GRADUATE PROSPECTUS

2026/27



SITZLER

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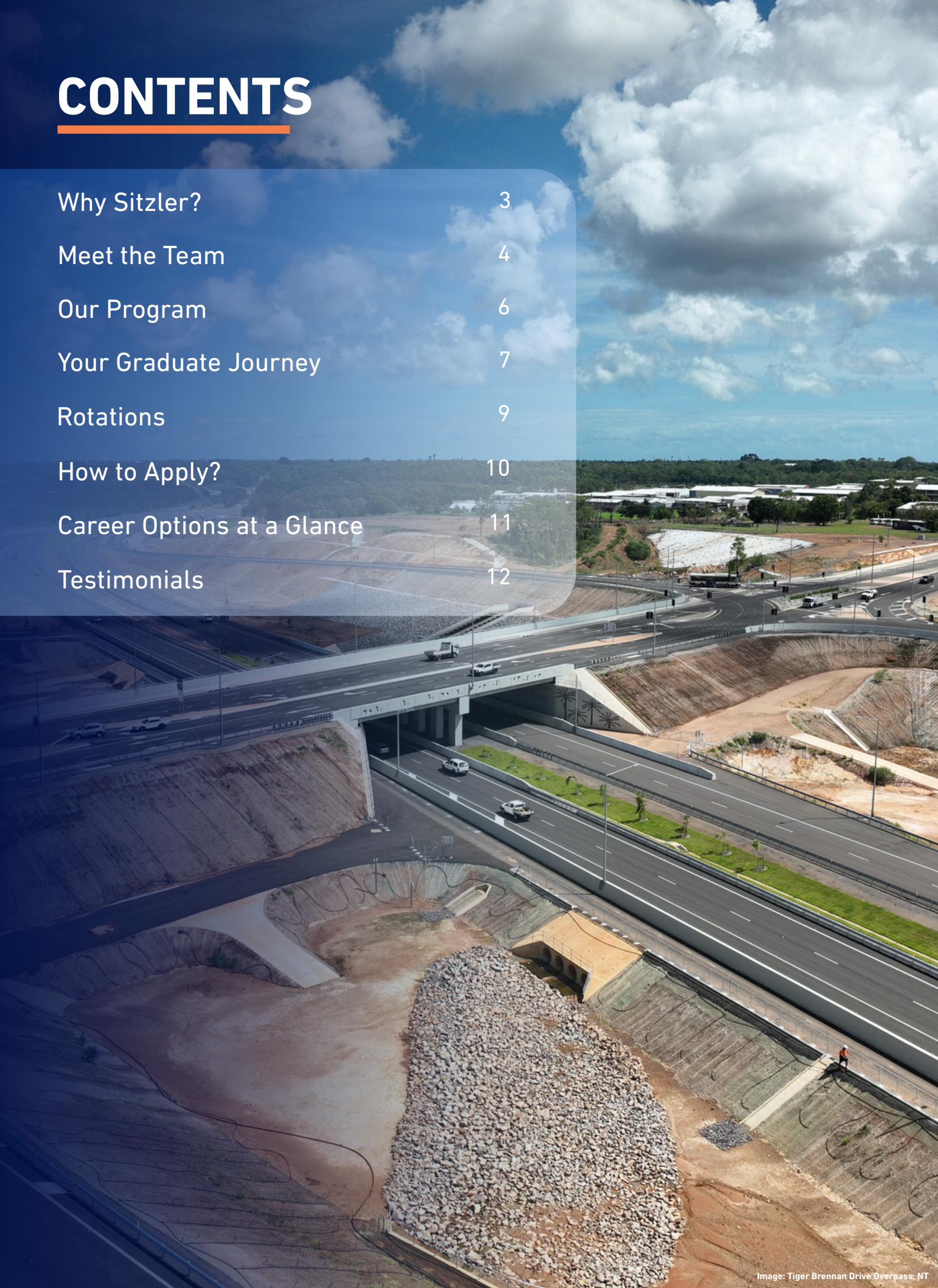


Image: Tiger Brennan Drive Overpass, NT



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.

OUR CULTURE AND VALUES

We foster a culture built on respect, collaboration, and safety, where every individual has the opportunity to contribute, grow, and succeed. By bringing together diverse skills, experiences, and perspectives, we create a workplace that encourages innovation, problem-solving, and continous improvement.

We are committed to supporting our people through training, career development, and wellbeing initiatives, ensuring they have the tools and confidence to deliver excellence across every project. Guided by integrity, accountability, and teamwork, we build strong relationships with our clients, partners, and communities.

MEET THE TEAM

The Directors



Steve Margetic AM, Director

Steve was appointed Managing Director of Sitzler in 1988. Under Steve's leadership Sitzler has transitioned from a respected local Northern Territory company, to a trusted national construction specialist.
Steve has driven a program of cultural and technical change within the company to create a high level of trust and respect in Sitzler's approach to managing design, delivery and project completion.



Michael Sitzler, Director

Michael was appointed Director of Sitzler in 1991. He brings significant directorship experience to the company and has a strong focus on property management and development, environmental management, and commercial and retail management.
Michael has led the strategy for the sustainable growth of Sitzler's construction interests.

