

# Work with us. Change the world.

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Graduate and summer placement opportunities in engineering, quantity surveying, project management, the environment, sustainability, planning, design, architecture, landscape architecture, consulting and much more.

**Early Careers in Australia and New Zealand**

## Join our talent network

Get tailored job recommendations based on your interests and see what it's like to work with us.

We acknowledge the Traditional Owners of Country throughout Australia. We pay our respects to Elders past and present. We recognise the First Peoples of this nation and their ongoing connection to culture and country.



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# At AECOM, we're delivering a better world.

AECOM is the world's trusted infrastructure consulting firm, delivering professional services throughout the project lifecycle – from planning, design and engineering to program and construction management. On projects spanning transportation, buildings, water, new energy and the environment, our public and private sector clients trust us to solve their most complex challenges.

Our teams are driven by a common purpose to deliver a better world through our unrivalled technical expertise and innovation, a culture of equity, diversity and inclusion, and a commitment to environmental, social and governance priorities.

AECOM is a Fortune 500 firm and its Professional Services business had revenue of \$14.4 billion in fiscal year 2023.

See how we are delivering sustainable legacies for generations to come at [aecom.com](https://www.aecom.com) and [@AECOM](https://www.instagram.com/aecom).



# Our Graduate Program

**Our Growing Professional Skills (GPS) graduate program is designed to help you bridge the gap between formal education and the workplace. The program is spread across two years, drawing on a range of personal development activities, exposure to other graduates and business leaders, and a range of topics designed to grow your business and professional skills.**

Along with local site visits, technical seminars, mentoring, and internal and external training, AECOM connects you with leading local and global networks that help you learn, grow, and develop.

As an added incentive, your involvement in the GPS program is fully endorsed for those seeking professional accreditation. If you decide to do additional studies, we will help you examine your options and identify areas of specialisation to support you in your career.



# Our values

## Safeguard

We operate ethically and with integrity while prioritising safety and security in all that we do.

## Collaborate

We connect unrivalled expertise from around the world to anticipate and solve our clients' most pressing challenges.

## Sustain

We take action to make a positive impact on the planet, enrich the communities we touch and build legacies for future generations.

## Deliver

We grow our business through relentless client focus, operational excellence and exceptional project execution.

## Innovate

We think without limits and embrace new ideas, shaping digital solutions to help clients address current and future challenges.

## Thrive

We build diverse teams, create an inclusive workplace and provide opportunities where each one of our people can reach their full potential.



# Fast facts about AECOM

Featured on  
*Fortune's "World's Most  
Admired Companies"*  
eight years in a row

Named one of the **World's  
Most Ethical Companies  
2022** by Ethisphere, for  
its commitment to ethics  
and integrity



**#1 transportation** design firm, facilities design firm, program management firm, environmental science and global environmental consulting firm, and **#3 water design** firm as ranked by *Engineering-News Record*

Received a perfect score for five years in a row on the **Human Rights Campaign Foundation's Corporate Equality Index**



