



**Start your
career
with us**

**good
work
good
life**



Our culture

One team – One Fulton Hogan

Our people are the most important part of our business and our values keep the whole Fulton Hogan family on the same page. They keep us REAL.

At Fulton Hogan we build and maintain infrastructure that improves the quality of life across New Zealand. Everything from roads and bridges, to energy, water and communication.

As a family business, we put family first and to us family means our people, our clients, our partners and our communities.

We work hard because it matters and pull together to deliver results. We're proud of our achievements and excited about our future, because the only way we're going is forward. And we're committed to ensuring the work we do today will make a real difference to the lives of our people and customers, the communities they call home, and the world we live in, tomorrow.

As we evolve responsibly, we always look out for each other and strive to do the right thing. By collaborating we build meaningful and lasting relationships. It's this attitude – and our willingness to roll up our sleeves and give anything a crack – that has taken us from humble beginnings to progressive, proactive industry leaders, open to new ideas and new ways of doing things.

We believe everyone should be given opportunities; to be safe, to be encouraged, to grow and to be the best they

can be. Life at Fulton Hogan is about making the most of the opportunities. Big or small, we challenge ourselves to add value – both in the work we do and how we do it. We lead, we don't follow, and we stay true to our values, with a positive, respectful, confident, down to earth, can-do approach that sets us apart. We are passionate about making a positive difference, both to the world we live in and for our people.

Ours is a company where everyone will find the opportunity to work hard, have fun, and all together contribute to a better future, a future we can all be proud of.

We're big, but this will always be a family business.

Respect

- We understand, listen and learn
- We respect our differences
- We take care of ourselves and others
- We treat others the way they expect to be treated



Energy & Effort

- We bring out the best in everything we do
- We do it once, we do it right
- We never give up
- We keep things simple
- We have fun



Attitude

- We are one Fulton Hogan
- We take pride in everything we do
- We do what we say
- We challenge and improve
- We work together, win together and celebrate together



Leadership

- We value and grow our people
- We do the right thing
- We are fair and trustworthy
- We are accountable
- The standard we walk past is the standard we set
- We are humbly smart



What we offer

Being a valued member of a growing, progressive and exciting organisation that's really making a positive difference to the world we live in.

- Competitive salaries and wages.
- A culture that values your opinion and works hard to keep you informed.
- Development and training programmes.
- Internal promotional opportunities.
- A chance to work with and learn from talented and experienced people.
- A team where you are listened to, cared for and treated with respect – one of the family.
- Did we mention that all Fulton Hogan employees have access to our REAL Benefits? Things like retirement and first home savings, medical insurance, life insurance and much much more!

What we expect

- Passion for who we are and what we do.
- Can-do and positive approach to work.
- Teamwork that creates genuine collaboration and long-lasting relationships.
- Courage to do the right thing and be accountable.
- Openness to learning, new ideas and different ways of doing things.
- An optimistic attitude and ability to have fun.



Supporting our communities

The wellbeing of our people is our number one priority, and this also extends to our communities. We're lucky to have close-knit ties with local communities around New Zealand. Our family values and people-based approach has created a culture of ownership, allowing us to provide our communities with the best team who go the extra mile. We'll encourage you to take part in local community work such as:

- Local charitable projects e.g. Ronald McDonald House.
- Planting days.
- Career expos and recruitment events.
- Volunteering for community groups.

Partnering for a brighter future

In addition to taking part in local community work, we also sponsor organisations at both group and regional level, guided by our Corporate Social Responsibility Framework. At Group level in New Zealand, we're currently partnering with the Department of Conservation on the Takahē Recovery Programme, Motor Neurone Disease (MND) New Zealand, and the New Zealand Defence Force's Invictus Games team.



What we do



Asphalt



Civil



Engineering



Laboratories



Land surveying



Major projects



Quarries



Road maintenance



Road marking



Signmaking



Surfacing



Water

It's all about doing the right thing, making a positive difference, today and in the future.

