Beca 100 1920 2020

Inspiring one century. **Innovating the next**

Belonging at Beca

A **Hindu**

B **foodie**

C **adrenaline** junkie

D taekwondo **black belt**

Aathira Nair, Graduate Mechanical Engineer



Beca Graduate Guide

make everyday better.

gradnewzealand TOP100 GRADUATE EMPLOYER ENGINEERING CONSULTING SECTOR WINNER 2021

gradnewzealand TOP100 GRADUATE EMPLOYER 2021

Contents

About Beca 3

Transport & Infrastructure 4

Power 5

Buildings 6

Project Strategy & Delivery 7

Water 8

Industrial 9

Environments 10

Transport Advisory 11

Survey 12

Defence 13

Digital 14

Diversity and Inclusion 15

Sustainability 16

Innovation 17

Our Graduate Programme 18

Our Opportunities 19

The application process 20

Our locations 21



About Beca

Beca is one of Asia Pacific's largest independent advisory, design and engineering consultancies. After a century of operation, we have grown from a family-owned business to one of the most progressive, client-centric professional services consultancies in our region. We have more than **3,200 employees** in **23 offices** around the world and have delivered projects in more than **70 countries**.

'Creative people together transforming our world' is our vision. It reflects our culture, our aspirations and our purpose - to make everyday better for our people, our clients and our communities.

While our experience has been 100 years in the making, it is the fresh talent we're nurturing, the innovative thinking we're developing and the connections that we're forging that get us most excited for the future.



Transport & Infrastructure

Our infrastructure work is at the heart of our business. Be it roads, rail, ports or airports, we're helping our clients make everyday better for the communities their assets impact.

Our global team of technical developers, urban planners, project managers, environmental scientists and engineers are passionate problem-solvers and future-thinkers. Whatever problem our clients are trying to solve – connecting communities through smooth, hassle-free journeys to providing safe, clean drinking water – we can help.

We have helped shape award-winning infrastructure projects – from Epping to Thornleigh's rail bridge over the M2 in Sydney, to the Waterview tunnel in the heart of Auckland. One of our most recent projects was transforming Auckland's waterfront with the Wynyard Edge Alliance to create the spectacular stage for the 36th America's cup racing in March 2021!



Power

Our multi-disciplinary power team works across a broad range of markets, from rail, airports, or water space, to design and deliver reliable, continuous high voltage services.

Keeping our clients high value assets humming along, smartly and cost-efficiently, is central to our power solutions. This includes traditional power infrastructure as well as innovative smart grids, intelligent power networks, renewable power generation and virtual power plants.

Our Power projects include using geothermal power to produce renewable electricity for Norske Skog Tasman paper mill in Kawerau, helping Melbourne have uninterrupted power supply for the next 40 years through the complex upgrade of one of Melbourne's most heavily loaded terminal stations – Richmond station and harvesting the power of the sun through solar farms across Australia. Solar farming is fast becoming one of the most cost-effective renewable energy sources on the planet!



Buildings

Across our global footprint, there are endless opportunities for building engineers - in terms of where you live, the projects you work on (sometimes one country before lunch and another after), and the opportunities and support you have to progress your career.

Every building we work on is different, and the challenges we face constantly change. But we know the power of working together to create smart solutions. This means being part of a team that shares ideas across geographies and time-zones, to push boundaries and go beyond conventional approaches.

We're also dedicated to developing and sharing technical innovation and sustainable practices. Our past is full of 'world firsts' and the highest accolades for implementing green building principles. Today we are focused on surpassing these achievements by continually challenging and overcoming convention and constraints, to transform our world for the better.

Projects for our buildings team include Auckland's iconic Sky Tower, the incredible energy efficient mixed use DUO two tower development in Singapore's CBD, the stunning Exchange 106 tower in Kuala Lumpur and New Zealand's largest conference, exhibition and entertainment space: the New Zealand International Conventions Centre (NZICC).