# Numbers and office locations



**50k**  
dedicated  
professionals  
globally

**+150**  
serving clients  
in more than  
150 countries

**#260**  
*Fortune* 500 firm

**#1**  
ENR-ranked  
transportation  
design firm

**US  
\$14.4B**  
Revenue 2023



# Our offices

## Australia

**Adelaide**  
Level 27, 28 King William Street, Adelaide, SA

**Brisbane**  
Level 8, 540 Wickham Street, Fortitude Valley, QLD

**Cairns**  
Level 3, 120 Bunda Street, Cairns City, QLD

**Canberra**  
Level 4, 68 Northbourne Avenue, Canberra, ACT

**Darwin**  
Level 3/9, Cavenagh Street, Darwin City, NT

**Gold Coast**  
Level 2, Suite 1, 2 Miami Key Broadbeach Waters, QLD

**Mackay**  
162 Victoria Street, Mackay, QLD

**Maroochydore**  
Tenancy 3, Mayfield House, 29 The Esplanade, Maroochydore, QLD

**Melbourne**  
Level 4, 68 Northbourne Avenue, Canberra, ACT

**Newcastle**  
Level 8, 6 Stewart Avenue, Newcastle West, NSW

**Perth**  
Level 15, Alluvion Building 58 Mounts Bay Road, Perth, WA

**Rockhampton**  
1/30 Victoria Parade, South Townsville, QLD

**Singleton**  
16 Cambridge Street, Singleton, NSW

**Sydney**  
Level 21, 420 George Street, Sydney, NSW

**Townsville**  
Level 5/7, 13 Tomlins Street, South Townsville, QLD

## New Zealand

**Auckland**  
AECOM House 8, Mahuhu Crescent, Auckland CBD

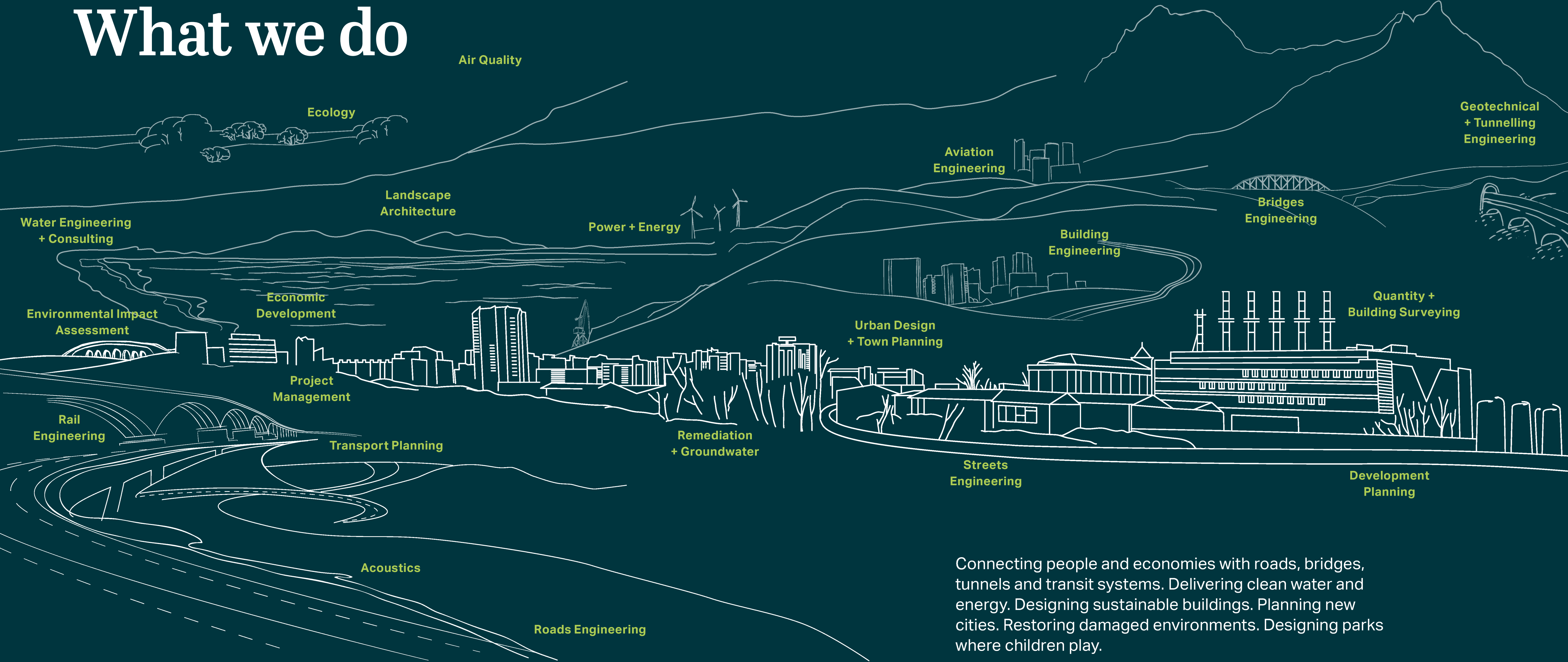
**Christchurch**  
Level 2, 88 Cashel Street, Christchurch Central City

**Hamilton**  
121 Rostrevor Street, Hamilton Central

**Wellington**  
Level 19, ANZ Centre, 171 Featherston Street, Wellington Central



# What we do



Connecting people and economies with roads, bridges, tunnels and transit systems. Delivering clean water and energy. Designing sustainable buildings. Planning new cities. Restoring damaged environments. Designing parks where children play.



# Our projects in Australia & New Zealand

Iconic projects throughout Australia & New Zealand



 See our projects in ANZ

**Resilient Reefs**  
Australia, New Caledonia, Palau, Belize



ESG

**BHP MAP Panel**  
South Australia, Western Australia, Queensland and Hunter Region



Mining

**Level Crossing Removal Project**  
Melbourne, Victoria



Transport

**Easing Sydney's Congestion**  
Sydney, New South Wales



Program Management

**Darlington Point Solar Farm**  
Darlington Point, New South Wales



Energy

**City Rail Link**  
Auckland, New Zealand



Transport

**Mount Morgan Water Supply Security Project**  
Rockhampton, Queensland



Water

**Star of the South Offshore Wind Farm**  
Gippsland, Victoria



Environment

**The Kids' Bridge, Perth Children's Hospital**  
Perth, Western Australia



Buildings and Places



# Our services

## Buildings & Places

**Creating places that matter and communities that thrive.**

Our global Buildings and Places business line brings together a versatile and collaborative team of urban planning, building design and engineering professionals working to create liveable, sustainable, and equitable cities. Our extensive expertise covers urbanism and planning, architecture, building and systems engineering, and cost, project, and construction management.

Together with our clients, we are working to evolve and elevate the built environment across sectors including, social infrastructure, transit, technology and logistics, and commercial and corporate real estate, whilst focusing on solutions that promote long term health and wellbeing for all.

- Architecture
- Urbanism + Planning: Landscape Architecture, Urban Planning
- Cost Management (Quantity surveying)
- Building Services: Electrical, Mechanical, Hydraulics, Fire Protection
- Communications and Technology: ICT (Information Communication Technology) + Security, Acoustics, Sustainability, Fire Engineering
- Project and or Design Management
- Structural

## Transportation

**Transforming mobility and delivering sustainable outcomes.**

AECOM delivers comprehensive services from creation to completion and beyond, our transportation professionals are constantly exploring new ways to navigate a challenging project.

A new underground rail link in Auckland. A subzero runway in Antarctica. Removal of 75 level crossings and building new station in Melbourne. The design of the Sydney Gateway Road project. In every region we deliver comprehensive solutions that connect people and places in forward thinking ways.

- Aviation
- Bridge and Structures
- Highways- Civil
- Digital
- Rail
- Infrastructure Advisory
- Transport Planning/Engineering
- Traffic Engineering
- Ports and Marine

## Water

**Providing sustainable water solutions for a better world.**

For decades AECOM has been providing water system services throughout ANZ with a focus on emerging technology and innovation. We are industry leaders in asset management as well as the full range of infrastructure and service planning, design, and construction. Protect public health and the environment through the provision of safe drinking water and sanitation services.

We work closely with clients to provide water solutions that contribute to liveable and water sensitive cities, reduce cost and impact and use new technology in treatment processes.

- Asset Management
- Civil
- Dams
- Digital
- Ground engineering and tunnelling (Geotechnical/Geology)
- Project Management
- Water Infrastructure
- Water Resources
- Wastewater



# Our services

## Environment

**Leading the change toward a sustainable and equitable future.**

Our environmental practice helps industries and governments fulfill their responsibilities to the people they support, as well as the planet that supports us all. We provide advisory and technical services to enable Clients to achieve compliance, manage impacts and reduce or even eliminate risks.

Our services help clients anticipate and manage the environmental impact at each stage of the project: planning and obtaining permits for new facilities; decommissioning, clean-up and closure of contaminated sites and surplus operations facilities; restoration for reuse; addressing critical climate – change issues; protection or restoration of habitats and water quality and the preservation of cultural resource and heritage values.

- Communication and Engagement
- Compliance Services
- Geosciences and Remediation Services (Enviro Science/Engineering)
- Impact Assessment and Permitting (Enviro Science/Management/Engineering)
- Natural Resources (Ecology)
- Sustainability and Resilience

## Resources and Industrial

**Here, you will have freedom to grow in a world of opportunity.**

In R&I we offer services that span the entire project life cycle. From concept to detailed design, engineering and project management for execution and commissioning phases, as well as decommissioning and closure of existing operations.

