

Graduate Guide



Welcome to Beca

We're excited you're considering joining our graduate programme.

Our career development philosophy is simple: you own your own career!

Over our two-year graduate programme, we're investing in you, 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 get ongoing support from experienced mentors, development opportunities, networking events and access to an established and active professional community.

This guide will help you learn more about Beca and our graduate programme, how the application process works and provide you with tips to help you succeed.

There are inspiring career pathways for graduates with diverse skills and backgrounds and we can't wait for you to join us!



Contents

- 01 **Why Beca?**
- 02 **Our vision and values**
- 03 **Diversity and inclusion**
- 04 **Sustainability**
- 05 **Our graduate programme**
- 06 **How the application process works**
- 07 **Career pathways at Beca**
- 08 **2027 graduate opportunities**
- 09 **Interview tips**
- 10 **Our locations**



Why 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 **4,000** employees in **24** offices around the world and have delivered projects in more than **70** countries.

Our work impacts everyday lives in our communities – whether a dry home, hot coffee, traffic-jam-free commute, effective public transport, smart work spaces or a cold beer at the end of the day, **we make the everyday better.**





Our vision and values

Our vision

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 next generation we're nurturing, the innovative thinking we're developing and the connections that we're forging that get us most excited for the future.

Our Values

Partnership
Tenacity
Enjoyment
Care

We have four key values supporting our purpose – partnership, tenacity, enjoyment and care – and these sit at the heart of everything we do. They are reflected in the way we work every day and in our approach to partnering with our clients.

Diversity & Inclusion

81

ethnic groups
and languages



We want you to feel like you belong at Beca. When you join us at Beca you are joining a team where you will be valued and our differences celebrated.

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.

Creating a space where you feel included is central to our Graduate Development Programme. You can join one of our employee networks where you can find support, connection, and help to make Beca better. Our current employee networks include:

- **Te Kākano** – our Kaimahi Māori network
- **Pasifika Network** – supporting our Pacific connections
- **Rainbow Network** – supporting the rainbow community
- **Gender@Beca Network** – supporting gender inclusivity inside and outside of Beca

- **Divergents Network** – supporting neurodivergence
- **Intermediate Network** – connecting to each other and supporting career development
- **JAM (Jesus and Me) Network** – sharing Christian faith
- **RAP Network** – supporting Beca Australia's journey to meeting our commitments for our Reconciliation Action Plan
- **SheLeads** – for those who are interested in connecting with and being mentored by senior women

In addition to our networks, you'll be able to find connection through our active social club, sports teams, participating in volunteer days, team events, and the many projects you'll be working on with people from a huge variety of technical expertise.

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.

Our graduate programme

Our two-year graduate programme is designed to give you the best possible launchpad for your career.



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 and design the future grad programme. Whatever your passions are, Beca is here to help you develop a rewarding and meaningful career.

POWER UP YOUR NETWORK

We'll help you make connections that matter! Meet other grads and engage with influential leaders across Beca at our first and second year grad Connect events at our head office in Auckland. Every conversation is a new door opening.

REFLECT AND CONNECT LUNCH SESSIONS

Join your fellow grads once a month for inspiring conversations, fresh insights and food. It's your time to pause, reflect and grow together.

LEVEL-UP THROUGH MENTORING

Mentors are great for coaching, guidance and sponsorship. Think of it as your personal cheat code for career acceleration.

LEARNING PLATFORM

Our Howspace learning platform is where you will do your formal learning. It offers a dynamic, virtual environment where you collaborate, learn and engage with fellow participants from anywhere, at any time.

How the application process works



1 | APPLY ONLINE

We've made things easier by using one Graduate application for all roles (one for AU and one for NZ). Just choose your top two role/specialisation preferences and top three locations when you apply. Upload your CV, cover letter and transcript (see the Career Pathways table on Page 07 for an overview of specialisations).

Applications close on March 29th, so be sure to apply in time.