Project Strategy and Delivery

Our projects range from small-scale through to some of Australasia's most ambitious building, industrial and infrastructure schemes. Using the latest technology, we're able to provide valuable real-time reporting so our clients know exactly where they stand at any point in their projects' life cycle.

Our passion, insight and diverse experience means we understand our clients' unique challenges and how we can innovate and make meaningful change.

One of the fantastic projects we've helped deliver is the masterplan redevelopment of the beautiful Auckland Zoo. Following on from our role leading the masterplan development for the next 10 years of zoo transformation, we have acted in a strategic advisory and delivery capacity to create and successfully open the most complex programme in their 100 year history – the South East Asia Jungle Track. The $60M precinct is creating a unique habitat for Orangutans, Siamang Gibbons, Tigers and Tomistoma – a world first in many respects. Along with the animal habitats, a new Te Puna café and function venue overlooking the Zoo's central lake has been opened as part of phase 1 of the track. This work is enabling our client to achieve a step change in animal welfare and visitor experiences. Once completed, the South East Asia Jungle Track will span one-fifth of the Zoo.



Water

Water covers 70% of our world and yet our most precious natural resource is under threat. Creating efficient solutions has become vital to sustainability.

Our multi-disciplinary team works across water, wastewater and stormwater, as well as surface waters and irrigation; partnering with clients spanning the municipal, industrial, transportation, commercial, mining and agricultural sectors. Together we make things happen on projects throughout New Zealand, Australia, the Pacific and South East Asia.

Some of our recent projects include modelling pollution solutions for the Launceton river in Northern Tasmania, ensuring Aucklanders have access to clean water through the Mangere biological nutrient removal facility and a joint venture to deliver to maintain and develop a high functioning water system to make everyday better for Melbournians.



Industrial

Our industrial team works across a range of markets including, food & beverage, mining & metals, oil & gas, chemical production and pulp & paper to investigate options, improve processes, and increase productivity. Our clients within these sectors are well recognised local and international brands who are looking to make everyday better for their people, products and services.

Our industrial team are bunch of creative individuals who love what they do and have fun while doing it. We always work as a team, whether you're a graduate, intermediate or senior, we work together to develop new ideas and share technical innovation to push boundaries and challenge the status quo to achieve outstanding results for our clients.

Projects include designing the largest UHT plant in Waitoa for Fonterra, turning wastepaper into reusable pulp through the reconstruction of a modern recycling plant for Nippon Paper at their Australian Paper Maryvale Mill and using Building Information Modelling (BIM) and virtual reality to help Coca-Cola Amatil Indonesia upgrade their North Sumatra facility to boost production output by more than 68%.



Environments

Our environments team comprises designers, planners, scientists and environmental engineers who understand the social, economic and environmental implications on projects. We work with stakeholders and local communities to provide sustainable, culturally sensitive and workable solutions.

We are committed to meeting the environmental goals for projects of all sizes. And together we nurture and apply our creative thinking to help future-proof the spaces where we live, work and play.

Projects include construction of the bright and airy Manukau bus station, improving everyday life for 10,000 Marshall Islands residents through the Kwajalein Atoll Masterplan (KAMP) and 10-year Infrastructure Development Maintenance Plan (IDMP) and reinvigorating Christchurch's Sydenham suburb after the 2011 earthquake with the peaceful Pod Park.





Transport Advisory

Our Transport Advisory team are transportation, planning, engineering, modelling and analytics specialists. From the economics for the first feasibility study to tracking how people and vehicles are using and moving along the network, our transportation specialists are there for our clients every step of the way.

Right now we are living in one of the most exciting periods of change in New Zealand's history with unprecedented levels of growth. We are looking for enthusiastic transport specialists to join our Transport Advisory team and help us plan and deliver a wide range of multi-modal infrastructure, management and technology projects.

Our work includes iconic transportation projects such as Waterview Connection, Mackays to Pekapeka Expressway, The Auckland Motorway Alliance, The Safe Road Alliance and Wellington's SMART motorway.



Survey

Our Survey team is creative, innovative and collaborative. Together, we transform the spaces where we live, work and play – helping our clients design and build with accuracy and confidence and understand the lay of the land.