Where we are



Our disciplines



Accounting

If you love numbers, Accounting is for you! As a valued member of our Finance and Accounting team, being analytical and meticulous are key skills. You'll have exposure to a variety of responsibilities across the department, which will include assisting the business with preparation of monthly financial reports/budgets, working closely with department managers to manage their costs for jobs/departments and contributing to continuous improvement in accounting efficiency using effective management control tools.

Civil engineering

Civil engineering stands as a fundamental pillar within our business, integral to all our infrastructure projects encompassing bridges, retaining walls, motorways, water networks, flood recovery initiatives and road maintenance. Your involvement will span diverse roles and responsibilities, ranging from hands-on collaboration with our crews to project and financial management. Expect to engage with a wide array of individuals, from colleagues and leadership teams to clients and stakeholders. This role embodies genuine diversity as part of our 'REAL' values.

Environmental management

Environment management helps to protect the environment, ensures compliance with regulations, promotes sustainable development, engages stakeholders, enhances reputation and market demand, as well as mitigates environmental risks.

Estimating and tendering

Estimating forms part of tendering. It involves estimating deals by reviewing contract documents and making sure all technical specifications have been considered and included

in the final price. Quotes are requested from suppliers and subcontractors; quantities are then taken off drawings by experienced quantity surveyors. The estimators then use the correct input cost and expected productivity rates to build a comprehensive price inclusive of risk and margin. The tendering team submits the final estimated price, considering the commercial and project specifications such as resource consents. The final product, called the tender, is submitted by the tendering team to the client as an offer or quotation.

Health and safety management

Health and Safety management is an important part of our business because construction sites are hazardous environments with life-changing risks. Effective health and safety management ensures that workers are provided with the appropriate training, protective equipment, and safe working conditions to minimise the likelihood of accidents and injuries. Overall, health and safety management is key in construction as it protects workers, ensures legal compliance, enhances reputation, saves costs, contributes to protect success, and drives continuous improvement.

Information technology (IT)

The world of ICT is constantly changing and challenging, and at Fulton Hogan you will be at the forefront of that change. Being a large organisation that embraces the use of technology you will be exposed to the latest, cutting-edge technologies. Whether it's developing your skills working on the latest mobile digital applications, working with our security providers to protect the environment, or assisting with our data, analytics and artificial intelligence team, there is always a wide variety of disciplines within ICT to turn your hand too.

Land surveying

Land surveying is a key part of the construction industry, where precision and accuracy are paramount. As a land surveyor, you'll use advanced technology like GPS, drones and laser scanning to measure and record land features, assisting in creating detailed site plans and influencing the development of buildings, roads and infrastructure. This helps to ensure projects comply with legal standards and are built to specification. Your work supports the client, project managers and engineers by providing crucial data for site planning, design and construction.

Legal

Legal contracts are the foundation of our entire business, whether with staff, suppliers, customers or stakeholders. We also navigate complex regulations and laws every day. Behind all this is our inhouse legal team, whose work ensures Fulton Hogan meets its multiple health and safety, environmental, social and commercial goals, and obligations. Immersed in the business, including strategy development, pre-planning, executing transactions and resolving issues/disputes, the legal team works with teams right across the business to provide the sound legal advice they need, and to ask the right questions! It's fast paced, involves different legal principles every day and is never, ever dull!

People and performance

People and Performance is responsible for the programme of work that ensures a structured, equitable and compliant environment for our employees. The backbone of the function is to attract, develop and retain skilled employees while mitigating risk, to ensure the success of the company's long-term vision. Specialisations include talent acquisition, learning and development, reward and compensation, employment relations, industry relations, workforce planning and much more.

Project controls

Project Controls is an essential function that helps achieve successful project and programme outcomes. It focuses on gathering and analysing project data to minimise Fulton Hogan's risk exposure by keeping track of costs, time and risks. It achieves this by implementing discipline, methodical processes and systems or tools to plan, manage, monitor and mitigate any events that might impact the cost and schedule of a project. It's a challenging field that encompasses planning, scheduling, risk management, change management, cost estimating, cost management and assurance, schedule control and management, supplier performance, procurement management and reporting.

