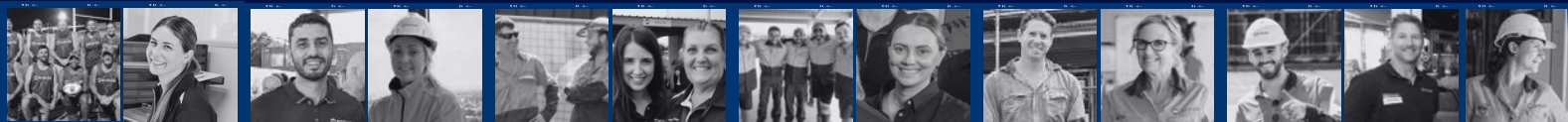


GRADUATE PROSPECTUS

2025/26



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WHY SITZLER?

At Sitzler, we take pride in shaping the next generation of industry leaders. Our Graduate Program is designed to provide hands-on experience, structured learning, and career progression within an innovative and supportive environment.

JOIN US AND BE PART OF A COMPANY THAT SPECIALISES IN DEFENCE, REGIONAL AND REMOTE PROJECTS, DELIVERING IMPACTFUL AND HIGH-PROFILE INFRASTRUCTURE ACROSS AUSTRALIA.

Gain the competitive edge at Sitzler with:

- Exposure to landmark defence, civil, health, civic, commercial and industrial projects.
- Genuine opportunities throughout Australia – urban, regional and remote areas.
- Structured rotations covering key disciplines and roles throughout pre-contracts, project and construction management.
- Connect with your cohort through a dedicated graduate web portal for resources and networking.
- Develop career clarity with personalised career pathways tailored to your aspirations.
- Industry networking and professional development opportunities.

MEET THE TEAM

Established in 1976, Sitzler has been operating for nearly 50 years.

Under the ownership of Steve Margetic and Michael Sitzler for the past 30 years, the company has continued to grow, building on experience, technical capability and a reputation to deliver exceptional results.



Steve Margetic

Managing Director

Michael Sitzler

Director

A leadership team committed to supporting you to reach your full potential.

Executive Management Team



Adrian Hermens
Chief Financial Officer



Jo Norton
People and Performance Lead



Jason Miezio
Defence Sector Lead



Kim Storey
Compliance Manager



Michael Zampa
IBE Operations Manager



Mick Trlin
Risk & Commercial Lead



Scott Mathews
Construction Lead North



Peter Chater
Construction Lead South



Rod Jeffrey
Civil Lead

OUR PROGRAM



Duration

- 2 years.



Eligibility

Open to:

- Recent graduates (up to 3 years post-grad)
- Australian citizens or permanent residents
- Pre-employment medical
- National Police Check



Qualifications

- Construction Management
- Civil, Mechanical, Electrical Engineering
- Information & Technology, Computer Science, Data Science.



Disciplines

- Building
- Civil
- Information & Technology.



Rewards and benefits

- Competitive package, reviewed annually.
- Offer of Ongoing Employment (based on successful completion of the program).

YOUR GRADUATE JOURNEY

Embark on a structured, supported, and exciting journey designed to accelerate your career and build lifelong capabilities.

Here's what you can expect as a graduate in our program:

Learning and Development

We will provide you with on-going learning opportunities that will ensure you are able to meet the core competencies.

- Structured training calendar covering technical and professional skills
- Workshops, online modules, and accredited learning
- Sessions on leadership, presentation skills, emotional intelligence, communication, stakeholder management and how to network and influence

Feedback and Growth

There will be regular opportunities to gain feedback on your progress throughout the program.

