

# Your Evolution

## Graduate Program 2021

Inspired people  
creating Australia's  
premier gold company

We want you to help  
us deliver more



**Evolution**  
MINING

YOU  
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TAG



# ABOUT US

Evolution Mining is a globally relevant, mid-tier Australian gold mining company with big plans for the future.

Owning and operating five Australian sites located in Queensland, New South Wales and Western Australia, having an economic interest in the Ernest Henry mine as well as a recent international acquisition of Red Lake mine in Canada, Evolution offers a wide range of potential opportunities to begin your career.

Our 2 year multiple award winning structured program is designed to develop you by building your knowledge base and skills with real and practical work experience, and set you up for success in your career.

We invite you to be part of our Evolution!



"I chose to start my career at Evolution so I could enjoy the small company atmosphere, with the stability of a larger company. I was attracted to the flexibility, future opportunities, and on-the-ground experience the Evolution Graduate Program provides, as well as the structured support and development that started months before the program officially started."

**Michaela Padayachee,  
2019 Mining Engineer Graduate**







# YOUR FUTURE



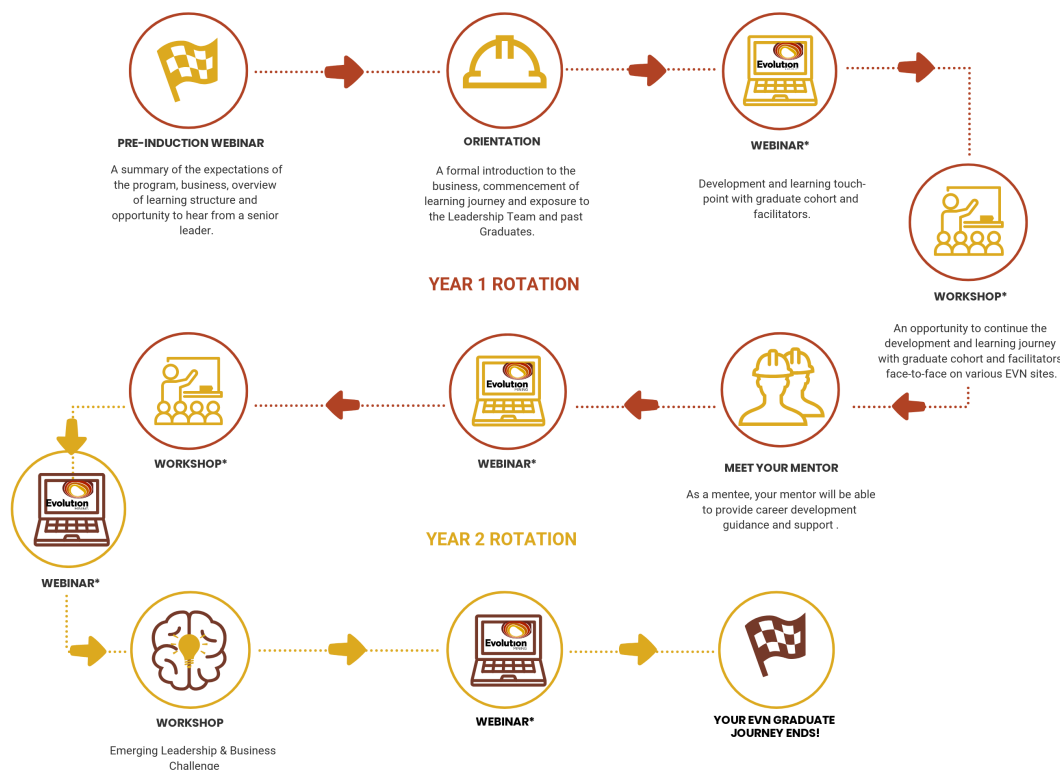
The graduate program is a key part of our strategy in ensuring we have the right people in the right roles with the right mix of skills and experience to achieve our goals within the organisation.

Supported by a Stream Leader, a Senior Mentor and the dedicated Graduate Program Team your structured individual development plan includes real work and projects, a corporate orientation in Sydney and regular face-to-face workshops.