Our broad global and collaborative approach assists the industry as it faces new challenges in greenfield and brownfield mine site and regional infrastructure, and we are supporting our clients on their journey to achieving net zero emissions.

- Electrical, Instrumentation, and Control
- Mechanical
- Civil/Structural
- Fuels Handling

## Energy

**Leading the change toward a sustainable and equitable future.**

AECOM is a leading provider of engineering, environment and construction services, and is contributing its deep experience to help strategically plan, develop, design and construct energy infrastructure to not only meet future demands but to deliver sustainable legacies for our clients, community and our planet.

We look at our projects as part of the broader energy system and across the whole life cycle, from commissioning to decommissioning. We help our clients achieve the right balance across the spectrum of generation through renewable energy sources, solar, wind, stored energy, hydropower and fossil fuels; and alternative energy fuels including hydrogen and electrification.

- Connections
- Transmission and Distribution
- Hydro and Dams
- Industrial and Infrastructure
- Process and Mechanical
- Renewables
- Wastewater



# Equity, Diversity & Inclusion

## When we're free to be ourselves, we thrive.

We are committed to advancing equity, diversity, and inclusion (ED&I) within AECOM and our industry. We are open-minded and welcoming of various points of view — diversity of thought and ideas is what ultimately contributes to better outcomes for our clients and the communities we serve.



### Building diverse talent

We're ensuring, through our recruitment efforts, that our teams reflect the diverse communities we serve, holding leaders accountable for our commitments and partnering with nonprofit organisations and universities to build a diverse talent pipeline for the future.



### Expanding understanding

We're encouraging respect and empathy among employees through ERGs, ED&I events and celebrations, unconscious bias and inclusive hiring training, and family-friendly benefit policies.



### Enriching communities

We're supporting communities through pro bono work, volunteerism, philanthropy and strategic partnerships.



### Thinking without limits

Thinking without limits We're prioritising social equity and impact in every project we pursue and in every innovative solution we deliver.

AECOM Detroit office mural by architect and muralist Torri Smith creates a vibrant focal point for employees and clients to gather and work together and celebrates the city's rich and diverse culture.





# How we hire

AECOM is a place with opportunity for everyone. To tackle the world's most complex challenges, we attract, hire, and develop talented people of all backgrounds, and ensure inclusivity and fairness in our sourcing, interview and hiring process.





# Our accreditations

## Leading our industry

With accelerating infrastructure investment worldwide, our services are in great demand, and it's never been a better time to be at AECOM.

Join us, and you'll enjoy all the benefits of being a part of a global, publicly traded firm — access to industry-leading technology and thinking, transformational work with big impact and work flexibility.



- #1
- Transportation Design Firm
  - Facilities Design Firm
  - Environmental Engineering Firm
  - Environmental Science Firm
  - Green Design Firm
  - Airports
  - Highways
  - Dams and Reservoirs
  - Education

- #3
- Water Design Firm
  - Marine and Ports
  - Sewer and Waste
  - Water Treatment and Desalination
  - Healthcare
  - Wind Power
  - Clean Air Compliance
  - Site Assessment and Compliance

- #2
- Environmental Firm
  - Water Supply
  - Water Treatment
  - Lines and Aqueducts
  - Wastewater
  - Treatment Plants
  - Hazardous Waste
  - Chemical Remediation
  - Mass Transit
  - Bridges

- #5
- Program Management
- #6
- Green Contractor



Named to Fortune magazine's "World's Most Admired Companies" nine years in a row, and No. 1 in our industry



Named one of 2023 World's Most Ethical Companies for its commitment to integrity and making a positive impact by Ethisphere



100% rating on Corporate Equality Index and designated a Best Place to Work for LGBTQ+ Equality for a fifth year



Top 100 Graduate Employers Finalist for 2023 (Prosple) and 2024 (Financial Review)



WORK180 Endorsed employer for all women



2023 Finalist for Engineers Australia Most Popular Engineering Employer



# 10 reasons to join us

**01**

Industry leader in technical expertise and innovation

**02**

Global opportunities for career advancement

**03**

World-class technical and professional development programs

**04**

Work with visionary clients on transformational projects that leave a legacy

**05**

Flexible work arrangements to support your work-life balance

**06**

Competitive compensation and retirement plans

**07**

Industry-leading health care benefits and well-being programs

**08**

Collaborative, respectful and welcoming work environment

**09**

Committed to leaving a positive, lasting impact on people and our planet

**10**

Because your growth and success is ours too



# Benefits that work for you.

At AECOM, we’re a global organisation with a purpose; to deliver a better world. We never overlook the importance of our passionate people to help us deliver on our promise.

We’re invested in your well-being, growth, and success. We’re committed to providing you with the resources you need to be safe, included, healthy, and well—both at work and in your personal lives.

Our global well-being program helps you take care of your emotional, financial, social, intellectual, and physical health. From flexible work options to learning and growth programs that advance your career, there’s a world of opportunity here.

Benefits that work for you, so you can be at your best.

Explore our benefits offered to eligible Australia and New Zealand employees.

“We believe that when our employees feel at their best, they bring the best to work.”

## Our Australia and New Zealand Benefits

### FLEXIBILITY

#### Freedom to grow

Our flexible work arrangements give you freedom in where and how you work to support your preferred work-life balance, with flexible start and finish times and hybrid work options.

### LEARNING

#### Career opportunities

- Bring your unique talents, background and expertise to AECOM and explore rewarding career and learning opportunities in technical excellence, growth and client management, project and program management, and business leadership.
- Our AECOM University platform features personalised learning experiences for critical skill-building. We also offer courses via LinkedIn Learning.
- Advance your skills and learn from internal experts with our Technical Practice Network
- Attend AECOM networking events to expand your network.
- Leadership At All Levels, a suite of programs to invest in developing leadership talent at all career stages.

#### Professional membership subscription

To support your professional growth, AECOM covers the fees to one role-related professional body membership per calendar year.

#### Reward and recognition

- **Kudos:** Share your appreciation for your colleagues and recognise service milestones
- **Encore:** In-house recognition program
- Service Milestone rewards

### SUPPORT

#### New hire buddy program

Acclimatise quickly at AECOM with the help of your buddy from day one — you’ll know all about our culture, people and processes in no time!