2 | APPLICANT SCREENING BEGINS

Once applications have closed, all applications will be reviewed and then shortlisted by our team. If we're progressing with your application, we'll invite you to our kickoff session. If your application isn't successful, we will be sure to let you know via email.



3 | KICK-OFF SESSIONS

Before all interviews begin, shortlisted candidates will have the opportunity to come to a one-hour virtual session hosted before the interviews where you can learn more about Beca.



4 | INTERVIEWS

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.



5 | EMPLOYMENT OFFERS

We'll contact you as soon as a decision has been made. If you're offered a job, we will complete a reference check and then send your formal offer online through your candidate profile.



6 | ONBOARDING

We're looking forward to welcoming you to Beca! Most of our Graduates commence from February/ March. A support person will be there to support you to ensure you'll feel part of the team from day one.

Career pathways at Beca

Each year we welcome graduates from a wide variety of backgrounds and disciplines. See how your degree fits and choose your top two specialisations for your application using our guide below:

Beca Teams	AREA OF STUDY																									
	Architecture	Chemical, Process and Materials Engineering	Civil Engineering	Commerce	Computer Science	Construction Management	Ecology	Economics	Electrical Engineering	Engineering Science	Environmental Engineering	Fire Engineering	Geography	Geology	Geospatial Science	Hydrogeology	Law	Mechanical Engineering	Mechatronics Engineering	Property	Public Policy	Project management	Resource Planning	Software Engineering	Surveying	System Engineering
Airports			✓																							
Architecture	✓																									
Building Structures			✓																							
Buildings									✓									✓	✓							
Civil Structures			✓																							
Defence																										✓
Digital	✓	✓	✓		✓	✓			✓	✓	✓	✓	✓	✓				✓	✓				✓	✓		✓
Energy									✓																	
Environment & Sustainability			✓				✓				✓															
Finance				✓																						
Fire							✓					✓										✓				
Geotechnical			✓											✓		✓										
GIS															✓											
Industrial		✓	✓						✓	✓								✓	✓							
Industrial Buildings (AU Only)			✓																							
Planning								✓			✓		✓				✓				✓					
Ports & Maritime			✓																							
Project Management	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓				✓	✓	✓				✓		✓
Survey																								✓		
Transport Advisory			✓																							
Transport Infrastructure			✓																							
Water		✓	✓							✓	✓							✓								

2027 graduate opportunities

The right opportunity is waiting for you.

Opportunities at Beca	ROLES																											
	Accountant	Civil Engineer	Cost Manager	Digital Consultant	Electrical & Controls Engineer	Ecologist	Electrical Engineer	Engineering Geologist	Engineering Scientist	Environmental Scientist	Fire Engineer	Geotechnical Engineer	GIS Analyst	Graduate Architectural Designer	Hydraulics Engineer	Hydrogeologist	Mechanical Engineer	Planner	Power Engineer	Power Systems Engineer	Process Engineer	Project Management	Software Developer	Structural Engineer	Sustainability & Climate Change Advisor	Systems Engineer	Transport Engineer	
NEW ZEALAND																												
Auckland	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓			✓	✓	✓	✓	✓		✓	✓	
Christchurch		✓		✓	✓		✓	✓				✓			✓	✓	✓			✓	✓	✓		✓				
Dunedin		✓			✓		✓										✓						✓					
Hamilton						✓	✓									✓	✓				✓		✓					
Hastings		✓									✓																	
Palmerston North																									✓			
Nelson																							✓					
New Plymouth																							✓			✓		
Tauranga		✓				✓					✓			✓		✓	✓				✓	✓	✓	✓			✓	
Wellington		✓		✓		✓	✓									✓	✓			✓	✓	✓	✓	✓				
Whangarei																							✓					
AUSTRALIA																												
Adelaide																												
Brisbane		✓																			✓		✓					
Melbourne		✓		✓		✓				✓		✓	✓			✓			✓		✓	✓	✓	✓				
Newcastle						✓											✓											
Sydney		✓	✓	✓		✓						✓	✓						✓		✓	✓	✓	✓				

Interview tips

To help you prepare for your interview, we spoke to some of our recent grads about their job interview experiences. We asked them how they made a lasting impression during their interviews. While this isn't an official guide to interviewing, and all interviews will differ – these former-grads provide a glimpse into their process, how they stood out, and what made them the best person for the role.

