THE GOVERNMENT OF WESTERN AUSTRALIA

mainroads
WESTERN AUSTRALIA

We're working for Western Australia.

Graduate
Program 2025

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 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 such as Data Analysis, Property Management, Information and Communications Technology (ICT) and more.

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. Plus, there's also a network of support that will help you become a valued member of the Main Roads family.

- Civil Engineering
- Electrical Engineering
- Engineering Associates
- Spatial Science
- Environment
- Intelligent Transport Systems (ITS)
- Network Operations
- Business
- Data Analysis
- Property Management
- Construction Management
- Communications
- Information and Communications Technology (ICT)
- Urban and Regional Planning

The Graduate Program has a dedicated Workforce Development Consultant 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 on the program.

In addition to the practical on the job learning you will receive on your rotations, all of 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 an insight into the varied and diverse areas of expertise within Main Roads. They will also provide an 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 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
- Basic Traffic Management Training
- Defensive Driver Training
- Writing for Government

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 Streams

All of 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.

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
- Aboriginal Engagement

Your graduate program is tailored to you. Your rotations are planned based on your interests, skills and the 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 whilst maintaining a high level of service and quality to our stakeholders.

Environment

Our Environment graduates experience a three (3) year program, with exposure to all facets of environment management. 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

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
- Liaison with internal stakeholders including engineers and project managers
- Liaison with external stakeholders including government departments, local government authorities and consultants

Heritage

Our Heritage graduates experience a three (3) year program, with exposure to all facets of heritage management. 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 in 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, Cyber Security, ICT Procurement and Business Support. You will get to focus in on key areas such as:

- ICT Service Delivery
- ICT Service Management
- Cyber Security
- Innovation and Emerging Technologies

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 skills, strengths, and interests, you will spend a rotation in one or more (but not limited to) of the following areas:

- Internal Communications
- CONNECT
- Stakeholder Engagement
- Digital Communications
- Major Project Communications

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 co-ordinates corporate road data and manages information system needs, 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 skills, strengths, and interests, you will spend a rotation in one (but not limited to) of the following areas:

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

Data Analyst

Our Graduate Data Analyst program is one of our newest graduate programs. This two (2) year rotational program provides the opportunity to work with specialists in data science, statistics and research across the organisation.
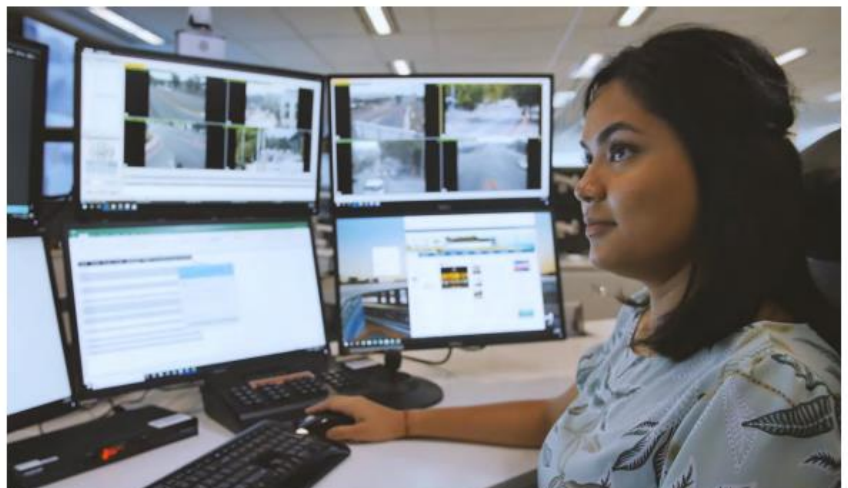
Learn how we monitor, assess, model and communicate road network safety and performance data to determine the effectiveness of road safety investments.

You will be learning and applying software analysis, modelling and refining your skills in statistical methodologies, evaluation, research, and data visualisation.

Expect to build strong working relationships with a range of stakeholders within Main Roads, the transport portfolio and other relevant agencies and organisations.

Depending on your skills, strengths, and interests, you will spend a rotation in one or more (but not limited to) of the following areas:

- Road Safety
- Network Management,
- Network Performance and
- Heavy Vehicle Services

Intelligent Transport Systems (ITS)

Our two (2) year Graduate ITS program is an exciting and rewarding program as our graduates get the chance to be involved in monitoring traffic and analyse real-time data. You will learn how ITS and technology are used to manage traffic flow, adjust traffic signals to optimise traffic flow and review traffic management plans to minimise impact on the road network.