### WELLNESS

#### Employee well-being

- Flu vaccinations
- Private health insurance discounts
- Skin Checks (AUS)
- Executive health assessments
- Study assistance (NZ)
- Wellness Rebate (\$200) (AUS)
- **AECOM Voices:** Our employee resources groups ensure that diverse voices are represented and heard and provide opportunities for networking, career development and community outreach.
- **Fitness:** Get free access to ClassPass on-demand classes and discounted memberships.
- **Mental Health:** Use myStrength to help build your resilience, manage your stress and improve your mood.
- **Employee Assistance Program (EAP):** Get 24/7 confidential support for personal challenges and concerns.

#### Wellness benefit

AECOM values the emotional and physical wellbeing of our team members. To help our team members achieve this, AECOM provides staff the ability to claim a \$200 annual wellness subsidy to be used to offset costs associated with fitness and wellness memberships and activities.

### WORK-LIFE BALANCE

#### Leave entitlements

- Annual Leave
  - Long Service Leave (AUS)
  - Personal Leave
- Immediate access to:
- Paid Parental and Partner Leave
  - Additional Annual Leave Purchase Program (up to 6 weeks)
  - Volunteer Leave
  - Flex Public Holidays initiative

### INSURANCE

#### Insurance

- Salary continuance
- Life insurance
- Personal travel insurance

### BENEFITS & DISCOUNTS

#### Benefits / discounts

- AECOM offers discounts and cashback to employees all year round, via AECOM Everyday with savings from 400 retailers.
- Corporate Health Cover Rates (NZ)
- Employee referral scheme up to \$4000
- Professional search service for childcare and aged care facilities (AUS)
- Salary Packaging – superannuation and novated leases (AUS)
- **Business travel:** Receive protection and support on your international business travels with International SOS and Business Travel Accident Insurance.
- **Employee Stock Purchase Plan (ESP):** You can purchase discount AECOM Stock through the Employee Stock Purchase Plan ESPP.

Visit [WellBeingAtAECOM.com](https://www.aecom.com/WellBeingAtAECOM) for more information on Global Well-Being benefits and programs.

AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.



# Careers & Culture

We offer many opportunities for career advancement and professional development, empowering employees to take on new challenges and build meaningful careers.

“

Get the freedom to grow in  
a world of opportunity.




# #AECOMLife

## Culture

 Watch our AECOM Culture video

We foster a culture of creative problem-solvers, encouraging leaders, and empowered employees. Our comprehensive professional development programs support your growth and development, providing you with the skills and expertise to reach your full potential.

## Belonging

 Watch a culture where everyone's welcome video


To solve our clients' complex challenges we know we need different ideas and diverse teams. We are committed to creating an environment where everyone feels valued, respected, and included at AECOM.

## Sustainability

 Our ScopeX™ approach

Our goal is to build infrastructure that elevates communities and enriches lives through our Sustainable Legacies strategy. We are committed to reaching net zero emissions and incorporating sustainability and resilience into our work.


## Flexibility

 Watch our parental leave video

At AECOM, we understand that everyone has unique needs and priorities. We know that you are passionate about work and other things in your life – that's why we offer a personalised approach to flexibility that allows our employees to align their work with their personal values.

## AECOM Voices

 Follow @AECOMVoices on Instagram

 Watch our Sydney Pride video

Our employee resources groups ensure that diverse voices are represented and heard and provide opportunities for networking, career development, and community outreach.

## Being good humans

Our corporate responsibility platform focuses on making safe and secure infrastructure accessible to those in need, developing leaders of the future and preserving our planet through pro bono work, skills-based volunteering, philanthropy, and partnerships.



# Award-winning employee resource groups

Our employee resource groups (ERGs) help strengthen the connections between us and the communities we serve. They provide rich opportunities for the exchange of ideas and powerful dialogue, professional networking and development, talent attraction and philanthropic impact.

AECOM's Pride Australia/New Zealand ERG will celebrate their three-year anniversary on July 1. Since launching in 2021, they've established a broad group of 35 representatives across Australia and New Zealand to promote inclusivity and highlight diverse employee experiences and perspectives.



**BeBold: Americas**  
Black Community



**Connect**  
Early Career Professionals



**Ethnic Diversity Network: Europe and India**  
Community for Ethnic Minorities



**Gender Alliance: Americas**  
Community for Gender Empowerment



**JUNTOS: Americas**  
Hispanic/Latin Community



**MOSAIC: Americas**  
Asian Pacific Islander Community



**Pride: Americas, Europe, Australia and New Zealand**  
LGBTQ+ Community



**Veterans Alliance: Americas**  
Veterans Community



**Women's Leadership Alliance: Americas**  
Community for Gender Equality

“

Each day I come to work knowing there is always an opportunity ahead to make a difference and to advocate for change with the goal being to recognise marginalized communities for their talents and successes.”

**Flora Ramos**  
Director of Community Relations, CM

“

Since joining AECOM, I have always felt that my uniqueness is celebrated. The most amazing aspect is that AECOM strives to expand its understanding of the ever-evolving ED&I principles and strives to become a beacon, extending far beyond its business lines.”

**Namitha Thomas**  
Environmental Scientist



# Freedom to Grow

We’re building a culture of opportunity, trust and performance. We offer flexible, hybrid work options through our Freedom to Grow philosophy, which supports employees in finding the balance they need to thrive and deliver their best for their team and clients.

Employees and their managers work together to align on an arrangement that includes two-to-three days a week at an AECOM office or client site — one which prioritises client needs and team collaboration while supporting individual needs.

Unlike any other firm in our industry, flexibility at AECOM goes far beyond just when and where you work. We care about your holistic experience here, respecting your unique work, communication and thinking styles—basically, encouraging you to be you.

“

Ask questions. You’re here to learn, you’re with some of the best and the brightest in the industry. Move around, branch out, say yes to a lot of things.”



**Harry Fleming**  
Transport Planner, ANZ





## Building meaningful and rewarding careers

Our philosophy on career development is simple: no matter where you are in your career, there's a path for you here at AECOM. We have four broad careers that you can explore. Employees are encouraged and empowered to develop their core skillset and capabilities and then explore different areas of our business to broaden their experience and perspectives.