KNOW YOUR OWN CV

One of the things often asked is how your soft and hard skills can be applied to the role. ▬▬

Goyum Siriwardane, Systems Engineer

Updating your CV is one thing, but true mastery comes when you can contextualise your skills and past experiences on the spot, demonstrating how they will support you in a prospective role. Having an in-depth understanding of your past experience will allow you to distill what is relevant in a role, and what is not. For example, your particular experience might not be directly relevant to the role, but skills you've learnt or developed may show you as a capable and eager learner.

SHOW FLEXIBILITY & TENACITY

One thing that often gets acknowledged is the ability to rise up to opportunities when presented. Often projects come and go and opportunities rise at short notice, so flexibility and willingness will go a long way. ▬▬

Jack Southee, Structural Engineer

Show your eagerness to take on any opportunity that comes your way because enthusiasm is key.

Be willing to rise to challenges, displaying an open-minded approach and a determination to make things work. Showcasing your resilience through examples of overcoming failures not only highlights your tenacity but also your capacity for growth and learning.

TRANSFORM INTERVIEWS INTO CONVERSATIONS

I had prepared a portfolio, which had work in there that was almost controversial – this allowed the interviewer to ask me questions about it and understand my thinking. ▬▬

Pieta McAleer Harding, Architectural Designer

Another crucial aspect is treating the interview as a conversation rather than a rigid question-answer session. Remember, you're interviewing Beca too (as an organisation to work at) so come prepared with questions. On the flipside, don't hesitate to ask for time to formulate answers to challenging questions. We like to understand how you think, so bringing in additional material such as a well-prepared portfolio can act as a conversation starter, demonstrating your thought process and opening avenues for interesting dialogue.

SHOW YOUR PASSION FOR BECA

I remember at school someone from Beca came and spoke about the Griffins biscuit factory – I thought that was really cool as a kid. Even though it was a little strange, I brought it up in my interview, and believe that connection, albeit unorthodox, was what helped me to stand out. ▬▬

Matt Wong Kam, Mechanical Engineer

Understanding Beca comes highly recommended by everyone we spoke to. Doing your research about Beca before the interview will set you apart and ahead of other applicants. So read up, and even consider connecting with potential future leaders on LinkedIn prior to the interviews; it signals initiative and genuine interest in the role. Be clear about your career aspirations, show your interest, and build rapport by asking questions.

EXTRACURRICULAR ACTIVITIES ARE KEY

Beca looks for curiosity, attitude, ability to work in a team, and soft skills. Co-curriculars help show that in an interview. ▬▬

Vicky Hu, Planner

Extracurricular activities develop various skills and exhibit your ability to balance academics with other responsibilities. Whether it's a university committee membership or leadership in a club, highlight these during your interview. Academic achievements give you the key, but co-curriculars open the door.

STAND OUT BEYOND ACADEMIC AND BE YOURSELF

Standing out in job interviews goes beyond demonstrating academic achievement. It's about showing your passion, resilience, curiosity and flexibility. It's about blending your academic prowess with co-curricular experiences, showcasing your adaptability and openness to learning. It's about being your best self, showing Beca who that is, and how you envision your future with us.

With these pointers, we believe you can turn any job interview into a steppingstone towards a rewarding career with Beca.

Our Locations



4,000+ people



75+ disciplines



24 Offices



8 countries





There's no time like the present to start and change the future 

Andrea Rickard,

Managing Director – New Zealand

Come join our award winning graduate programme