Through on-the-job learning, feedback from the people you work with as well as four formal development workshops over the two years, you will develop the skills you need to be successful.

Past graduates have gone on to see success in various roles across Evolution, including Operations Business Analyst (reporting directly to the COO), Project Manager, IT Business Analyst and a range of key advisory positions.

## EVOLUTION GRADUATE PROGRAM



\* Please note that all webinars and workshops are catered towards the professional and personal development needs of the graduates whilst being linked to the graduate competencies. Graduate competencies including personal effectiveness, communication and influence, adaptability and resilience, problem solving, commercial acumen and continuous improvement.



# STREAM INFORMATION

## Asset Management

Asset Management Graduates at Evolution are responsible for supporting the asset management, reliability and continuous improvement of our mobile and fixed plant, and associated infrastructure. They are responsible for ensuring the mobile and fixed plant are fit for purpose and safe for use in accordance with the applicable laws and standards. They are also involved in the coordination of activities to ensure compliance to plan, procedures and standards as well as exciting technological cross-departmental projects such as Project DEBI and Halo Lens.

Our Asset Management team are looking for Graduates who are curious, self-motivated and proactive, enjoy innovation and thinking outside of the box, have strong communication and critical thinking abilities, and can be adaptable in various environments and situations. We are looking for candidates who have a passion for mining and a sense of trouble shooting to help us work towards supporting the current needs of our operations and taking Evolution to the technological forefront of the industry

This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Mechanical Engineering, Electrical Engineering, Science (Mechanical Engineering), Engineering Science (Electrical Engineering), Engineering (Instrumentation Control and Automation) or similar degree within the last 3 years
- be an Australian/New Zealand citizen or have permanent residency
- be nationally mobile (relocation package provided by Evolution Mining)

Does this sound like you? [Click here to start Your Evolution!](#)

**Applications open 9th of March 2020 and close 5th of April 2020.**



# STREAM INFORMATION

## Geology

Our Geology Graduates have the opportunity to undertake a range of activities including field and mine geological mapping, geological and geotechnical drill hole logging, stream sediment, soil and rock-chip geochemical sampling, structural, geophysics and geochemical interpretation, resource modelling and estimation. At Evolution you will be exposed to the full mining cycle, Underground and Open Pit operations, Resource Definition and Greenfields. As across our operations we mine five different mineralisations of gold – orogenic, high-sulphidation, low-sulphidation, intrusion related and carbonate base-metal gold.

The Discovery and Geology team are looking for Graduates who are curious, self-motivated and proactive, love the outdoors, have strong research and critical thinking abilities, and can be adaptable in various environments and situations. We are looking for candidates who have a passion for mining and a sense of adventure to help us work towards our goal of discovering and developing our own ore body!

This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Science degree majoring in Geology, Geoscience, Geophysics (Honours strongly preferred) or similar degree within the last 3 years
- be an Australian/New Zealand citizen or have permanent residency
- be nationally mobile (relocation package provided by Evolution Mining)

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# STREAM INFORMATION

## Geotechnical Engineering

Geotechnical Engineers at Evolution undertake a wide range of activities, including data collection for geotechnical models, design and analysis of open pit and underground excavations, monitoring and risk assessment whilst striving to produce safe, practical and economic designs. Graduate Geotechnical Engineers will gain additional exposure by working with key functions including Mining Engineering, Geology, Surveying and TSF (Tailings Storage Facility).

This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Civil Engineering, Geotechnical Engineering, Geological Engineering, Mining Engineering degree, or a Geology degree combined with a relevant Geomechanics studies (Masters or Graduate Diploma) or similar degree within the last 3 years
- be an Australian/New Zealand citizen or have permanent residency
- be nationally mobile (relocation package provided by Evolution Mining)

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# STREAM INFORMATION

## Metallurgy

The Metallurgists at Evolution are responsible for ensuring that key plant operating parameters remain within target, are achieved and are accurately reported. They also monitor and ensure that the consumption of process consumables remains in line with budget, and they carry out continuous improvement projects in the form of metallurgical test work and trials. That are aimed at improving gold recovery, processing efficiencies and costs.

