



Graduate Program 2027

Your future, our direction

With a rich history dating back to 1926 and an exciting future ahead, Main Roads Western Australia is the WA State Government agency responsible for managing the State's road network, safely connecting people and places. This means you will be at the forefront of change, involved in cutting-edge projects and making a real impact to people's daily lives.

We are responsible for one of the largest geographically spread road networks in the world, operating out of six (6) metropolitan and ten (10) diverse regional offices. Our service to the community is expanding and our commitment to providing a safe and efficient road network across our State is getting stronger every day.

Our values form the foundation upon which Main Roads is built. They represent our culture, guide our behaviour, influence our decision-making process, and define our relationships with each other. We are committed to understanding and providing what is important to our customers. We continually strive to enhance relationships, improve outcomes and achieve excellence in everything that we do.

Our main goal is to help you grow. As a leader, as a thinker – and as an individual who has an impact on our communities.

As our commitment to “Keeping WA Moving” continues to grow, so does our Development Employee Program. We are expanding our current program to include new streams including Aboriginal Engagement, Information and Communications Technology (ICT), Quantity Surveyor, Urban and Regional Planning and more.

**GOING →
PLACES**



The future you get is the one you create.

We are committed to developing our Graduates by offering an excellent graduate program that is structured to allow you to grow both professionally and personally. You will learn on the job, guided by your supervisor and mentors, and through a structured development program. There's also a network of support that will help you become a valued member of the Main Roads family.

Graduate Program Streams

- Aboriginal Engagement
- Business
- Civil Engineering
- Communications
- Electrical Engineering
- Engineering Associate
- Environment
- Heritage
- Information and Communications Technology (ICT)
- Landscape Architecture
- Network Operations
- Quantity Surveyor
- Spatial Science
- Urban and Regional Planning

The Graduate Program has dedicated Graduate Program Coordinators who will guide you, structure your rotations, and provide professional feedback and advice. You will develop lasting personal and professional relationships with your fellow graduates and have opportunities to learn from graduates already in the program.

In addition to the practical on-the-job learning you will receive on your rotations, all our graduates are provided with a formal learning and development program, a comprehensive support network and an individual career, training and development plan.

Considerable thought and planning is undertaken to ensure you establish a strong foundation of skills for a successful and rewarding career at Main Roads.

Learning and Development

Over the course of your two (2) or three (3) year program, you will receive both professional and personal development training.

Corporate inductions will provide insight into the varied and diverse areas of expertise within Main Roads. They will also provide insight of what our programs are about through the experiences of our current graduates and the opportunity to meet our Corporate Executive and senior leaders.

Our structured learning program includes, but is not limited to, the following professional development:

First Year Training:

- Professional Behaviour
- Cultural Awareness
- Mental Health Awareness
- Winning Presentation Skills
- Procurement
- Systems training (TRIM, Microsoft packages)
- Site Safety Awareness
- Basic Traffic Management Training
- Defensive Driver Training
- Power of Plain English

Second and/or Third Year Training:

- Assertive Communication
- Contract Law & Administration
- Writing Winning Technical Documents
- Effective Leadership
- Introduction to Commercial Acumen

In addition to the above, you will have access to the Main Roads corporate training calendar and online training systems to enhance your technical, professional, and interpersonal skills.



Our Graduate Program Streams

All our carefully developed graduate streams allow you to spend time immersing yourself in each team, understanding and utilising different systems and processes and become an integral part of exciting projects and developments. The program rotations are designed to give you a varied and diverse experience at Main Roads, supporting and guiding you to the area you feel most passionate about.

As a Graduate at Main Roads, you will gain hands-on practical learning and experience across several specialist and operational areas.

Your contribution will benefit our stakeholders and communities and will be rewarding no matter what your involvement – whether it be your role on a research team, developing and/or implementing a new policy or procedure or making improvements to a process or system.

Aboriginal Engagement

The Graduate Aboriginal Engagement program is a two (2) year multi-agency program for Aboriginal and Torres Strait Islander graduates interested in enhancing and building Aboriginal engagement across the Transport Portfolio. You will develop hands-on experience in high-profile engineering projects across Western Australia. The program provides an opportunity to make a meaningful impact in your community by:

- improving contracting opportunities and business capability for Aboriginal businesses and people
- building relationships to enhance employment pathways
- supporting Aboriginal Participation reporting, plans and initiatives
- enhancing culturally safe workplaces through cultural training, advice, consultation and engagement

Business

Our Graduate Business program is a two (2) year rotational program, consisting of four (4) six-month rotations in the following business areas:

- Business/Administration
- Management
- Finance Services
- Procurement & Contracts
- Management Review and Audit
- Occupational Safety, Health and Wellbeing

Your graduate program is tailored to you. Your rotations are planned based on your interests, skills and business needs. We make the time and put in the effort to ensure that you are gaining experience in a number of areas, learning as much as possible about who we are as an organisation

and why we do things, ensuring the best possible development for you and while maintaining a high level of service and quality to our stakeholders.

