



Make it yours

with Symal's Ignite Graduate Program

Experience the excitement of igniting your career in our evolving construction company where people and performance make amazing things happen.

Symal Ignite Graduate program



We build great things.

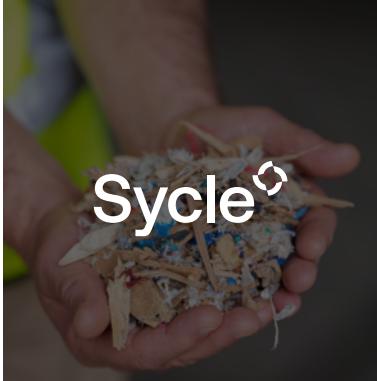
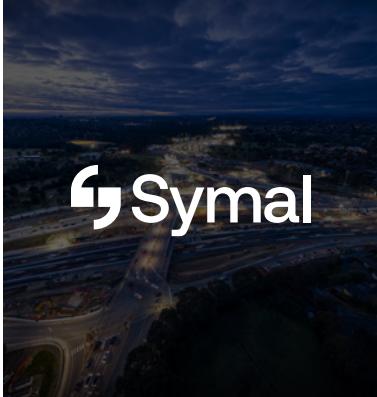
At Symal, we do things a little differently. We're a diversified services group, tackling projects across Australia's most critical industries.

We've built our business by backing good people, trusting them early and giving them the opportunity to grow. Ignite reflects that. It's designed to help you learn fast, feel supported and build a career you can genuinely brag about.

No two Ignite journeys look the same. You'll explore different areas of the business, discover what excites you, and be part of a live project team from day one, giving you the skills and confidence to shape a path that's truly yours.

So put your best foot forward and let's ignite your career!

Nabeel Sadaka
Chief Executive Officer





Ignite your career with Symal

The best way to get stuck into a career in construction is by getting hands-on. That's where our graduate program, Ignite, really shines.

This immersive experience pairs graduates like you with industry experts, providing you with a 360 degree overview of the world of construction. From live sites to behind-the-scenes planning, we'll equip you with the knowledge and practical skills you need to light up the industry.



We build better together

We roll up our sleeves, get stuck in and never forget to share a laugh along the way. From day one, you'll join a team that values your ideas, supports your growth and celebrates diversity.

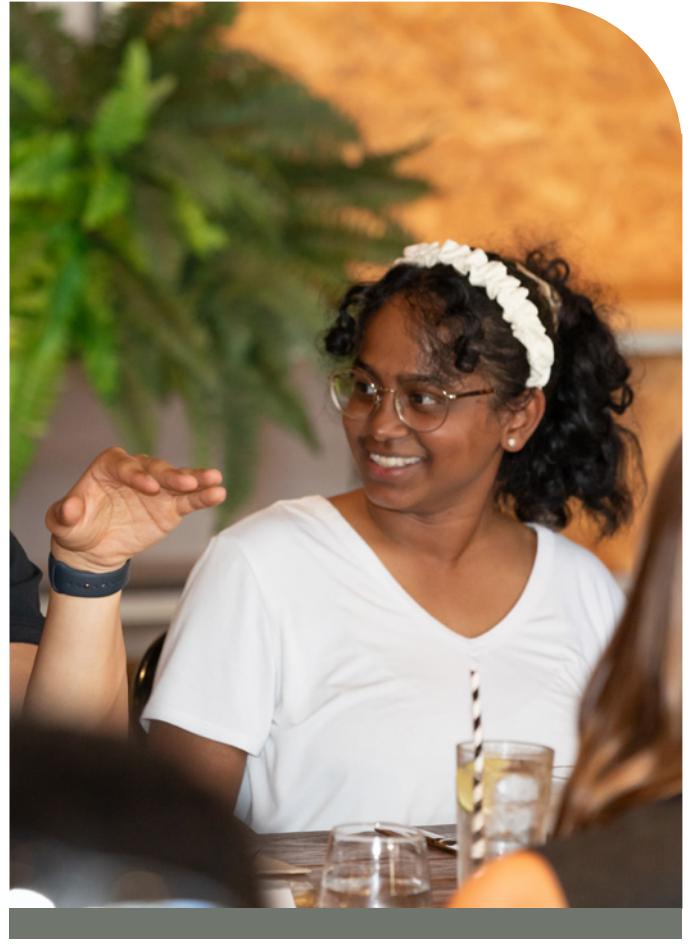
And yes, we have fun too. Our social calendar is packed with team events, half-day Fridays and local charity initiatives that bring people together and make work just that bit more enjoyable.



We innovate with intent

Innovation is in our DNA. You'll learn by doing across every part of engineering, tackling real challenges while building practical skills that stick.

You'll have access to industry-leading training, work alongside mentors who back your ideas and connect with people who inspire you. It's a chance to explore, experiment and grow, all while shaping a career that's truly yours.



We push what's possible

We love a challenge. Ignite enables you to take ownership of your growth, dive into diverse areas of the business and tackle large-scale projects that push your limits.

With mentors to guide you and the freedom to work at your own pace, you'll stretch your skills, explore what excites you and discover just how far you can go.

A chance to leave your mark

There's no better illustration of our breadth of experience than the diversity of the sectors we work in across the country.

As part of our graduate program you'll be exposed to some of the nation's most prominent construction projects.

Picture your fingerprints all over the projects you'll help bring to life.



Melbourne Renewable Energy Hub

Power and renewables

Victoria



Eastern Freeway Upgrades

Transport

Victoria



Memorial Drive Road Embankment

Transport

New South Wales



Gawara Baya Wind Farm

Power and renewables

Queensland



Hawthorn FC Kennedy Community Centre

Community infrastructure

Victoria



Myambat Explosive Ordnance Depot

Defence and security

New South Wales



The Greenline Project

Community infrastructure

Victoria



Cedar Party Creek Bridge Replacement

Transport

New South Wales



Pimpama Sewage Treatment Plant

Waste, recycling and resources

Queensland



Hanwha Armoured Vehicle Centre of Excellence

Defence and security

Victoria



Rugby Victoria

Community infrastructure

Victoria



What you need to know

Who can apply?

Ignite is for graduate engineers who want hands-on experience from day one. If you're curious, driven, enjoy teamwork and learning by doing, you'll fit right in.

Applications open in March each year for students who have completed an undergraduate degree in Australia or New Zealand in the last two years.

Successful applicants will officially join our Ignite Graduate Program in the February after graduation.

How do I apply?

Applying for the program is simple. To get started, head to symal.com.au/programs/ignite and fill in the online form.



What the process looks like



Apply online

Apply through our graduate portal at symal.com.au/programs/ignite.



Let's chat

Time to talk details. If we're a good match, we'll reach out to talk more about how you'd fit into the Symal team.



Face to face

Next step, come by the office and meet some of our leaders for an interview.



Crossing the t's

The last touchpoint before sealing the deal, we'll reach out to your references and organise any other relevant pre employment checks.



Welcome to the team!

We'll give you a call to share the good news, and follow up with a formal letter of appointment, after which your onboarding journey begins.



Strategically located

With offices stretching from Townsville to Adelaide, Symal is a national construction company with boots on the ground, strong local partnerships and projects that span capital cities and regional communities. We're building better, together.

1,500
workforce and growing.

22
locations across Australia.

87
Ignite graduates since inception.



 **Symal**

See what we're
up to on socials!

symal.com.au