- Rotation reviews
- Formal performance appraisal every year
- Goal setting and career development planning
- Continuous feedback to support your progression

Mentorship

We recognise the importance of good mentoring. We will:

- Pair you with an experienced mentor
- Support you with a Graduate Program Coordinator and rotation Supervisors
- Provide regular check-ins and career coaching



Career Pathways and Transition

As you progress through your graduate program, we will assist you to:

- Prepare for transition to an on-going role or career with Sitzler (subject to mutual agreement and/or operational needs)
- Understand your career options with one-on-one guidance
- Opportunities to specialise or embark on leadership pathways
- Celebration of program completion

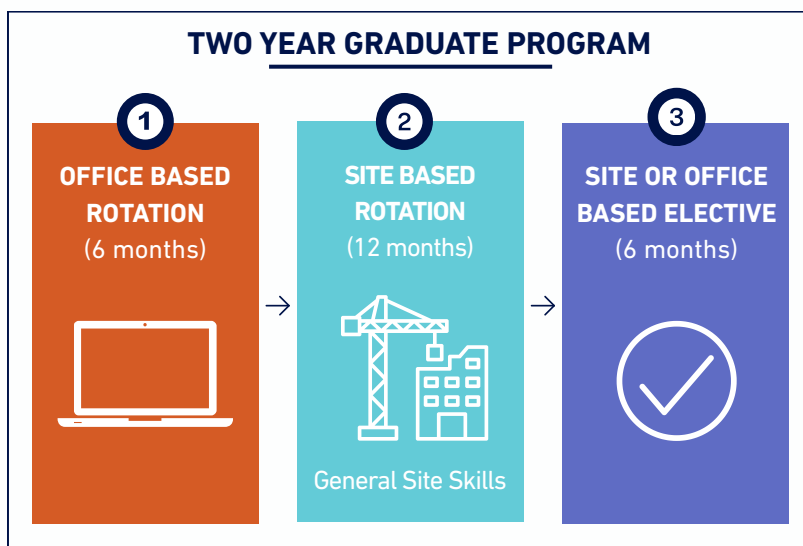
Next Step in Your Career

Throughout the program, you'll develop the skills, confidence and relationships to thrive in a dynamic and challenging career with Sitzler while gaining valuable practical experience.

ROTATIONS

Civil/Building Graduates

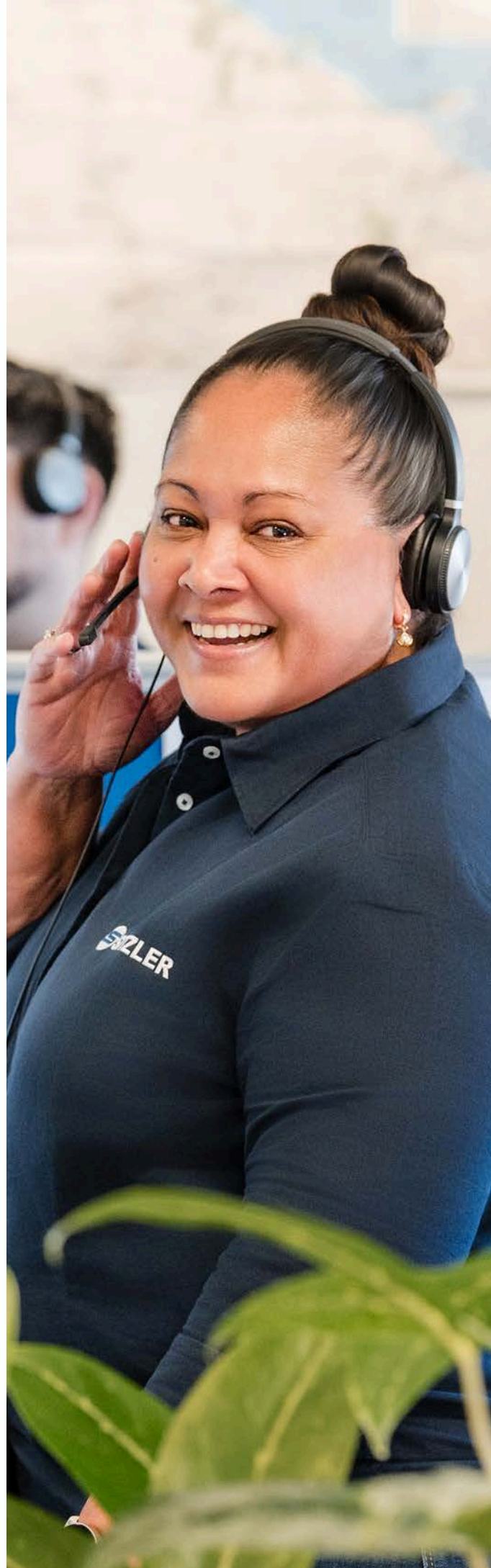
There will be three rotations. They will allow you to gain hands-on experience on real projects, and will assist you to build technical, commercial, and leadership capabilities.