When you join our survey team, you will be provided with a wide range of opportunities to develop personally and professionally. You'll receive support to help you gain your professional accreditation as a surveyor, get to experience current and new technologies and a fantastic team culture, and you'll have fun along the way.

Our team is working with the latest technologies including aerial drones and a prototype robotic survey vehicle we've been developing, designed to survey hazardous spaces, rugged terrain and confined space culverts with real-time video and imagery.



Defence

Our dedicated Defence & National Security team provide a wide range of services to our Defence clients that include the Royal Australian Navy, Capability Acquisition and Sustainment Group, Estate and Infrastructure Group. Our team of specialists partner with clients to implement sustainable, pragmatic and tangible solutions to complex problems.

Our relationship with the New Zealand Defence Force and Ministry of Defence stretches back more than 50 years. And in 2016, we signed a Strategic Relationship Agreement with the New Zealand Defence Force.

Our work with Defence has included design and development of Defence Infrastructure such as camps, bases, airfields, wharves and fuel installations. We have also provided systems and engineering consultancy services to help develop, support and sustain Defence capabilities and assets. With an embedded workforce and RNZAF bases, we also provide through life systems and software engineering support for their avionics software and flight simulators.



Digital

Our digital projects are woven through every aspect of our client work. Our digital team connects assets, operations, people and processes; transforming our physical world into an integrated digital ecosystem.

We help our clients find ways to use digital technology to develop competitive advantage and take graduates with a variety of backgrounds to join our team.

Projects include helping our clients continue to thrive and support their teams and customers in a Covid-19 environment, using technology to make buildings more energy efficient and increase comfort for occupants, virtual reality to support in-field training and safety and our award-winning grad Facebook chatbot, Scout.



Diversity and Inclusion

With over **3,200 people** working in **23 offices** across **9 countries**, we represent a hugely diverse group. This diversity is our strength because we know that it makes us more creative and better problem solvers.

We know that we are stronger when people from different backgrounds and perspectives work together. We are committed to growing an environment where our people:

- have equal opportunity to build a career that reflects their ability and passions
- believe in their potential, feel they belong and can be their best selves.

In order to achieve this, we focus on valuing our differences and enhancing our gender and cultural diversity.

90 ethnic groups

85 languages



Mana Carr,
Graduate ICT
Design Engineer

Sustainability

Sustainability is at the heart of what we do. The most positive impact we can have on this planet is by working together to help us all succeed sustainably.

Motivated by our purpose to make everyday better and our values-driven culture, we're helping deliver transformational solutions with our clients and rising to the challenge of sustainability.

Whether we're delivering renewable energy solutions to the Pacific, on an internal sustainable travel crusade, or collecting data for climate change research – we offer a huge variety of social, cultural, environmental and economic services across the business.

"In Christchurch we recently won the cycle challenge, with 80% of us biking to work. We are encouraged to walk and cycle to site visits. We have free plant day where we all get to pot a plant.

Our water team runs a weekly online drop-in session where we invite different speakers to cover sustainability topics, so we stay across the latest innovations." – **Vicky Clarke, Environmental Engineer**



Innovation

"We're rewriting the rules and creating new value in our second century" – **Jeannine Walsh, Head of New Ventures Accelerator**

Beca's New Ventures Accelerator (NVA) is our strategic response to innovation and entrepreneurship designed from world leading corporate accelerator programmes.

The purpose of the NVA is to create new scalable businesses and the team are focused on rapidly responding to problems and opportunities with our entrepreneurial employees, clients, industry, startups and the investment community.

"To celebrate Beca's 100 year anniversary, Beca graduates were invited to come up with ways in which Beca could innovate for the next 100 years. I had an idea to build a tool for organisations to slice-and-dice their investment portfolio during their long-term planning process. The idea won, and with the help of our New Ventures Accelerator team, I have had several opportunities to pitch the idea to both clients and our own business leadership team." – **Eric Liu, Assistant Project Manager**



Our Graduate Programme

Our career development philosophy is simple, you own your own career. On our two-year Graduate Development Programme, we have everything set up so you can drive your own success within a positive and supportive environment.

