

# Your Evolution

## Graduate Program 2023

Inspired people creating a  
premier global mid-tier  
Gold company

We want you to help  
us deliver more



**Evolution**  
MINING



**Evolution**  
MINING



# ABOUT US

Evolution Mining is a leading, globally relevant gold mining company with big plans for the future. Evolution operates five wholly-owned mines – Cowal in New South Wales, Mungari in Western Australia, Mt Rawdon and Ernest Henry in Queensland, and Red Lake in Ontario, Canada. The focus of Evolution Mining is on operating its projects safely and efficiently and developing them to their full potential.

Our 2 year multiple award winning structured Graduate 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!



"What stands out for me about Evolution is the focus on people, and no matter what role you're in, Evolution will always look after you. The Graduate program has provided me with multiple learning opportunities and the ability to immerse myself within different facets of Geology."

**Gizella Szekely**  
**Geology 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 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.





# 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

These are site-based positions 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 nationally mobile (relocation package provided by Evolution Mining)

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

**Applications open 18th February 2022 and close 18th March 2022.**



# 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!

These are site-based positions where you will split time between Discovery & Geology specialties on site (over the course of the 2-year program)

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 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).

These are site-based positions 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 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.

These are site-based positions 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 nationally mobile (relocation package provided by Evolution Mining)

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# STREAM INFORMATION

## Finance & Commercial, Contracts & Procurement

The primary focus of the Finance & Commercial, and Contracts & Procurement teams at Evolution are to provide a range of support, expertise and guidance to Evolution stakeholders in a range of financial and procurement activities.

As a Graduate in the Finance and Commercial space, you will be working across the Group office and gaining mine site experience within the **Finance and Commercial function** via site placement and exposure. Activities will include monthly management & quarterly ASX reporting, financial accounting, statutory reporting and share services.

As a Graduate in the **Contracts & Procurement** function, you will be involved in the full procure to pay cycle, supply chain, vendor relationship management, contracts management and governance and administration that is required to ensure a successful procurement outcome.

These are Sydney Group-based positions with secondment opportunities across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have qualifications in Commerce (Majoring in Finance), Business, Law, Economics or similar degree within the last 3 years (**Finance role**)
- have qualifications in business, or mining industry technical background would be beneficial although not essential (**Contracts & Procurement role**)
- be nationally mobile (relocation package provided by Evolution Mining).

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# STREAM INFORMATION

## Business Development

As a Graduate in the Business Development (BD) function, you will assist in the implementation of Evolution's BD strategy by providing analytical and project management support to the BD team.

Key result areas include the development and maintenance of financial models, valuation analysis/any other ad-hoc analysis as required, research data compilation, and board-pack information for all key BD acquisition targets. In addition, you will have opportunity to contribute to due diligence and overall project management, and actively monitor the market, our peer set and trends in the gold sector.

This is a Sydney-based position, with secondment opportunities across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have relevant tertiary qualifications in Finance and/or Mining
- strong mental agility
- strategic and logical thinker
- strong communication and interpersonal skills
- preference for at least 1 year of post degree practical experience in a large accounting, consulting or investment banking firm

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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 nationally mobile (relocation package provided by Evolution Mining)

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# STREAM INFORMATION

## **Sustainability - Environmental, Health & Safety, Risk & Improvement**

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.

These are site-based and Group office positions with at least two rotations across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have completed a bachelor of Science - Environment or related within the last 3 years **(Environmental Role)**
- have completed a bachelor's degree in Occupational Health & Safety/Risk Management **(Health & Safety Role)**
- have completed a bachelor's degree in Risk, Engineering, OHS or other related field **(Risk & Improvement)**

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# STREAM INFORMATION

## People & Culture

The People & Culture function supports all internal employees through every step of the employee lifecycle; from inclusive ways we source diverse talent and hiring new team members (Recruit); resources that support onboarding activities, understanding our processes and available support in developing our people (develop); welcoming workplace culture and employee engagement; through to ensuring a smooth transition out of Evolution for a team member (Exit).

The purpose of the People and Culture Graduate is to provide a range of support, partner with the business and develop your People & Culture experience.

This is a Sydney Group-based position with secondment opportunities across our national sites (NSW, QLD & WA).

Eligible applicants must:

- have qualifications in Human Resources
- have strong communication and interpersonal skills
- be outcome focused and have the ability to deliver to agreed timeframes

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

**Applications open 18th February 2022 and close 18th March 2022.**



# 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 **18th February 2022** and close on the **18th March 2022** .

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.

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 attend a 1:1 interview with the hiring manager/s for the role and be taken on a site visit if required. 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 early 2023.

Interested?

[Graduate Program – Evolution Mining](#)

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