IT Graduates

The IT graduate pathway offers a flexible rotation model, providing broad exposure across diverse projects, teams, and functions.

Unlike fixed schedules in other streams, this approach supports tailored development aligned with business needs and individual interests, delivering a rich and varied experience over the two-year program.



HOW TO APPLY?

Applying for our Graduate Program is a straightforward process designed to help you showcase your strengths and career aspirations. Follow the steps below to submit your application:

Step 1

Check your eligibility

Before applying, ensure you meet the following criteria:

- Recently completed (within the last 3 years) or in the final year of a relevant undergraduate or postgraduate degree
- Citizenship or Permanent Residency
- Be willing to do a remote and regional rotation during the program
- Be able to satisfactorily complete a national police check and pre-employment medical.

Step 2

Prepare your application

You will need to submit:

- Resume – outlining your education, work experience, and extra-curricular achievements
- Academic Transcript – an unofficial copy is acceptable at the application stage

Step 3

Submit your application

Applications must be submitted online via our Careers Portal by **12 October 2025**.

Apply via: www.sitzler.com.au/careers

Step 4

Application review and selection

Our recruitment process typically includes:

- Screening Assessment
- Panel Interview/s: in person or on Microsoft Teams
- Reference Checks

We aim to keep you informed at each stage of the process and will notify you of the outcome as soon as possible.



Scan to apply



Need Help?

If you have any questions about the application process or require assistance, please contact our Graduate Program Coordinator at graduates@sitler.com.au for a confidential discussion.