We believe the best place to learn is on the job so you can expect to work on real jobs for our clients, right from the start. You'll have the chance to work alongside industry leading technical experts, connect regularly with our leaders, join big Beca projects that are transforming our communities and give back to those communities. There are opportunities to share your innovative ideas, join our sustainability mission, celebrate diversity through our Belonging @ Beca programme and design the future grad programme. There are even mindfulness sessions….whatever your passions are, Beca is here to help you develop a rewarding and meaningful career.



Our 2021 Opportunities

	Architect	Asset Engineer	Civil Engineer	Communications Advisor	Digital Consultant	Drafter	Ecologist	Electrical Engineer	Engineering Geologist	Engineering Technician	Environmental Engineer	Environmental Scientist	Fire Engineer	Geotechnical Engineer	GIS Analyst	Hydraulics Engineer	Management Consultant	Mechanical Engineer	Planner	Process Engineer	Project Manager	Software Engineer	Structural Engineer	Sustainability Advisor	Systems Engineer	Transport Engineer	Transport Planner
NEW ZEALAND																											
Auckland		◆	◆	◆	◆	◆	◆	◆	◆			◆	◆	◆	◆	◆		◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
Christchurch			◆					◆			◆	◆	◆	◆				◆		◆			◆			◆	◆
Dunedin			◆									◆	◆					◆	◆				◆				
Hamilton			◆					◆				◆	◆	◆				◆		◆			◆				
Nelson			◆																								
New Plymouth			◆																				◆				
Tauranga		◆	◆					◆				◆	◆	◆				◆	◆	◆			◆			◆	◆
Wellington			◆		◆			◆	◆	◆		◆	◆	◆	◆			◆	◆	◆	◆	◆				◆	◆
Whangarei																					◆						
AUSTRALIA																											
Brisbane			◆														◆				◆						
Canberra																	◆				◆						
Melbourne	◆		◆		◆			◆										◆	◆	◆	◆		◆				
Sydney	◆		◆			◆		◆												◆	◆		◆				

Application Process

Apply online.

The first time you apply, you'll need to create a username and password on our application tracking system. You'll need to upload a cover letter, your CV and academic transcript (we know this won't be your official one, so just send us where you are at so far). Please also make sure you answer all of the questions to the best of your ability!

Applications close.

5PM NZST Monday 29th March 2021.

Applicant screening begins.

Once applications have closed, ALL off them will be reviewed by one of our recruitment team, if we longlist your application we will share it with our discipline leads, and if they think you could be a good fit, one of our team will get in touch with you to arrange a video question to be sent. If you aren't selected, we will let you know via email. If you choose to opt-in for job alerts you can see when new roles are advertised – who knows, you might be the perfect candidate for a different role!

Videos commence.

To find out if you'll be a good cultural fit at Beca, we'll ask you to answer a simple question about yourself using an online video tool. Don't worry, you'll get the opportunity to practice beforehand!

Interviews.

Once videos are complete our discipline leads will review them and if you are shortlisted we will give you a call to arrange an interview. This is where it gets exciting, we want to know more about you, what you like to do outside of university and why you want to join Beca! Dependent on Covid levels interviews will be run either in one of our Beca offices or via Microsoft Teams. If you aren't progressed to interview after the video stage we will let you know via email.

Employment offers.