## The four career paths

### Technical Excellence

Deliver our core design and consulting services; career advancement could include practice leadership or an AECOM Fellowship, which recognises thought leaders in our industry who make significant contributions to our company, clients, and communities.

 [Hear from our technical leaders](#)

### Growth and Client Management

Work closely with clients, building strong relationships and developing new business opportunities as part of our growth strategy.

### Project and Program Management

Work closely with clients on planning, executing and overseeing activities across the project lifecycle or on large-scale and complex portfolios of projects.

### Business Area Leadership

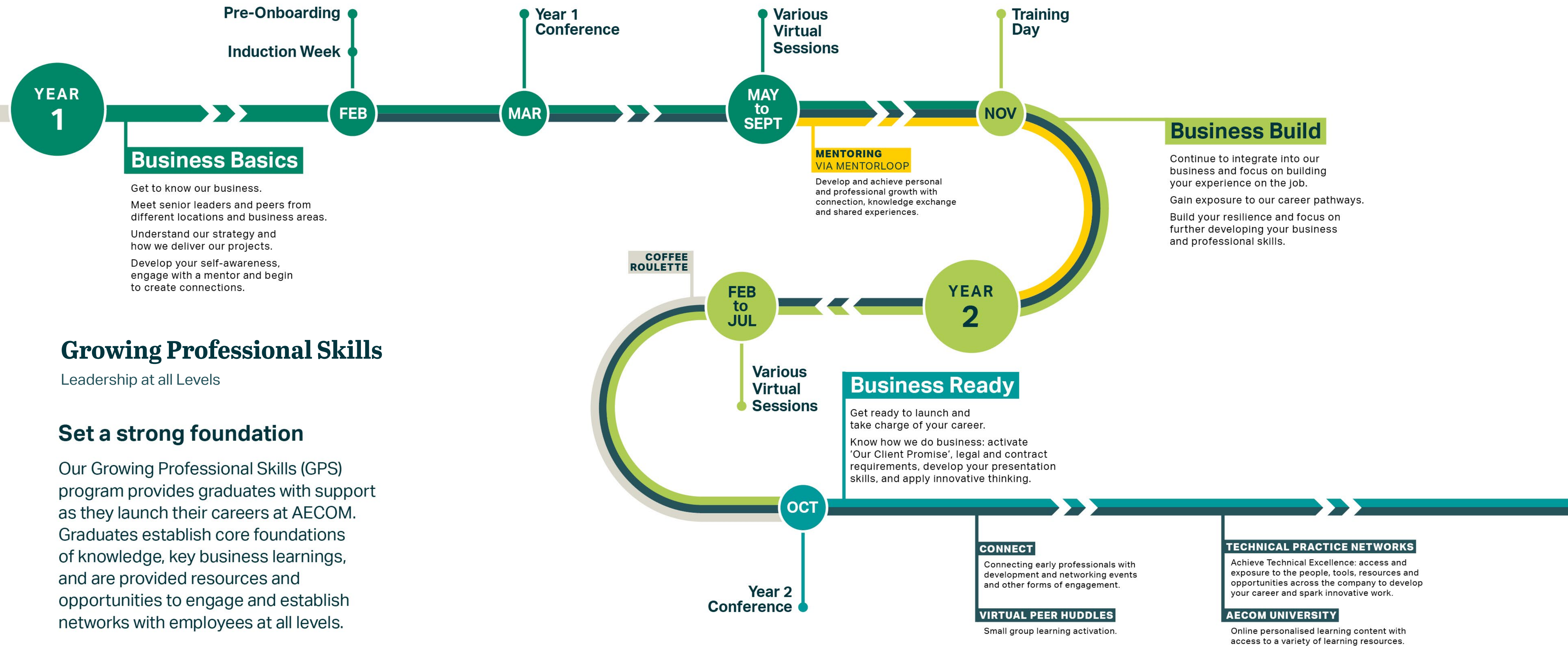
Lead our business and workforce, overseeing a geographic area, business line, or function.

# career paths



[Learn more about career paths](#)





## Growing Professional Skills

Leadership at all Levels

### Set a strong foundation

Our Growing Professional Skills (GPS) program provides graduates with support as they launch their careers at AECOM. Graduates establish core foundations of knowledge, key business learnings, and are provided resources and opportunities to engage and establish networks with employees at all levels.



# Purpose & Impact

AECOM has a strong focus on sustainability and has been recognised for its work in this area, including being named to the Global 100 Most Sustainable Corporations list for several years.

“

**There is a lot of work to be done, and we are excited to be part of the renewable energy journey.**



# Creating Sustainable Legacies

We are working to leave a positive, lasting impact on people and our planet. That's what drives us to deliver every day. Through our Sustainable Legacies strategy, we are working to achieve net zero emissions, embed sustainability and resilience in every aspect of our work, improve social outcomes and enhance our governance.

 [Read more about our Sustainable Legacies strategy](#)

## ScopeX™ and decarbonisation

ScopeX™ is AECOM's approach to decarbonising the projects we deliver for our clients.

Using ScopeX™, we aim to reduce the carbon impact of major planning, design, and construction projects.

We intend it to be our biggest contribution to help end the climate emergency.

 [Find out more about our ScopeX™ and decarbonisation](#)

## Environmental restoration

AECOM is working on projects to restore and protect the environment, such as designing wetlands and other habitats to support endangered species, cleaning up contaminated sites, and managing natural resources.