YOUR CAREER OPTIONS AT A GLANCE

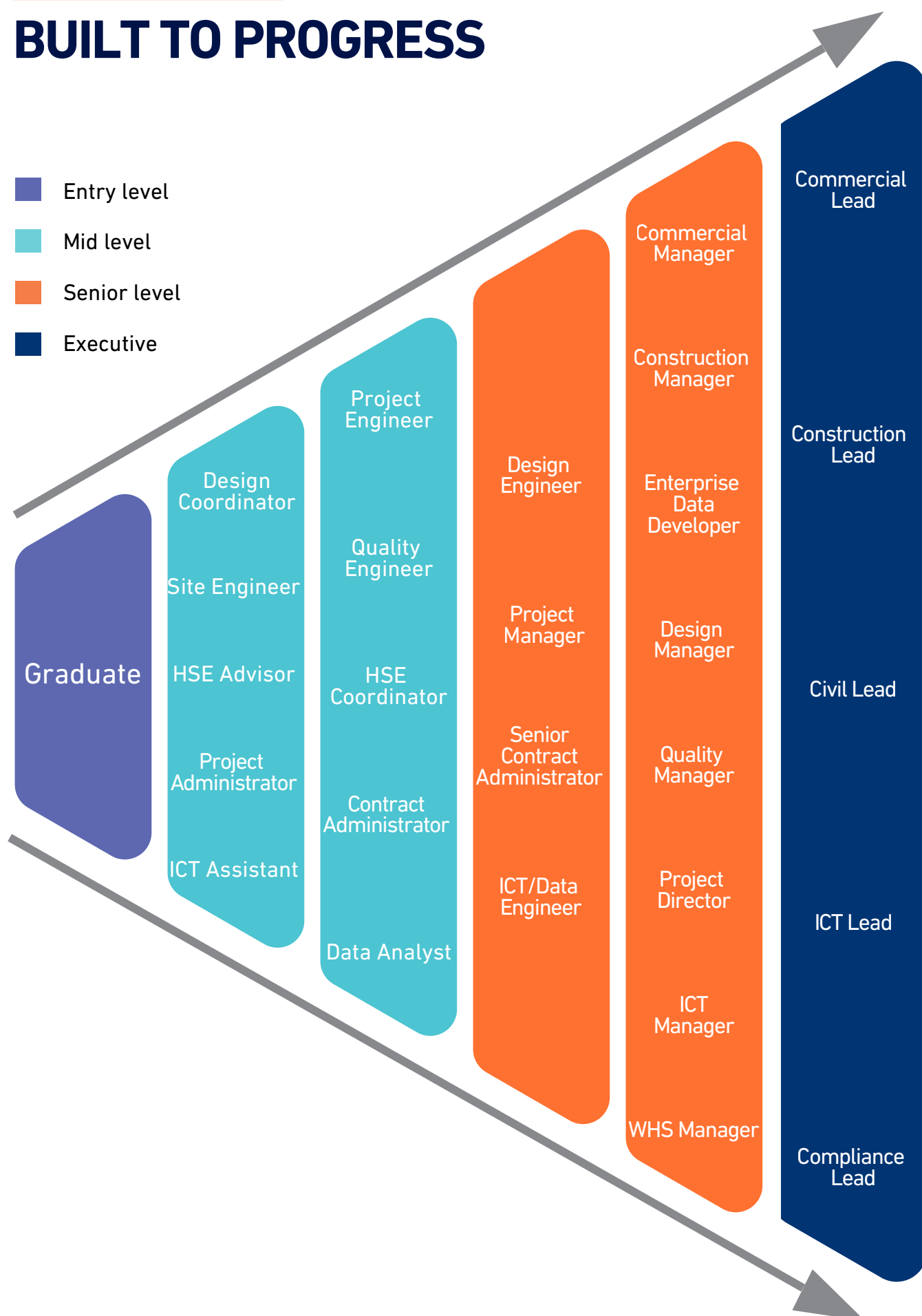
BUILT TO PROGRESS

Entry level

Mid level

Senior level

Executive



*Further information about the roles will be provided as part of the graduate program in support of your career aspirations.

WHY SITZLER?

TESTIMONIALS FROM OUR PEOPLE.

“

Working at Sitzler for more than ten years has been an incredible journey. I've watched the organization grow, and I am proud to have grown with it.

The company invests in its people and truly cares. It's not just a workplace — it's a community where you feel appreciated and empowered every day.

Richard - Construction,
10 years

“

Genuinely appreciate support from Sitzler management and career opportunities.

David - Construction,
3 years

”

“

My time at Sitzler has been extremely positive, I am obviously appreciative of the opportunities I have been given to date, and the personnel I've worked alongside.

James - Construction,
4 years

”

“

I really enjoy working at Sitzler and within my current team. I enjoy coming to work everyday.

Adam - Construction,
2 years

”

“

My time with Sitzler has been extremely productive and successful. I am thoroughly enjoying the company's people, diversity and industry engagement.

Steven - HSE & Quality,
18 months

”

“

I've been with Sitzler for eight years and have had the privilege of watching the company grow from just 65 employees to nearly 300. What sets Sitzler apart is the rare balance it strikes - offering genuine Tier One opportunities and clear career development pathways, while still maintaining the personal, connected culture often lost in larger organisations. I'm proud to be part of Sitzler and to play a role in delivering outstanding projects across Australia.

Amanda - Precontracts, 8 years

”

“

After 10 years I still enjoy working at Sitzler and it's a fantastic culture that has been created by the Directors.

Mark - Civil, 10 years

”

“

I continue to love working at Sitzler, love the role and the people.

Chris - Precontracts, 2 years

”

“

I am enjoying the team dynamic and feel that my contributions to the team are valued.

Rebecca - People &
Performance, 2 years

”



www.sitzler.com.au