While on the Program, you will learn and experience our traffic modelling methods and software to assess the impact of different projects, developments, and initiatives on the road network that directly contributes to better planning and operation of our roads.

A vital part to making informed decisions is presenting and reporting critical data that improves our road efficiency. You will be able to directly contribute to strategies that optimise safety and efficiency of our roads and identifying projects and initiatives that improve performance and impact on the community.

Depending on your skills, strengths, and interests, you will spend a rotation in one or more (but not limited to) of the following areas:

- Road Network Operations
- Traffic Modelling
- Network Performance Analysis
- Road Network Performance Management

Network Operations

Similarly to our Graduate ITS program, our Graduate Network Operations program is also 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 skills, strengths, and interests, you will spend a rotation in one or more (but not limited to) of the following areas –
- Road Network Analysis
- Traffic Signal Operations
- Road Network Performance and Operational Planning
- Real Time Operations

Electrical Engineering

Our three (3) year Graduate Engineer (Electrical) 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 skills, strengths, and interests, you will spend a rotation in one or more (but not limited to) of the following areas:

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

Property Management

Our Graduate Property Management program is a two (2) year rotational program primarily located in the Transport Portfolio Land and Property Services (TPLPS) team. During your program you will learn about the application of relevant regulatory framework, and provide strategic advice and services in:

- Land tenure management
- Native Title and Crown Land
- Land acquisition for transport infrastructure
- Land disposal and urban planning
- Property Management and leasing

Working with Valuers, Surveyors and Property Managers within the TPLPS team, you will have the opportunity to understand and undertake:

- Voluntary and compulsory acquisition processes
- Notices of Intention to Take & Taking Orders and statutory processes associated with compensation
- Correspondence related to land acquisition matters, instructions to land valuers for compensation purposes and request and review compensation valuations completed by land valuers.
- Low value/low risk land acquisitions with landowners
- Land development and land disposal processes
- Rezoning/redevelopment opportunities with Local Government Planning Departments
- Current market valuations

The team works closely with Department of Transport (in collaboration with the Department of Finance and Department of Communities) to deliver a range of accommodation, commercial leasing, and facilitation management tasks for our portfolio.

Urban and Regional Planning

Our Graduate Urban and Regional Planning program is a two (2) year rotational program which exposes you to different experiences in the following areas 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.

Construction Management

Our Graduate Construction Management program is a new and unique technical graduate program that will allow graduates to gain exposure and practical experience in project planning and development.

This two (2) year program is perfect for graduates with an interest in estimating, economics, budgeting, project investment and planning.

Our Construction Management graduates will be exposed to various estimating database platforms, systems and processes. You will also be able to assist in the assessment of contractor claims, be involved in managing the procurement of minor estimates through the estimating panel contract and develop a keen understanding of payment processes for construction projects.

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 the:

- preparation of project plans (including procurement)
- preparation of design briefs, estimates, technical specifications and contract documentation and management.
- review of designs, assessment of tenders, control of project funds
- inspecting work progress and quality, and managing contractors
- design and construction of roads including pavements and surfacing
- assessment of road conditions
- identification of issues and developing remediation programs
- general management of projects
- Consultation, liaison and negotiation with stakeholders

Depending on your skills, strengths and interests, you will spend a rotation in one or more (but not limited to) of 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!

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.

During this three (3) year rotational program, you will provide technical support to various asset management planning activities for roads and bridge work programs and assist with the co-ordination and management of a number of Main Roads projects - including assessing road conditions, identifying issues and co-ordinating 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.
- assist 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 skills, strengths, and interests, you will spend a rotation in one or more (but not limited to) of the following areas:

- Asset Management
- Materials Engineering
- Road Traffic Engineering
- Project Delivery
- Project development

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

Experience the Regions

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

Region 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 Graduate & Students portal: https://www.mainroads.wa.gov.au/about-main-roads/working-with-us/students-and-graduates/

If you have any questions, please contact Tammy Watson, Workforce Development Consultant on (08) 9323 6131 or email careerpathways@mainroads.wa.gov.au

Get in touch

Email: careerpathways@mainroads.wa.gov.au
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