Quantity surveying

A contractor's quantity surveyor works on behalf of a construction company, focusing on cost management throughout a project's lifecycle. They estimate and analyse costs for materials, labour and other resources, aiding in budget development and monitoring. Working with project managers, they track expenses, create/assess variations and negotiate contracts with subcontractors. A contractor's quantity surveyor plays a pivotal role in optimising project finances, ensuring profitability and adherence to budgetary constraints.

Quality management

Quality management ensures client satisfaction, compliance with regulations and standards, minimises rework and defects, enhances reputation and competitiveness, saves costs and drives continuous improvement.

Our programmes

Our Early Careers programme has a range of pathways that can help you launch your career, gain first-hand experience, and develop the knowledge and skills that could open a world of opportunities. Whether you choose to join us as a graduate, apprentice, trainee or an intern, you'll gain a range of experiences, building the knowledge and skills to complement your studies and help you succeed in your chosen profession.

Work experience

Work experience is a short to medium term placement within a professional setting. This opportunity allows candidates to explore potential career paths, gain insights into workplace dynamics, support with market/industry or section research, and apply theoretical learning to real-world scenarios. Work experience helps candidates make informed decisions about their future while building foundational skills or develop knowledge to support projects and research.

Intern

As an Intern, you will have the opportunity to gain experience in your chosen field of study while contributing to real projects and initiatives. This role is designed to provide you with hands-on exposure to our company's operations, culture and industry. Throughout your placement, you will work closely with experienced professionals, develop new skills and expand your knowledge base.

Undergraduate

An undergraduate applies the theory and skills learned in their final year of academic learning into a business context. An undergraduate is fluid in nature and will respond to genuine business challenges with problem-solving and continuous improvement. This role may also give them access to systems, software, industry contacts and professional personnel to support them with their final year projects.

Cadet

A Cadet is an individual undergoing a structured learning programme aimed at acquiring essential skills and knowledge in a particular job, role or industry. Through a combination of formal instruction and practical experience, trainees develop proficiency and readiness for full employment while contributing to organisational goals.

Apprentice

An apprentice is an individual who participates in an industry-recognised, external structured training programme to acquire practical skills and knowledge in a specific trade or profession. Under the guidance of experienced mentors, apprentices learn through hands-on work, gaining expertise that prepares them for a successful career in their chosen field.

Graduate

From a development perspective, a graduate assumes a transitional role bridging academia and professional life. They embark on a journey of skill refinement, gaining practical experience and adapting theoretical knowledge to real-world scenarios. Graduates often undergo mentorship and training to cultivate a strong foundation for future career growth.