Civil Engineering

Kick start your engineering career through our exciting three (3) year Graduate Engineer (Civil) program. Get exposure to a range of civil engineering projects, learning from our best engineers. While on the program you may assist with:

- preparing project plans (including procurement)
- preparing design briefs, estimates, technical specifications and contract documentation and management.
- reviewing designs, assessing tenders, and controlling project funds
- inspecting work progress and quality, and managing contractors
- designing and constructing roads including pavements and surfacing
- assessing road conditions
- identifying issues and developing remediation programs
- managing projects
- consulting, liaising and negotiating with stakeholders

Depending on your interests, skills and strengths, your rotations may include, but are not limited to, the following areas:

- Road Traffic Engineering
- Asset Management
- Project Development
- Project Delivery
- Structures
- Materials Engineering



This includes an exciting 12-month placement in one of our seven regional offices.

Communications

Our two (2) year rotational Communications program will provide you with hands-on participation in Strategic Internal and External Communications within our Strategy and Communications Directorate.

One day you might be driving our social media platforms, the next tackling a media or community issue for a large-scale bridge, road, or infrastructure project - no two days are the same!

Depending on your interests, skills and strengths, your rotations may include, but are not limited to, the following areas:

- Internal Communications
- CONNECT (our Customer Relationship Management system)
- Stakeholder Engagement
- Digital Communications
- Major Project Communications

Electrical Engineering

Our three (3) year Graduate Electrical Engineer program will allow you to undertake the preparation of electrical projects related to our traffic systems and Intelligent Transport Systems (ITS). This includes assisting with trials, evaluation, and investigation and assisting our Road Network Operation Centre's (RNOC) hardware and software maintenance, operations, and procedures.



Examples of tasks and responsibilities you may undertake on the program include:

- assisting with the scoping, development, design, delivery, and review of electrical engineering projects
- contributing to the development, maintenance and improvement of project management processes and systems
- assisting with the preparation of contract documentation and management of the contract tendering process.
- supporting the management of contracts and contractors to ensure that works are completed to approved scope, budget, time, and quality.
- reviewing and reporting on electrical assets such as traffic signals, lighting, etc.

Depending on your interests, skills and strengths, your rotations may include, but are not limited to, the following areas:

- Project Development
- Project Delivery
- Electrical Asset Management
- Electrical Standards
- Project Management – Road Network Operations Centre (RNOC)

Engineering Associate

Our Engineering Associates are TAFE qualified graduates who have recently completed an Advanced Diploma of Civil and Structural Engineering or Civil Construction Design.

Throughout this three (3) year rotational program, you will provide technical support for asset management planning activities across road and bridge works programs. You will also assist with coordinating and managing Main Roads projects, including assessing road conditions, identifying issues and coordinating remediation programs.

Our Engineering Associates are also involved in:

- conducting field and laboratory testing on a variety of materials (e.g. soils, concrete, and pavements)
- assisting with pavement and surfacing design
- investigating solutions to traffic and road safety issues
- developing and reviewing designs to implement solutions and manage the delivery of improvements to the road network



- assisting in administering contracts, including audit and surveillance activities
- inspecting work progress and quality
- consulting and liaising with stakeholders (e.g. customers, the community, and contractors) on the development and delivery of projects and contracts.

Depending on your interests, skills and strengths, your rotations may include, but are not limited to, the following areas:

- Asset Management
- Materials Engineering
- Road Traffic Engineering
- Project Delivery
- Project Development
- Structures

This includes the option of either a 12-month placement in one of our seven regional offices or in our Materials Engineering Branch.

Environment

Our Environment graduates experience a three (3) year program, with exposure to all facets of environment management. You will work and learn from passionate environmental specialists within a large, high-performing and experienced team, undertaking various responsibilities in the following areas:

- on-ground environmental management to avoid and minimise the environmental impacts of projects and maintenance activities throughout Western Australia
- environmental assessment, approvals and compliance processes
- revegetation and restoration
- dieback management
- geographic information systems
- management of conservation significant flora and fauna
- environmental policy
- environmental offsets

Heritage

Our Heritage graduates experience a three (3) year program, with exposure to all facets of heritage management. You will work and learn from highly experienced heritage specialists within Main Roads Environment and Heritage Branch, undertaking various responsibilities in the following areas:

- co-ordinating and attending heritage surveys, reviewing survey reports and spatial data
- participating in Main Roads processes to avoid and minimise impacts to Aboriginal and Historic Heritage Places

- geographic information systems
- liaising with internal stakeholders including engineers and project managers
- liaising with external stakeholders, including government agencies, local government authorities and traditional owner groups

Information and Communications Technology (ICT)

Our two (2) year rotational program will see you providing client support for ICT Service Delivery, including network and telecommunications, Service Management, Cyber Security, and Innovation and Emerging Technologies. You will get to focus on key areas such as:

- Cyber Security
- ICT Service Delivery (Technical)
- ICT Service Management
- Innovation and Emerging Technologies

Landscape Architecture

Our Landscape Architecture graduates experience a three (3) year program, with exposure to all facets of urban and landscape design. Work and learn from highly experienced specialists within Main Roads Environment and Heritage Branch, undertaking various responsibilities in the following areas:

- delivering urban design in built form treatments of road infrastructure
- hard and soft landscaping
- public and Community Art
- liaising with internal stakeholders including engineers and project managers
- liaising with external stakeholders including government departments, local government authorities and consultants



Network Operations

Our Graduate Network Operations program is a two (2) year rotational program, where you will make an impact by using Traffic Control Systems on a day-to-day basis to improve the efficient movement of people and freight, reduce travel delays, emissions, and the cost of travel. You'll also be able to look towards the future and emerging technologies to further optimise the operation of the State's road network and contribute to strategies that will ensure WA continues to lead the way in the development, deployment, and operation of transport systems and infrastructure.

Depending on your interests, skills and strengths, your rotations may include, but are not limited to, the following areas:

- Road Network Analysis
- Traffic Signal Operations
- Road Network Performance and Operational Planning
- Real Time Operations

Quantity Surveyor

Our Graduate Quantity Surveyor Program is a two (2) year rotational program that provides hands-on learning experiences across a range of specialist estimating areas.

You will gain exposure and practical experience in estimating across all project phases, including (but not limited to):

- various estimating database platforms, systems and processes
- assisting with the measurement of item quantities for estimates in accordance with Main Roads Standard Method of Measurement (SMM)
- assisting with the pricing of estimate items using first-principle methodology where practical
- reviewing minor estimates procured through the Estimating & Commercial Services panel contract
- assisting with the development and updating of estimating templates and guidance notes.

During the program, you will assist in the assessment of contractor rise and fall claims and setting up contract payment templates. You will also gain exposure in managing the procurement of minor estimates through the estimating panel contract.



Spatial Science

Our three (3) year Spatial Science (Engineering Surveying) rotational program is primarily based in the Asset and Geospatial Information Branch (AGI) which is part of our Planning and Technical Services Directorate.

Our AGI team coordinates corporate road data and manages information system needs and responsible for the procurement, storage and provision of corporate road asset, network information and essential transport models.

The team also provides technical expertise advice in engineering and mapping surveying, geospatial technologies, geodesy, data management and contextual geographical information.

Depending on your interests, skills and strengths, your rotations may include, but are not limited to, the following areas:

- Engineering Surveying
- Geographic Information Systems (GIS)
- Project Management
- Asset and Geospatial Information
- Data Planning and Standards
- Cadastral and Surveying

Urban and Regional Planning

Our Graduate Urban and Regional Planning program is a two (2) year rotational program that provides experience across a range of areas, including but not limited to:

- Road Access and Planning
- Network Planning
- Road Classification
- Regional Road Planning
- Urban Road Planning
- Network Development
- Planning Information
- Planning Assessment (Strategic)

As a Graduate Urban and Regional Planner, you will support the planning of future road networks and assessment of land use planning proposals to assist the movement of people and freight. You will contribute to projects that improve mobility, safety, and sustainability across urban and regional transport networks.

Experience the Regions

As part of our Graduate Engineer (Civil) and Engineering Associate graduate programs, you will be placed in one of our regional offices for 12 months during your final year. This is a fantastic opportunity to gain hands-on experience being involved in infrastructure projects and seeing the impact these projects have on local communities.

Regional placements provide fast tracked development into leadership roles and involvement in vital major projects.

More Information

Learn more about our programs and opportunities we provide for recent university or TAFE graduates and entry level career paths on offer through our Students & Graduate portal:
<https://www.mainroads.wa.gov.au/about-main-roads/working-with-us/students-and-graduates/>

If you have any questions, please email careerpathways@mainroads.wa.gov.au

Get in touch:

Email: careerpathways@mainroads.wa.gov.au

Website: <https://www.mainroads.wa.gov.au>

