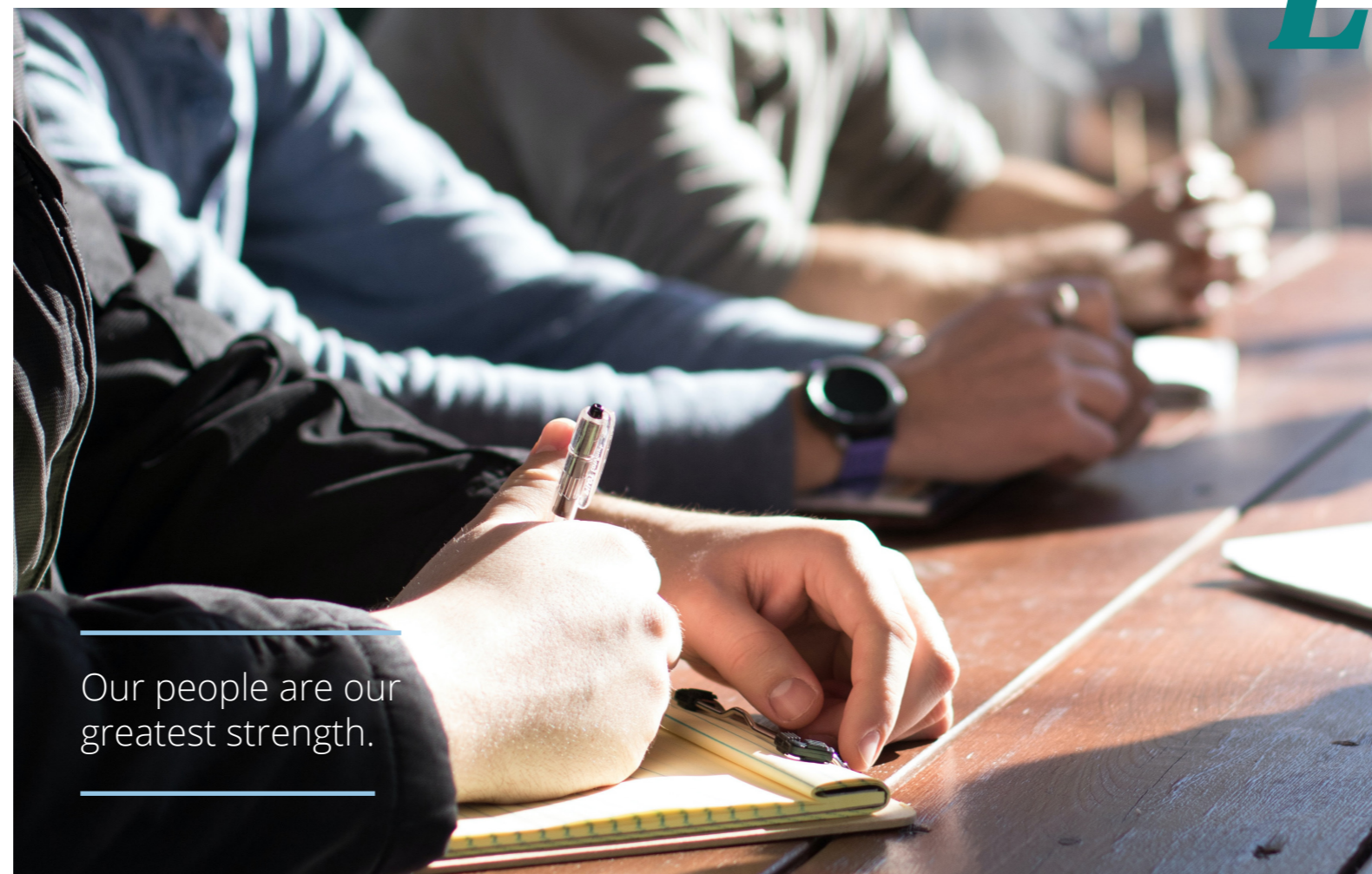
Every person is unique and valued as being among the best and brightest and takes pride in their achievements and the success of others. People are the core of our business.

Our culture is fundamental to our success. We have a diverse workforce that is united by our shared values, curious minds, keen intellect, and powerful motivation to address the needs of our varied client base.

We value our people and provide a range of benefits and opportunities for professional growth. We invest in strategies to develop our people and their careers, and understand the importance of nurturing talent from within.

When you join MBB you'll become part of a community of exceptional professionals and learn and grow with people dedicated to helping you succeed.

Our collaborative approach and empowerment of our team are key to our value proposition. As we grow, our culture continues to evolve to reflect the business values that have been developed and encapsulated by our people in the way we do business.



Our people are our greatest strength.

# What We're Looking For

We are eager to receive applications from final year university students, or you may have completed studies within two years of February 2024.

We are looking for candidates with:

- Strong academics in Project Management, Construction, relevant Engineering, any Business or Law degree
- Excellent verbal and written communication and interpersonal skills
- Enthusiasm, drive, and initiative
- Agile and innovative thinking
- Interest in major infrastructure projects
- Must have unlimited full rights to live and work in Australia.



# What We Offer

There are many reasons why choosing to join MBB is one of the best career decisions you will make. In addition to working with dedicated and talented people, you'll have the opportunity to play an integral role in stimulating and rewarding projects. We are committed to offering employees a rewarding career and balanced life.

## OUR CULTURE



At MBB, our culture is open and energetic. You'll be surrounded by people who challenge, support, and inspire you personally and professionally. We hire people with exceptional talents, abilities, and potential, then create an environment

where you can bring your whole self to work. We also enjoy getting together to celebrate our successes, network with our peers and relax away from the day-to-day work activities.

## DIVERSITY



Our commitment to diversity, inclusion and collaboration is key to our success. We value diversity across many facets, encompassing a wide range of backgrounds, experiences, and perspectives.

Effectively integrating diverse perspectives enables us to drive fresh ideas, champion new thinking fuel innovation to deliver the best project outcomes for our clients.

## FINDING A BALANCE



We know maintaining a positive balance is an important part of staying engaged and responsive at work. At MBB we're changing the way we work and have enhanced how you can deliver service to clients, while prioritising what matters personally.

As consultants collaborating with clients remains important to our professional offering, however dressing for your day, hybrid working arrangements and technology supports your balance.

## TIME AWAY FROM WORK



Some leave categories are a given, including annual, personal and carers leave, however at MBB you can purchase additional annual leave, access enhanced parental leave entitlements (regardless of your gender) and we also have flexible

study leave options for continuing education. To support you during difficult times you (and your family) can also access an Employee Assistance Program as an additional form of assistance.

## CAREER GROWTH



Continual development is a key part of enjoying what you do and progressing in your career. Our performance framework encourages employees to meet regularly to discuss progress, capabilities, ambitions and explore development opportunities.

Together, you can identify the capabilities you need to get where you want to go and put a plan in place to develop these capabilities. Our development programs also support you to do this.

## SUPPORT FOR THE EVERYDAY



We know that everyone has different priorities. That's why we offer a number of options so you can access a wide variety of perks that suits you. Everything from salary sacrifice packages to discounted groceries, travel, gyms, and health

insurance. We're sure you will find a set of perks aligned to your lifestyle. We also provide an allowance for your mobile phone and professional membership costs.

## SUSTAINABILITY AND GIVING BACK



Achieving environmental sustainability and social responsibility is important to us. We've embraced the challenge of becoming carbon neutral organisation by 2024. We will direct at least 70% of the amount spent on goods and services

(excluding travel) to local suppliers, indigenous businesses, and SMEs. We strive to do things better as a socially responsible corporate citizen and benchmark our progress every 12 months.



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