

Your Evolution

Graduate Program 2024

Inspired people
creating a premier
global Gold
company



We want you to help us
deliver more





ABOUT OUR GRADUATE PROGRAM

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!

evolutionmining.com.au/graduate-program



"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
2021 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

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.

Geology

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.

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 (honors strongly preferred), or similar degree in the last 3 years.



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.

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, though data analytics and reporting, transparent communications and identification of risk and opportunities which demonstrate excellence in sustainability.

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, Health & Safety, Governance and Risk, Public Relations or similar degree within the last 3 years.



STREAM INFORMATION

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.

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.

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.

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



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 March 2023!

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

If you progress through this stage, you will be asked to complete a psychometric assessment and attend our assessment centre, where you will be required to complete some cognitive testing prior to coming along.

If you are successful through this stage, you will be required to complete an individual interview and 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