Scholarship

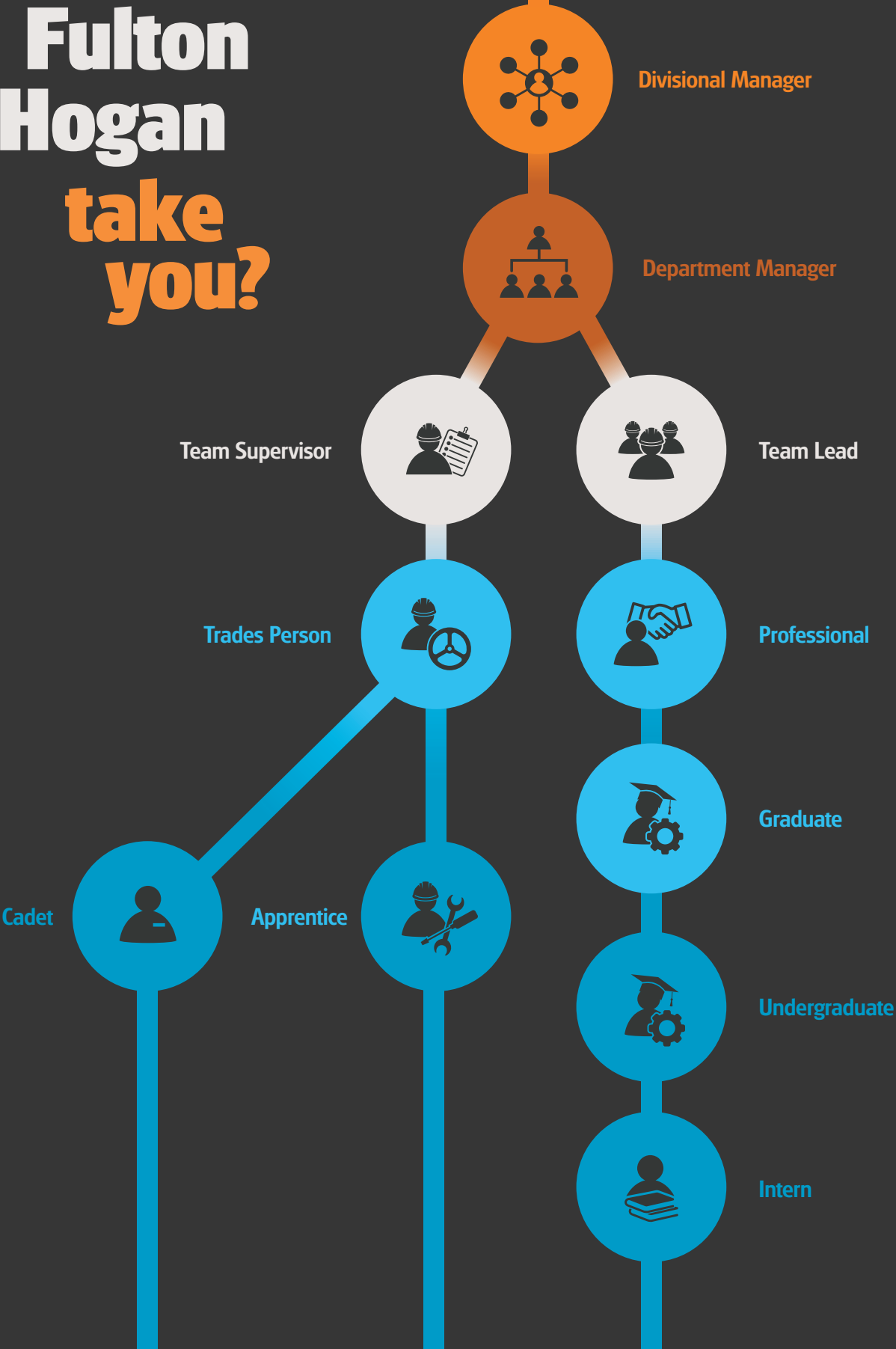
A scholarship recipient is a student who receives financial support to pursue their tertiary education. This aid acknowledges their academic achievements, leadership potential or specific talents. Scholarship recipients strive to excel academically while contributing positively to their academic community and beyond.

Project New Grad

In addition to our internal graduate programme we also take part in a three-year industry programme. Each year we hire one grad into this three-year programme where they complete one year with Fulton Hogan then rotates into other industry partners.



where
can
Fulton
Hogan
take
you?



Cadets



We offer two types of cadetship programmes which are designed to suit our different regional needs.



Two-year rotational programme

- 01 Quarries
- 02 Asphalt Paving
- 03 Asphalt Manufacture
- 04 Laboratory
- 05 Asset Management
- 06 Sealing
- 07 SQE and Support Functions
- 08 Bitumen Manufacturing
- 09 Civil Works
- 10 Drainage
- 11 Construction
- 12 Services (Workshop / Engineering)
- 13 Traffic Management
- 14 Transport
- 15 Landscape Construction and Maintenance

Two to six weeks: Infrastructure Skills Centre

This is designed to give our staff foundational skills, capabilities and knowledge that will help them establish a meaningful career at Fulton Hogan. This programme is 'earn while you learn' and has hands-on delivery methods facilitated by experienced instructors that will help them prepare to work safely, be work ready and learn values and behaviours to help them contribute strongly as part of a team.



Interns



Structure

There are four pillars to successful Internship programmes. Which ensures interns gain knowledge, experience and skills not only of our industry, but of Fulton Hogan as an organisation.

Day to Day: Join their team to become a valuable member of the department or project. This involves participating in toolbox talks, client meetings, project reviews, and supply chain logistics. They'll gain hands-on experience to understand various aspects of the industry. This comprehensive experience will be documented to support formal qualification requirements.

