Your Evolution
Graduate Program 2020

Inspired people creating Australia's premier gold company

We want you to help us deliver more
Evolution Mining is a globally relevant, mid-tier Australian gold mining company with big plans for the future.

We own and operate five gold mines located in Queensland, New South Wales and Western Australia, and have an economic interest in the Ernest Henry mine. In FY18 we produced 801,187 ounces of gold at an AISC of A$797 per ounce.

Our 2 year 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!

5 SITES
and 3 greenfield operations across Australia

4 MILLION
ounces of gold produced since 2011
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 Leadership 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.

Our Program ensures we can develop entry level professionals and set you up for future success in potential leadership and key specialist roles within our organisation.
**Geotechnical Engineering**
Geotechnical Engineers at Evolution work in both open pit and underground environments and undertake a range of activities, including data collection of geotechnical models, design and analysis of open pit and underground excavations, monitoring and risk assessment. The geotechnical engineer strives to produce safe, practical and economic designs.

This is a site based position. Applicants must have completed a Civil Engineering, Geotechnical Engineering, Geological Engineering, Environmental Engineering, Mining Engineering or Geology degree within the last 3 years to be eligible.

**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.

This is a site based position. Applicants must have completed a Mining Engineering, Science (Mining) or Engineering Science (Mining Engineering) within the last 3 years to be eligible.

**Human Resources**
The Group People & Culture (P&C) team at Evolution partners with the business to maximise the value of our people. We work hard to develop and shape a team that delivers a transformational service. This includes being responsible for the design, implementation and execution of recruitment, remuneration and benefits, ER/IR policy, organisational design and development. In addition to this the team is the overall custodian of the company values and culture.

This stream is based at the Sydney group office, and also has opportunities based on site. Applicants must have completed a tertiary qualification in HR or a related discipline within the last 3 years to be deemed eligible.
Health & Safety
The Health & Safety team at Evolution works with the operations teams to provide a safe working environment, reduce risk, and protect the environment. Through the implementation of Health & Safety systems and processes, the team works to reduce workplace injury rates. The Health & Safety team must also monitor changes to mining regulations and ensure legal compliance.

This is a site based position. Applicants must have completed a relevant Health and Safety degree within the last 3 years to be deemed eligible.

Environmental
The Environmental team at Evolution are responsible for ensuring that the operations and projects operate at a high environmental standard and meet all compliance requirements by providing environmental advice and leadership to the site management team. This is done by actively demonstrating a high level of environmental awareness, environmental monitoring, site inspections and the implementation of environmental projects.

This is a site based position. Applicants must have completed a Natural Resource Management, Environmental Science, Environmental Engineering, Ecology, Land Management or similar degree within the past 3 years to be eligible.

Finance/Commercial
The Finance and Commercial team at Evolution partners with our business to realise our objectives in accordance with our values. The team is responsible for a full spectrum of finance and supply chain activities both from a corporate point of view, and at the frontline within our mining operations.

This stream has opportunities at both the group office and on site. Applicants must have completed a Commerce, Business, Law, Economics or similar degree within the last 3 years to be deemed eligible.
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 are now open and close on the 9th of August. We commit to contacting you personally within 14 days of your application.

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 attend our assessment centre in the Sydney office. You will be required to complete some cognitive testing prior to coming along.

Finally, site based streams 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. We will be keeping in touch prior to your start date.

Interested?
evolutionmining.com.au/graduate-vacation-programs/