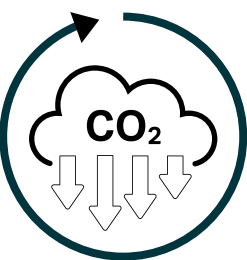
# We're building Sustainable Legacies

## 1. What is AECOM's Sustainable Legacies strategy?



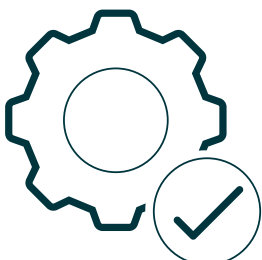
Our Sustainable Legacies strategy encompasses how we are integrating ESG factors into everything we do. See [Our Strategy](#)

## 2. What is AECOM doing to decarbonise?



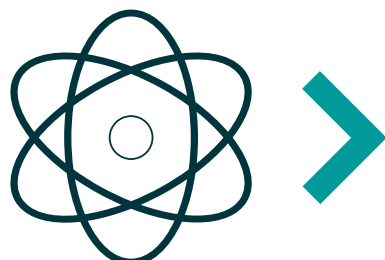
### SCOPE X™

Incorporating an ESG action plan for reducing carbon impact by at least **50 percent** on all major projects (our 'ScopeX™' service)



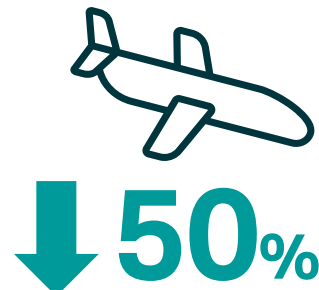
### OPERATIONAL NET ZERO

in **2021**



### SCIENCE-BASED NET ZERO

by **2030**, which includes:



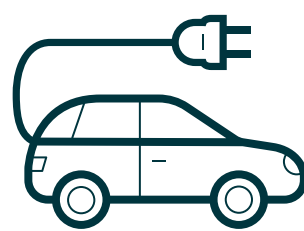
### BUSINESS TRAVEL EMISSIONS

**50 percent** reduction in business travel emissions by **2030**, compared with 2018



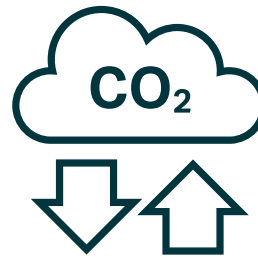
### SUPPLY CHAIN

Developing carbon reduction targets in partnership with our supply chain



### VEHICLES AND ENERGY

Decarbonising all fleet vehicles and switching to renewable energy tariffs



### OFFSETTING

Offsetting residual carbon, including through creating our own nature-based solution projects

## 3. What is AECOM doing to increase social value and social impact?

### PARTNERING WITH SMEs

Partnering with small and medium-sized enterprises to deliver social value through community investment, positively impacting clients, communities and society



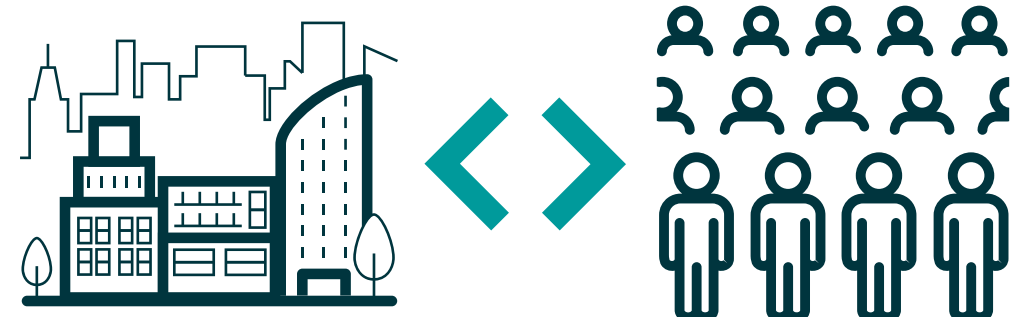
### CAM TARGETS

Embedding net zero, resilience and social value targets into our client account management program and the work we bid for

### MEASURING KEY IMPACTS

Measuring key impacts such as carbon emissions, climate resilience and social value on major projects

## 4. What is AECOM doing to advance equity, diversity and inclusion?



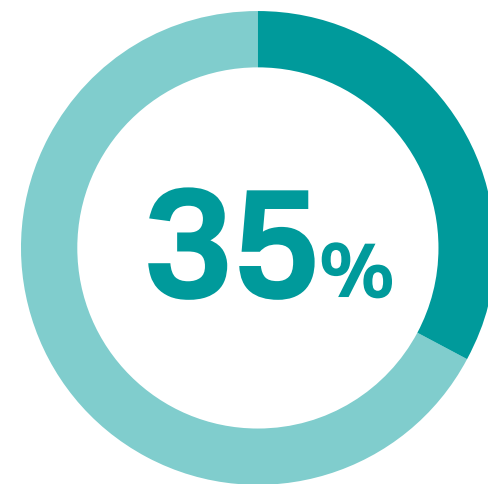
### DIVERSITY

Ensuring our project teams reflect the diversity of the clients and communities we serve



### SOCIAL EQUITY, DIVERSITY AND INCLUSION

Ensuring that our work with clients and communities promotes social equity, diversity and inclusion



### WOMEN IN SENIOR LEADERSHIP

We have set an industry-leading, near-term target of women comprising at least **20 percent** of senior leadership roles and at least **35 percent** of the overall workforce



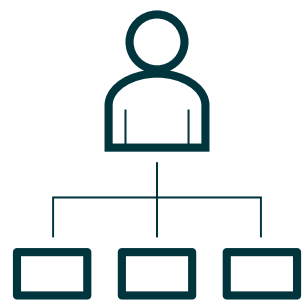
# We're Building Sustainable Legacies

5. What are we doing to enhance our governance to deliver sustainable legacies?



**ASSESSING RISK**

Developing an enterprise framework to assess ESG risk in potential projects



**ACCOUNTABILITY AND ADVOCACY**

To drive leadership accountability and advocacy through specific ESG goals/ metrics in annual goals



**TRACKING AND REPORTING**

Tracking and reporting on ESG performance targets in line with leading industry benchmarks (i.e., Sustainability Accounting Standards Board [SASB] and Task Force on Climate-related Financial Disclosures [TCFD])

6. What are AECOM's services to deliver Sustainable Legacies for clients?

See services in [How we are Delivering Sustainable Legacies](#)

7. What related case studies and thought leadership do we have that I can share with my client?

See projects and insights in [How we are Delivering Sustainable Legacies](#)

8. Where is AECOM partnering with clients on relevant initiatives and pledges?

**SHELL LAUNCHPAD**

[More information](#)

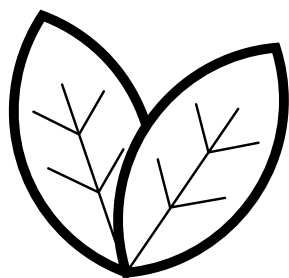
**NATURAL CAPITAL LABORATORY**

[More information](#)