A Project: Each intern is to be given a project plan that outlines all aspects of a project that they need to deliver while they are with us. This project could be anything from process improvement, system implementation right through to delivering a small project for a client (resurfacing a carpark). They will present back to their Manager, Divisional Manager, Regional Manager and an Human Resources

representative in the weeks leading up to the completion of the programme. This project needs to be realistic, not all consuming and need to use their tertiary knowledge and push them to gain industry experience and knowledge.

Training: Training for interns is broken into two areas – formal and informal.

- Formal will consist of modules from the Lead the Way Foundation as well as mandatory induction and HSEQ training.
- Informal will be the knowledge they gain, and training done by their mentors, team members and managers.

Engagement and Networking: During their time with us it is essential to not only develop their skills and industry knowledge, but to also show them all aspects of Fulton Hogan, the team and culture, as well as build them career long connections and networks. This is done through activities arranged for them, from site visits, cohort get togethers, even events like the Christmas party.



Scholarships



We think everyone deserves their best shot in life, even before they've taken the first steps in their professional career.

We're committed to helping passionate and driven tertiary students become the next generation of graduates and future leaders within Fulton Hogan.

Our scholarship programme recognises academic performance and leadership potential, supporting students who respect our REAL values and want to make the most of every opportunity to help us achieve our vision of creating, connecting and caring for communities.

Our Scholarship Programme offers:

- Financial support for tuition fees, based on the year of study the scholarship is awarded. Minimum 50% of fees covered each eligible year excluding Free Fees year of qualification.
- A permanent graduate position with Fulton Hogan in New Zealand.
- Summer or casual work on projects and with regional teams, where appropriate and available.
- Opportunity to achieve practical work experience hours.

Eligibility criteria:

- New Zealand citizen or permanent resident.
- Studying civil or mechanical engineering, geology or land surveying at degree or diploma level with a recognised New Zealand tertiary education provider.
- Students excited about a future career in the contractor side of the construction industry.

Want more info? Contact scholarships@fultonhogan.com

Graduates



Start your professional career with our dynamic and comprehensive two-year Graduate Programme.

Our programme provides hands-on experience, professional growth, and the opportunity to work on impactful projects, in a safe and supportive environment, that shape our communities.

We want passionate and driven graduates who are eager to make a difference in our values-based business. At Fulton Hogan, we value individuals who are problem-solvers, passionate about their work, and committed to excellence.

Our Graduate Programme offers:

- Structured training and development.
- Competitive salaries for graduate-level roles in New Zealand.
- Support for internal promotion opportunities at the end of the programme.
- Access to staff benefits.
- Comprehensive online training, tailored to various career paths.
- Memberships for relevant professional bodies.
- Assistance for approved study pathways.

Eligibility criteria:

- New Zealand citizen or permanent resident.
- Recent graduate or student completing the final year of tertiary study majoring in civil or mechanical engineering, land surveying, geology, IT or accounting.

What's included in the first year:

- Programme introduction at the annual four-day Grad Camp event.
- Three development summits held across the country.
- Registration to relevant professional bodies.
- Engagement with national and regional senior leaders.
- Site tours and hands-on work experience.
- Peer group forum and buddy support system.
- Minimum of two rotations within placement region.
- Community 'give back' day in your region.

REAL
Grad Camp

SUMMIT

1

SUMMIT

2

SUMMIT

3



Apprenticeships



As you start to settle into your career in infrastructure, you may be looking for the next challenge. Fulton Hogan offers the option of completing an apprenticeship in the below industry areas through our Industry Training Organisation (ITO) partners.

The ITO will provide you with an advisor that will be with you all the way, supporting you with your unit standards, block courses, paperwork and to answer any questions you may have.

You will also rely on your manager and team to allocate work to ensure you are meeting your programme request, gain experience and understand the industry. They will be the ones to sign-off your work and unit standards.

Programmes can run from three to five years, depending on your discipline and the qualification you are working towards.

This programme offers:

- Structured training and development programme.
- Career pathways for each industry.
- Professional memberships.
- Study assistance / study leave.