This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Metallurgy, Chemical Engineering or similar degree within the last 3 years
- be an Australian/New Zealand citizen or have permanent residency
- be nationally mobile (relocation package provided by Evolution Mining)

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# STREAM INFORMATION

## Mine Surveying

The primary focus of the Surveying team at Evolution is to provide support to the mining operation on a day-to-day basis, specifically with all Survey data collection and design implementation. This includes collecting and maintaining all spatial data across the open pit and underground mines. To assist the mine surveyors, the latest in surveying equipment (GNSS, drones, and total station) and technologies are used to capture excavated material and produced plans.

As a Graduate Surveyor you will be working across the whole site and be involved in inter-departmental project work. Our Graduates will also have the opportunity to gain practical exposure, both in underground and open pit rotations, to assist in their knowledge and understanding of operations.

The successful candidates will have the opportunity to complete practical competencies to work towards gaining registration with the State's Surveying Board.

This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Surveying, Surveying and Built Environment, Spatial Science (majoring in Mine and Engineering Surveying), or a similar degree/diploma within the last 3 years,
- have an Australian / New Zealand citizenship or permanent residency, and
- be nationally mobile (relocation package provided by Evolution Mining).

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# STREAM INFORMATION

## Mining Engineering

The Mining Engineering team at Evolution has responsibility for the design, planning, monitoring and reporting of mine production and coordination of activities to ensure compliance with the plan, procedures and standards. Graduates will also have the opportunity to gain practical exposure, both in underground and open pit rotations, to assist in their knowledge and understanding of operations.

The successful candidate will also have the option to complete practical competencies to work towards a 1st Class Manager's Ticket or Quarry Manager's Ticket.

This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Mining Engineering, Science (Mining) or Engineering Science (Mining Engineering) degree or similar degree within the last 3 years
- be an Australian/New Zealand citizen or have permanent residency
- be nationally mobile (relocation package provided by Evolution Mining)

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# STREAM INFORMATION

## Sustainability

The Sustainability team at Evolution are responsible for ensuring operations and projects operate at a high standard and achieve sustainable outcomes for our people, planet, process and profit. The team focus on raising the environment and social governance profile of the Company both internally and externally. This is done by supporting sustainable projects within our operations and regions, through data analytics and reporting, transparent communications and identification of risk and opportunities which demonstrate excellence in sustainability.

This position will provide exposure to the Group office and team, with ample opportunities to visit our sites and flexibility on location throughout the program.

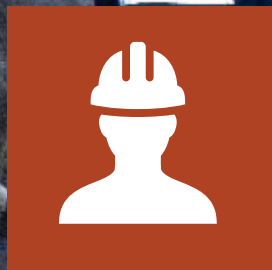
This is a site-based position with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a Sustainability, Earth Sciences, Communications, Governance and Risk, Public Relations or similar degree within the last 3 years,
- be able to demonstrate a broad range of knowledge and skills in the area of Sustainability, and
- be an Australian / New Zealand citizenship or permanent residency.

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# APPLICATION DETAILS

If you want to be part of an organisation that takes people seriously, is small enough that everyone knows who you are and big enough to have the opportunities for you to develop, then this is the place for you.

Applications open on the **9th of March 2020** and close on the **5th of April 2020**.

If you are successful with your initial application, we will conduct a video screen to get to know you, and find out more about your motivations and aspirations.

This will then be followed on by a phone interview for key candidates that we believe live our values and meet the criteria for the role.

If you progress through this stage, you will be invited to complete some testing and to attend our assessment centre so we can get to know you better - this is also a chance to meet some of the Evolution team.

Finally, you will be taken to one of our mining operations for a site visit. If you are successful through this stage, you will be required to complete pre-employment checks before an offer can be made for a program start in January 2021.

Interested?

[evolutionmining.com.au/graduate-vacation-programs/](https://evolutionmining.com.au/graduate-vacation-programs/)

Connect with us!