**CLIMATE PLEDGE**

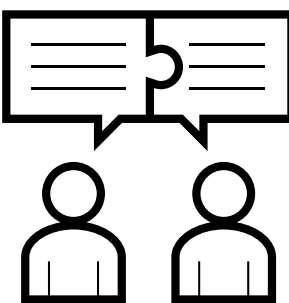
[More information](#)

9. What innovations have we developed to help clients deliver sustainable legacies?



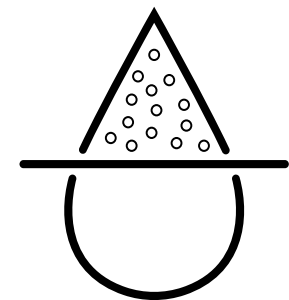
**ENVIRONMENTAL ENGAGEMENT**

[More information](#)



**VIRTUAL CONSULTATION**

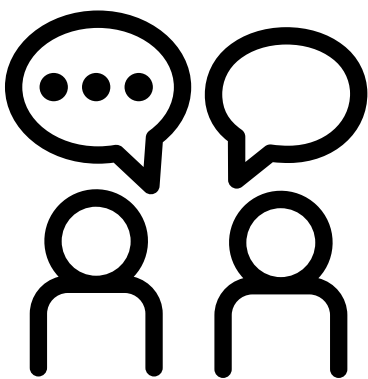
[More information](#)



**DE-FLUORO™**

[More information](#)

10. How are we communicating our Sustainable Legacies strategy to our clients?



We are being proactive by having honest conversations with our key clients, addressing any concerns they might have about changes to our working relationships and sharing how our expertise can help them. In this way we mutually benefit: clients have the opportunity to make a positive, lasting impact and we have the opportunity to grow our service offering — delivering Sustainable Legacies for the world through the work we do together.

Visit [publications.aecom.com/sustainable-legacies](https://publications.aecom.com/sustainable-legacies) for more information.



# Making a difference

## Investing in our future CareerTrackers

AECOM been a participant in the CareerTrackers program since 2015, and a 10x10 corporate partner since 2017, which means we bring at least 10 First Nations interns into the business every year to work on AECOM projects or business operations, depending on their study area. The students work through their summer and winter breaks in the business, enhancing their learning experience as well as providing corporate experience to their resume. Since the internship program commenced, we have hired eleven students as full-time employees (as of 2021).

## TupuToa

AECOM in NZ is a support partner of TupuToa, an organisation which partners with companies to improve Moari and Pacific representation in Corporate Aotearoa. TupuToa supports AECOM to recruit, on board and retain Maori and Pacific interns, providing the benefit of greater diversity to the company, and relevant corporate experience to students who may normally face inequalities in entering the workforce.

## CareerSeekers

AECOM is proud to support CareerSeekers interns in the business, providing skills application in local projects to bridge the experience gap, helping to overcome barriers to a rewarding career in Australia.

CareerSeekers assists refugees and people seeking asylum: helping those with tertiary qualifications to find work in the fields they trained for back in their home countries, and supporting university students to complete internships in their study breaks each year.

## Being good humans

Through pro bono work, skills-based volunteering, philanthropy and strategic nonprofit partnerships with organisations such as Engineers Without Borders and Water For People, our Blueprint for a Better World corporate responsibility platform focuses on delivering access to safe and secure infrastructure to those who need it most, creates opportunities for the leaders of tomorrow and works toward protecting our planet so that our company can fulfill its purpose to deliver a better world.



# Making a difference

## Fostering an inclusive culture

Fostering equity, diversity and inclusion can't be done in a silo. By cultivating a workforce that more closely represents our clients and the communities we serve, we are able to better anticipate and respond to their needs. Further, we prioritise the social impact and benefits of equity, diversity and inclusion, factoring these considerations into every project we pursue and the innovative solutions we deliver.

All our people deserve to feel proud of who they are and proud of the environment in which they work. Our ANZ pride Committee has been set up create a safe and inclusive environment for LGBTQIA+ colleagues and allies. We recently held a virtual Pride discussion around what it means to identify as LGBTQIA+ and to answer some common questions and misconceptions.

When we bring together a multitude of voices, ensure that every voice is heard and cultivate equitable opportunities for all, we are stronger, smarter and better. Our commitment to equity, diversity and inclusion enables us to better anticipate our clients' needs, understand the challenges facing the communities we serve, drive innovation that propels our industry forward and realise our purpose of delivering a better world.

## Building a better world sustainable cities and communities

To help every employee feel valued and included, we're creating an inclusive workplace through community-building, training and family-friendly benefit policies. We conduct regular employee surveys and "real talk" discussions to understand our employees' experiences and provide a forum for deeper understanding and empathy.

The Give Back program is the heart of our business and is the way our staff can make a difference to the community in which we operate. Our program is made up of three areas; philanthropy, pro bono and volunteering.

AECOM has partnerships in place with The Smith Family and Good Company to deliver our Australia and New Zealand Give Back program. These partnerships allow AECOM to maximise their impact by focusing on specific organisations and supporting their programs. At a regional level, AECOM has local relationships and charity events supported through office-based activities.

 [Watch our Sydney Pride video](#)

“

At AECOM, we are on a journey of reconciliation, and Bianca's artwork has inspired our team, clients and partners to think more deeply about Country and what it can teach us as we deliver projects across the mighty Eora nation.”

**James Rosenwax**  
Regional Managing Director, NSW & ACT

Artist: Bianca Gardiner-Dodd



# Our voices



“

AECOM is a super supportive place to work. Everyone in the company, whether on your team or not, is interested in helping you to succeed and grown in your career.”

**Georgia Cahill**

Graduate Environmental Scientist,  
Adelaide, Australia



“

Working in my team, with whom I have integrated myself, we all now have been able to work together to deliver some really important costing reviews to ensure client is happy! I always say if you love what you do, and who you work with, it will reflect in your work everyday!”

**Fady Basily**

Graduate Cost Manager,  
Melbourne, Australia



“

Every day I get to work with a great group of people who are passionate about working together to find solutions to complex problems. Working at AECOM has allowed me to work on some fantastic project that have a positive impact on communities worldwide.”