Civil carpentry

Carpentry at Fulton Hogan is a career that provides new opportunities and experiences. From basic structures with high productivity goals, to large complex structures where your problem-solving skills will develop. You will work in teams which involves working alongside other trades to complete various projects where you will learn new skills and knowledge outside of typical carpentry training. To ensure you grow in this field, we offer apprenticeships that track your progress and challenge you to master

your skills as a carpenter. You will also have opportunities to receive training in and obtain endorsement and licences e.g class 1 – 5, EWP, confined space, working at height and many more.

Concrete construction

Concrete construction is a vital part of every infrastructure project. Foundations, piles, abutments, bridge beams, footpaths and even roads are made with concrete. It is used in Airport taxiways, dams, pump stations, pipelines, buildings and almost every structure being built in New Zealand today. Concrete can be cast onsite or precast and transported to site before being lifted into place, so there is no shortage of applications and opportunities to work on different types of projects.

Earthworks

Earthworks is a vital component in moving land/earth for construction projects. It's considered to be any alteration to the land surface. Many operations are involved in the process including excavation works, import of fill, cartage of material and compaction of existing or new material. We often utilise GPS machinery which work from a base station with coordinates built into the machine. This saves a lot of work for surveyors on the ground. We utilise heavy machinery on all construction sites that require large amounts of earth to be moved.

Electrical engineering

As an Electrician/Line Mechanic you will be involved in growing the future infrastructure of New Zealand. Electrical Engineering (Electrician/Line Mechanic) is the only trade in New Zealand covered by an Act of Parliament and New Zealand Regulations. These rules we work by ensure the safety of electrical workers and the public. The electrical trades perform electrical maintenance, installation and service of all commercial and industrial electrical installations.



Land surveying

Land surveying is a critical component in the construction industry, where precision and accuracy are paramount. As a land surveyor, you'll use advanced technology like GPS, drones and laser scanning to measure and record land features, assisting in creating detailed site plans and influencing the development of buildings, roads and infrastructure. This helps to ensure projects comply with legal standards and are built to specification. Your work supports the client, project managers and engineers by providing crucial data for site planning, design and construction.

Road construction

Building roads is where Fulton Hogan started over 90 years ago. As an engineer in construction, you will be responsible for leading, planning and executing all aspects of road construction including earthworks, drainage, granular, modified pavements and surfacing. You'll work with a variety of stakeholders, including clients, consultants and constructions where communication is critical to success and provides opportunity for ongoing leadership and personal skill development throughout your career. From major civil engineering projects to small cyclic maintenance tasks, building and maintaining roads is one of the ways Fulton Hogan plays a part in creating, connecting and caring for communities.



Road maintenance

A career in road maintenance involves ensuring the safety and functionality of roads within a city. This includes inspecting and assessing road conditions, and identifying and repairing faults. These could include potholes, down trees, damaged signs or responding to storm events and assisting first responders in emergency situations. Road maintenance contracts also involve renewal activities such as chip sealing, asphalt and full construction projects such as road rehabs and retaining wall construction. No day is the same and it's constantly changing. One day you could be coordinating road construction and maintenance activities, to managing traffic control, or implementing slip remediation activities.

Signmaking

Signmakers are the architects of visual communication, translating messages into displays that leave lasting impressions with our communities. Armed with modern tools like advanced printers, precision cutters and graphics programmes, professionals in this field effortlessly bring creative ideas to life. Crafting signs isn't just about artistic flair; it's about transforming concepts into real-world, attention-grabbing visuals. Whether it's a storefront, an event venue or directional signage, the work of signmakers is universal. As businesses and events increasingly rely on compelling visuals to stand out, the demand for skilled signmakers continues to rise, making it a fulfilling career path.

Surfacing

For over the past 90 years, we've been laying surfaces that bring communities together. Surfacing includes asphalt, chip/spray seal and line marking, where we utilise mobile plant and equipment to deliver high quality surfacing. Day to day, you'll be involved in surface preparation, sealing and asphalt surfacing, where attention to detail and a commitment to safety is key.

