



GRADUATE PROGRAM

APPLICANT BROCHURE

Professional development | Industry opportunities

WE ARE MEC MINING

MEC Mining is a global technical consulting firm specialising in mining services capabilities across the project life cycle from early-stage exploration through development, mine planning, onsite management to mine closure and rehabilitation.

Since 2005, MEC has grown into one of the leading consultancy firms with an experienced team of consultants; specialising in both the open cut and underground mining for the coal and minerals sectors.

Through our teams' real-world experience, our people have an owner's point of view when executing a project.

We deliver high-quality work that enhances the value of our clients' assets and our experienced team bring a diverse range of knowledge to each project.

We proud ourselves of a flexible approach to all services and will gladly tailor our services to meet individual project or company requirements.

GRADUATE PROGRAM

The MEC Mining Graduate Program aims to provide our recently graduated Mining Engineers with a wide range of professional development tools and industry opportunities. The program also enables graduates to develop a solid foundation and prepare themselves for their journey from Graduate Engineer to emerging professional and beyond.

It is a custom made, flexible 24-month program which commences in Jan/ July each year. Completion of the program depends on each graduate's skill set and industry experience. A minimum of 12 months must be completed before transitioning to a Mining Engineer role.



GRADUATE DEVELOPMENT

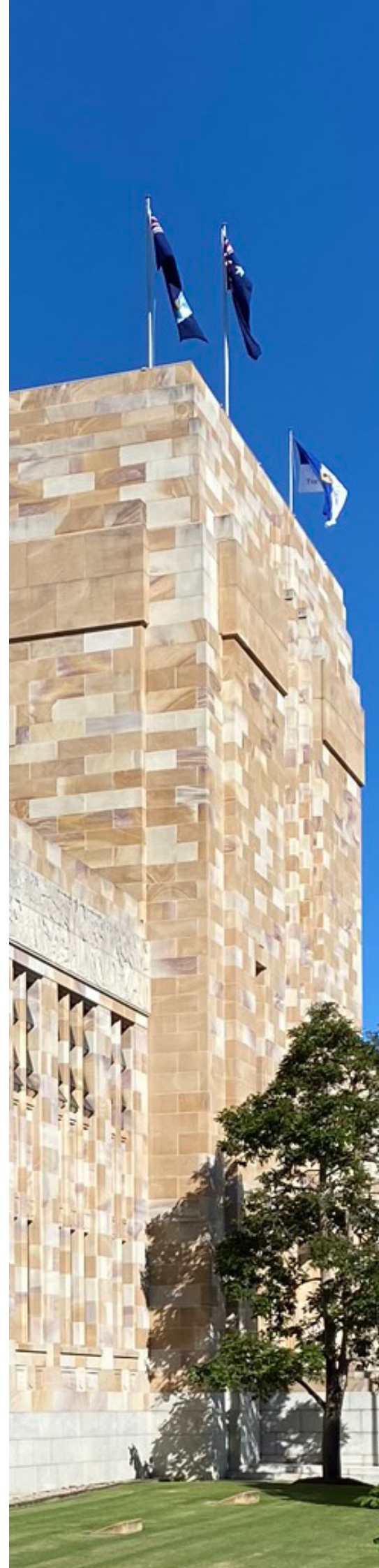
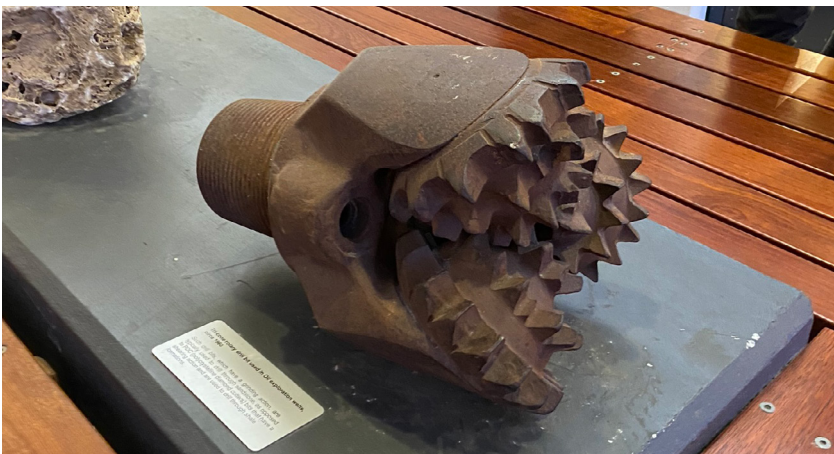
The program embeds the 70:20:10 formula into a rich blended learning experience offering a holistic approach to the development of our graduates.

- ▶ 70% of learning happens on the job e.g. project work, daily tasks, job shadowing
- ▶ 20% of learning happens through others e.g. manager/mentor support
- ▶ 10% of learning happens through formal learning e.g. workshops, courses (formal and online)

Throughout the 24-month Program, we offer a variety of learning modes including face-to-face in small and large groups and web-based learning. At the beginning of each placement you are set up with your own personalised learning roadmap that outlines the learning you can expect. This professional development program is in addition to the technical learning you receive on rotation.

The program consists of four elements working together:

- 1. Core Development** – this is completed by all Graduate Engineers in the program. These key competencies and areas have been identified by the business as critical for success.
- 2. Technical Development** – this includes on the job learning, mandatory and individually tailored technical or industry-specific training, which is identified by a Graduate Engineer and their manager.
- 3. Soft Skill & Career Development** – enables Graduate Engineers to use position descriptions/Success Profiles/career pathway to assess their skills, identify career paths available and commence requirements for progression to professional status.
- 4. Learning Feedback and Support** – business standard activities throughout the program such as half-yearly performance reviews, and manager and mentor support.

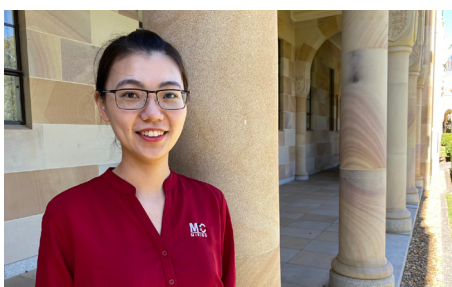


GRADUATE TESTIMONIALS



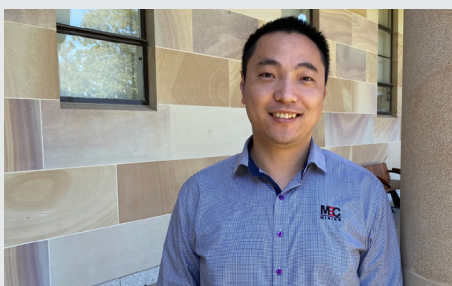
“I chose the MEC Mining Graduate Program above others as they offer specific and personalised training which is the way to grow, learn and build a successful career in mining”.

— Bertalan Kiraly



“The MEC Mining Graduate Program provides me with a wide range of professional development tools and industry opportunities. The program also enables me to develop a solid foundation and prepare myself for the journey from Graduate Engineer to a mining professional”.

— Ivy Pan



“The MEC Mining Graduate Program is great. Through this program, I can gain practical knowledge and gain hands-on experience which is a wonderful opportunity. I believe this is essential for mining graduates to gain workable understandings”.

— Zhongwei Wang

 WATCH THE GRADUATE PROGRAM VIDEO



For more information about the Graduate Program, contact MEC Mining's HR team. Scan the QR Code or visit mecmining.com.au/graduate to watch the Graduate Program Video.