**Conor Grimes**

Graduate Structural Engineer,  
Brisbane, Australia



“

As a building engineering services grad, I have worked on some pretty cool projects so far like hospitals, defence space, and a prison. Not one day is the same at AECOM, it's a mix of site visits, meetings, and getting down to design and drawings.”

**Kimberly Lowe**

Graduate Mechanical Engineer,  
Wellington, New Zealand



“

I love the versatility of my role as a graduate structural engineer. I have had the opportunity to see my projects come to life on site visits and have also had the opportunity to host events. It's great to work with people with different skills and backgrounds and I have learned a lot my team.”

**Nasir Ahmadi**

Graduate Structural Engineer,  
Melbourne, Australia



# Application and Assessment



# How to apply

1

## Online Registration

25-35 minutes

There is a short online registration to enter your details and to demonstrate your suitability and passion for the practice area(s) you select. Apply at [aecom.com/careers](https://www.aecom.com/careers). Select 'graduate' in the keyword box. On the left sidebar, you can filter by Australia or New Zealand.

2

## Strength based online assessment

25-35 minutes

Our online, engaging, and interactive assessment, bespoke to AECOM by Cappfinity and designed with the help of our graduates, helps us assess how you would react in scenarios likely to happen at AECOM. You will be presented with 11 scenarios and asked to identify the most and least appropriate response from four possible options.

3

## Final stage assessment

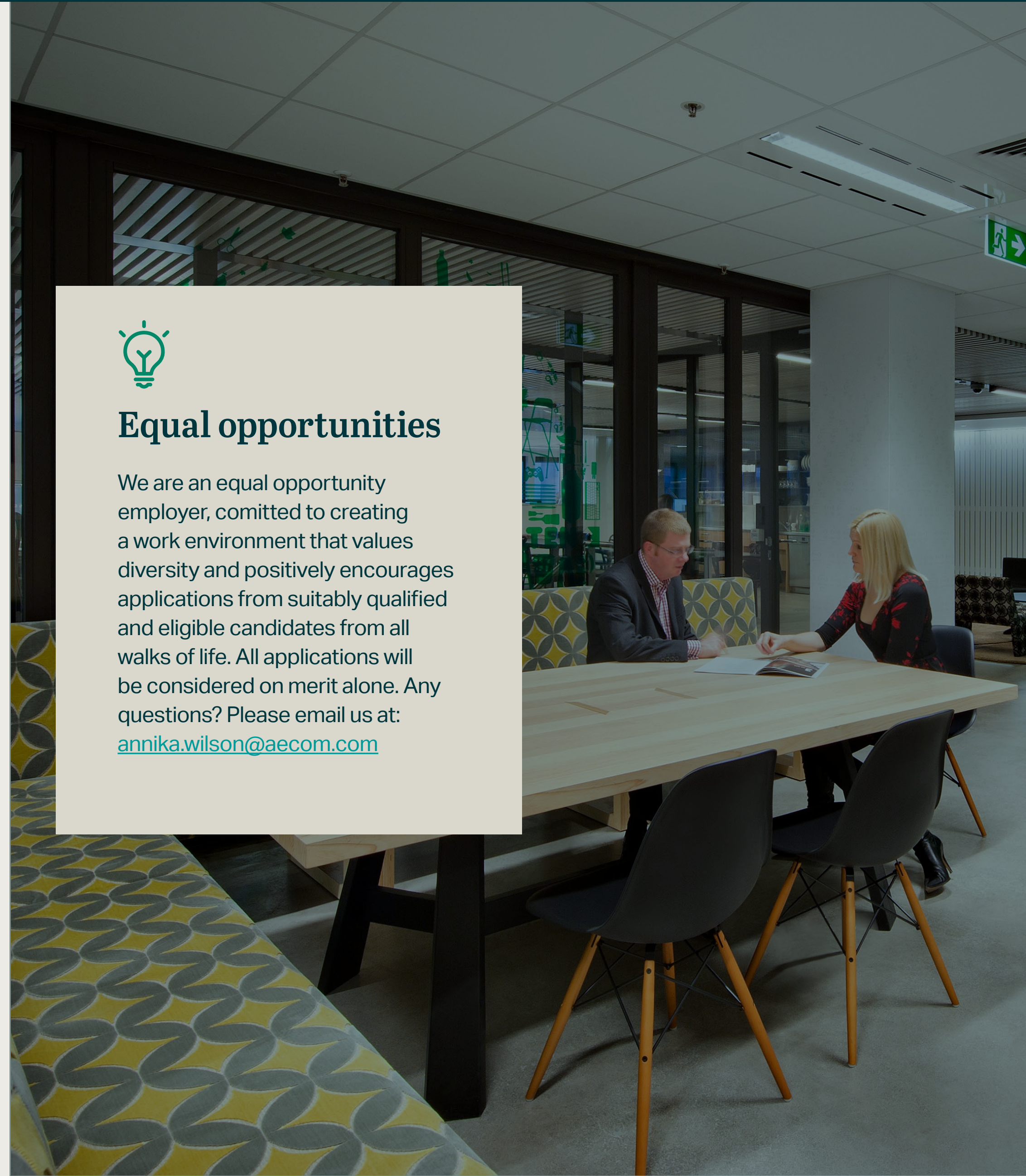
1 hour

If successfully shortlisted for the final stage, you will be invited to your local office to have a behavioural face-to-face interview with the team you are being considered for. More details will be shared with you upon invitation to this stage.



## Equal opportunities

We are an equal opportunity employer, committed to creating a work environment that values diversity and positively encourages applications from suitably qualified and eligible candidates from all walks of life. All applications will be considered on merit alone. Any questions? Please email us at: [annika.wilson@aecom.com](mailto:annika.wilson@aecom.com)





# Summer Placements



## Get ahead with work experience

Each year we offer summer placement opportunities across Australia and New Zealand. Our summer placements are 12 weeks long from November to February. This will give you the opportunity to develop your technical and industry knowledge, and to experience the AECOM culture. It also gives you the opportunity to demonstrate your skills and attributes, which may lead to a permanent graduate opportunity upon graduation.

### How to apply

**Applications are open in July.** You can search for 'placement' opportunities at [aecom.com/jobs](https://aecom.com/jobs), where you can apply to any roles of interest by submitting your CV, cover letter and your academic transcript.