Water and drainage

As someone who works in water or drainage, you will gain the skills required to maintain the huge number of infrastructure not visible on the surface. This is a wide discipline, where no two days are the same. You will apply critical engineering decision-making, plan and programme the work, and deliver the work safely and within budget. There is a good mix between the reactive and routine maintenance work such as clearing blockages and waterways, investigating issues related to flooding, to planned works such as upgrading old stormwater pipes and drilling soak holes, to installing new water mains, backflows and network valves. There is also the added benefit of learning how to work collaboratively not only with the client, but also their various customers and stakeholders, to ensure positive and sustainable outcomes for everyone.

Workshop

Workshop and its support services are critical to the smooth running of the supply chain across the regions. We support all departments and offer professional mechanical services, enabling smooth and consistent delivery from quarry to the final laid product. We also offer mechanical and engineering support to wider areas of New Zealand with our team of experienced mechanics, auto electricians and fabrication engineers. Our focus is primarily on service and maintenance of all Fulton Hogan assets, which enables us to be confident in 24/7 delivery of services across the supply chain. Our mechanics are professional, methodical and experts in the fields they cover.

Our people

A community provides a sense of cohesiveness among a group of likeminded people, offering camaraderie and a supportive environment.

A strong peer community benefits the individual, the peer group and the organisation as a whole. Employees that feel a sense of community and belonging display a higher level of engagement, which in turn benefits productivity.



Charlotte Turner

"After graduating, I joined the Fulton Hogan Graduate Programme and started my professional career. The Graduate Programme was an invaluable experience, providing me with guidance and support whilst also developing my professional and personal skills. The graduate programme has equipped me well for the next stage in my career, and I have had a lot of fun along the way!"



Courtney Quinn

"I found out about the graduate programme while I was working for Fulton Hogan in a part time administrative role while I was studying. It's given me the opportunity to rotate through multiple areas of the business around the country, I even got to complete a rotation in Auckland. The programme has given me a really varied introduction to the business, which is really helpful when working for such a diverse company."



Josh MacKenzie

"My path with Fulton Hogan began in December 2021 when I joined the Dunedin region as a graduate out of Otago Polytechnic. Overall the Fulton Hogan graduate programme is a great opportunity to create strong networks across the company, both in and out of your region, and is a great start to a career with an awesome company."



Cameron Norris

Cameron found out about Fulton Hogan through a work experience opportunity during his final year of school. "I've progressed by learning as I go. Getting hands-on experience has been really useful and getting my different licences has opened up opportunities to operate different machines and work on new projects. I like that I get a bit of everything in my role, I love the people I work with and having opportunities to prove myself with new challenges."



Todd Magner

"Joining Fulton Hogan and their graduate programme has provided me with a purposeful and fulfilling start to my accounting career. Rotations are a key part of this programme and might be in unfamiliar locations but it is best to be flexible and pursue these opportunities as they allow for growth in both a personal and professional aspect. Meeting and connecting with the large cohort of graduates at the conferences provided new friendships and connections all throughout the country while gaining knowledge from some of Fulton Hogan's senior leaders."

Fulton Hogan is a diverse and thriving company where people are the focus so there is no shortage of openings and opportunities in a variety of roles and locations."



Maporika Tahapeehi

Having lost her job as a seasonal packer during the Covid-19 pandemic, Maporika found herself unemployed and depending on the benefit. Soon enough, Maporika's case worker referred her to apply for the Infrastructure Skills Centre (ISC). The ISC is a programme developed by Fulton Hogan in collaboration with the Ministry of Social Development and other construction organisations, it gives participants paid training opportunities and a foot in the door to the industry.

After completing her six weeks of training through ISC, Maporika started out as a traffic controller with Fulton Hogan Canterbury in June 2021. "Since then, I've become a category A and B Site Traffic Management Supervisor (STMS). STMS is always an adventure. I love that I'm out and about every day and not stuck in one place."

"The benefits and rewards that Fulton Hogan offer are great," she says, "they really make sure you know you're appreciated, which is important when you dedicate so much time to work."



Eugenio Guidotti

"Fulton Hogan is an awesome place to start the journey that leads to become a Chartered Accountant. The company has such a big size that presents opportunity in every side of accounting."

The graduate program allows you to rotate in different parts of the business and this creates a fantastic opportunity to understand and learn different tasks. Every six months we rotate in a different unit to be able to learn the specific accounting practice that we need. It helps greatly with the CAANZ/ CPA program. These rotations are also great to form connections with other graduates and other professionals throughout the business and the country.