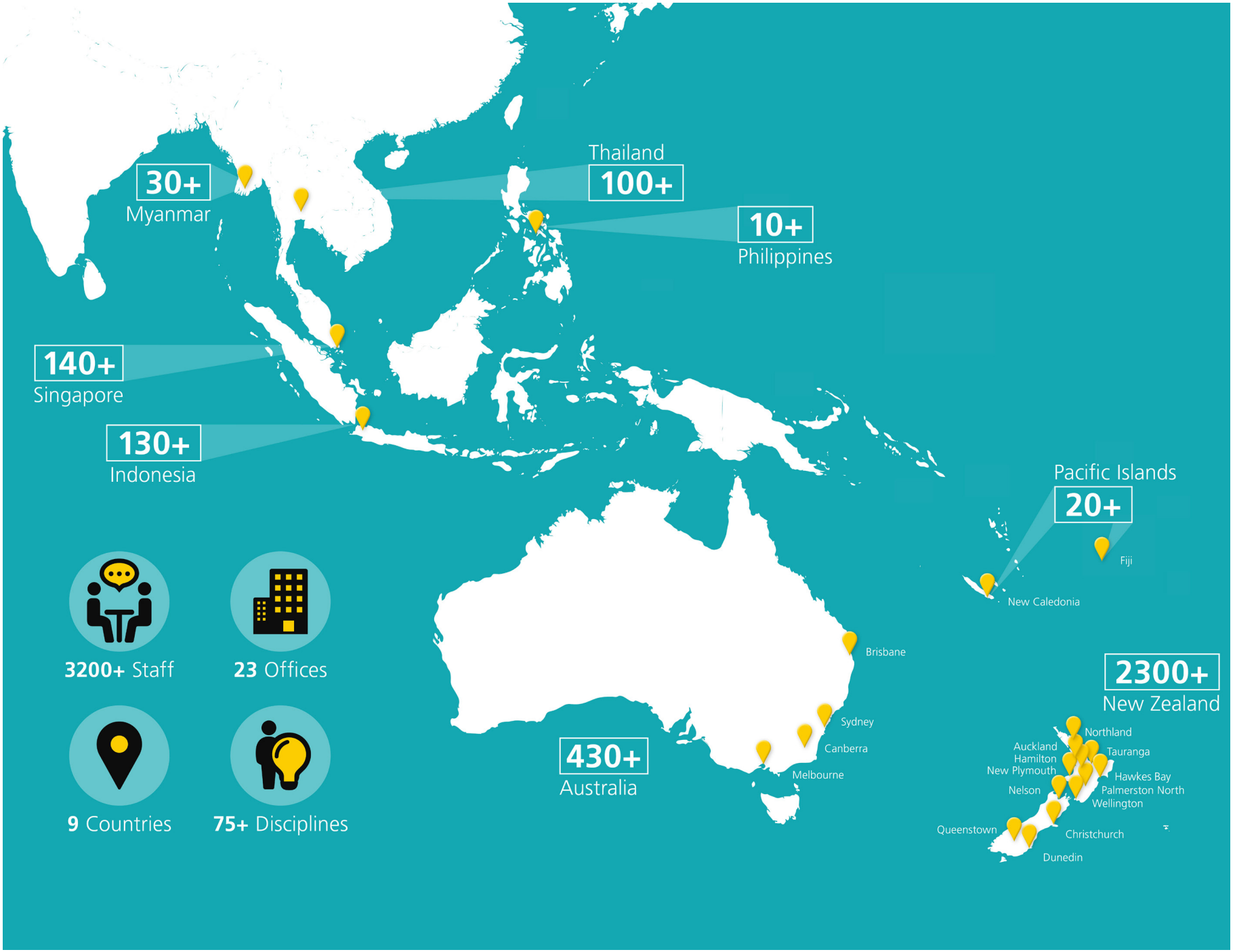
We'll contact you as soon as a decision has been made to let you know our decision. If you're offered a job, we will complete a reference check and will then send your formal offer online through your candidate profile. Once accepted, a background check will be completed prior to you starting with us, and an education check will be completed at the beginning of 2022 to confirm your qualification/s.

Onboarding.

We're looking forward to welcoming you to Beca! Most of our graduates commence in late February where you will be welcomed into our Graduate Development Programme and will get a support person (buddy) from within the team to assist you and gain a better understanding of Beca.



Our Locations



There really is no better place than Beca to kick-start your career and start making everyday better in our communities.

“

There’s no time like the present to start and change the future” – **Andrea Rickard, General Manager, Transport & Infrastructure**