As part of the programme we also have a mentor assigned. This is a professional with years of experience that can help and guide us through the challenges that this journey presents now and then. Overall, I can say I feel very lucky to be part of this team and I believe this will just be the starting point of a great career here in Fulton Hogan."

Development opportunities

Setting goals and objectives

At Fulton Hogan we encourage you to work on both your professional and personal development.

Your technical knowledge and skills give you entry into the industry, but your on-going career success will depend on yourself and your ability to lead and manage others. We will help and coach you with these things – but it’s up to you to develop them further. If you do decide to learn them, we will support you with opportunities, feedback and encouragement.

Here are some activities that can help you set goals that challenge you and stretch your comfort zone.

Often the words ‘goals’ and ‘objectives’ are used interchangeably. In the context of goal setting, it is important to differentiate the practical meaning between the two.

A goal is the outcome you intend to achieve. The objective is the measurable, specific action you take to achieve the goal.

- To achieve your goals, which resources should you collect?
- Which skills should you develop? What knowledge should you acquire?
- Is there anything significant you should achieve before you can reach your goals?

Formulate the answers to these questions as your objectives, in writing.

Note that objectives are also more than just activities. They still contain some challenge in them. Activities are things that you just do. So, while a particular goal is important to you on its own, objectives and activities are important too, but not on their own.

If an objective or activity does not work to help achieve your goals, change or replace that objective so that it does.

To achieve success, you need both persistence and flexibility. When you face difficulties and unexpected problems, use all your persistence and determination to stick to your goals. But always stay flexible with your objectives and activities. If the way you do things now doesn’t work, try another way. Keep trying until you find the one that works.

Don’t change the ends, change the means. And never forget the difference between ends and means, between goals and objectives.

Rotations

The following areas of our business are part of the rotation cycle;

- Surfacing/paving, Construction, Maintenance, Asphalt production, Laboratory services
- Transportation and heavy plant services
- Business administration

Rotation cycles will vary dependent on the region you are based in. Where possible, we’ll try our best to rotate you around at least twice within 12 months. However, please remember we can’t always get you to all our core business areas within the rotation cycle guidelines, so please keep this in mind and be flexible with arrangements.

Your manager and regional graduate programme coordinator will communicate your rotation cycle with you directly.

At the end of each rotation you will complete a Rotation Report Form. This gives you a chance to feedback on your rotation with a specific focus on:

Social media

You will be invited to an online graduate group forum so you can chat to your fellow grads!

Professional bodies

Fulton Hogan supports its people with memberships across various professional bodies e.g CA, IPENZ. Talk to us about the opportunities available to you.

- Operational exposure – empowerment to make decisions and real field based work experience at the coal face.
- Involvement in contracts administration or tender process.
- Technical analysis – in areas that regions/zones are capable of delivering such as pavement/asphalt design, laboratories and other industries.

Mentoring

Our mentoring programme offers personalised development for all programmes. Early Careers team members are paired with experienced technical and professional team members, who guide them through competency assessments and provide feedback on work episodes and continuing personal development. The relationship lasts initially for a year and continues based on mutual agreement.

Key to maximising the mentor relationship is clarity of roles and goals, adequate preparation for meetings, and establishing procedures for addressing any issues that may arise. The partnership is built on openness, encouragement, mutual trust, and a commitment to learning and sharing professional and personal skills.

As well as a mentor, you maybe be assigned a buddy that can support you with more day to day knowledge and understanding of the business, processes, etc.

Mentors and buddies provide guidance in safe work practices and technical skills, fostering an environment for practical learning and skill development. Regular meetings with set objectives ensure progress tracking and problem-solving.

Learning modules

Ethics	Safety - Health and Safety
Safety - Safety in Design	General technical - Quality control and assurance
General technical - Risk management	General technical – Financial management
General technical – Project management	General technical – Contracts (basic)
General technical – Sustainability and environmental impact	General technical - Innovation
Professional acumen – Networking	Professional acumen – Diversity and culture
Professional acumen –Developing leadership potential	Professional acumen – Career planning