Executive Leadership Team

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



Jacob Latter
Chief Executive Officer



Adrian Hermens
Chief Financial Officer



Jo Norton
People and Performance Lead



Jason Miezio
Defence Sector Lead



Jason King
SA Regional General Manager



Peter Chater
Operations Manager WA & SA



Kim Storey
Compliance Manager



Michael Zampa
IBE Operations Manager



Scott Mathews
Construction Lead North

OUR PROGRAM

Duration

- 2 years.

Eligibility

Open to:

- Recent graduates (up to 2 years post-grad)
- Australian citizens or permanent residents
- Pre-employment medical
- National Police Check

Qualifications

- Construction Management
- Engineering (Civil, Structural, Mechanical, etc.)
- Project Management
- Estimating or Quantity Surveying

Disciplines

- Building
- Civil
- Services (Electrical, Mechanical)

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.

TWO YEAR GRADUATE PROGRAM

PROFESSIONAL ROTATION
(6 months)

→

SITE BASED ROTATION
(12 months)

General Site Skills

→

PROFESSIONAL ROTATION
(6 months)



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 2 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 November 2026**.

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.

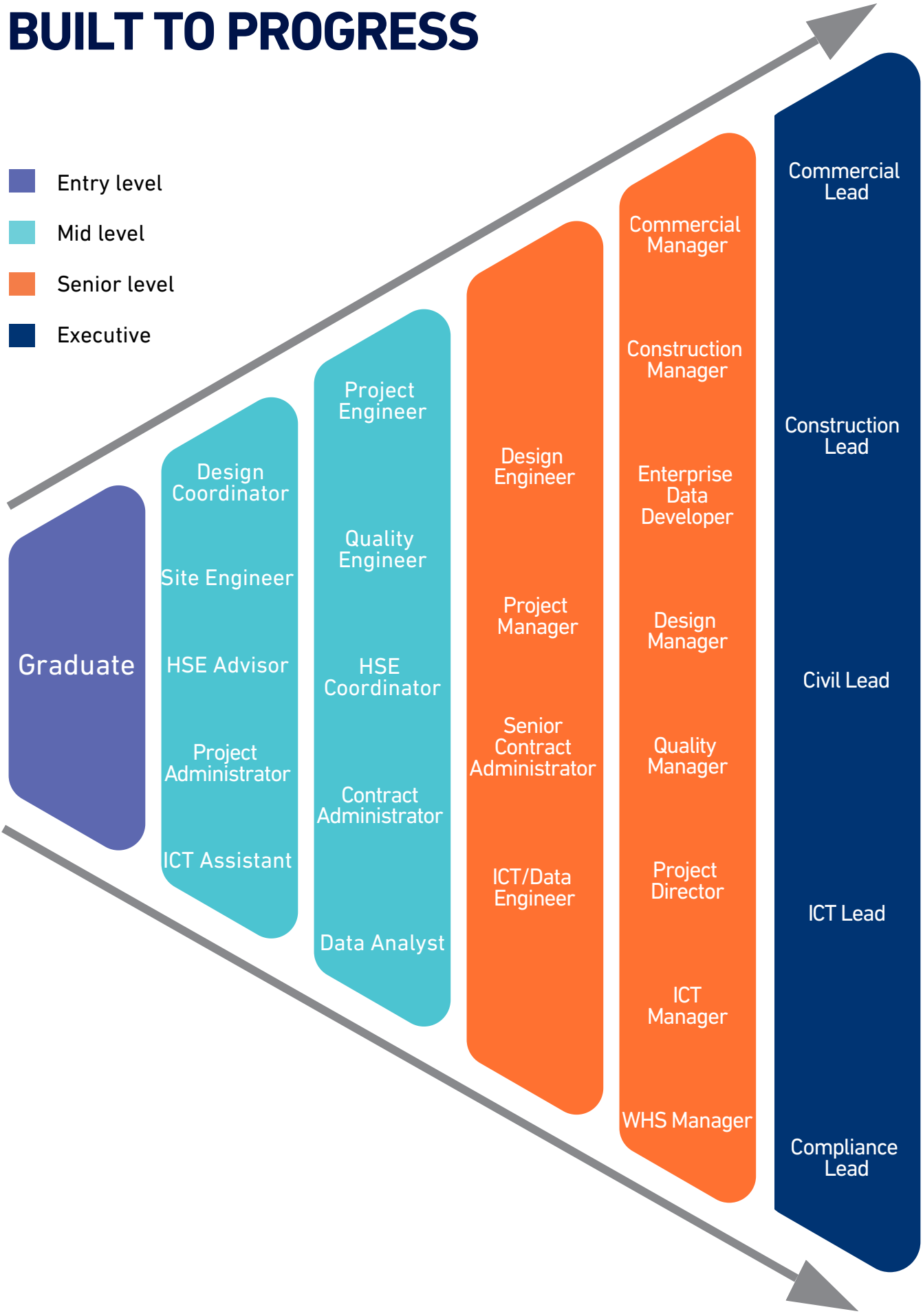
Scan to apply

Need Help?

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

YOUR CAREER OPTIONS AT A GLANCE

BUILT TO PROGRESS



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

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, 11 years

I'm grateful for the opportunity to be part of Sitzler's graduate program. Working with different teams has provided valuable mentorship and hand-on experience, helping me develop my skill and gain valuable industry knowledge. I look forward to continuing to learn and grow with the team.

Julia - Graduate Engineer, 1 year

The graduate program has given me the opportunity to develop my experience across multiple disciplines and has given me a greater understanding of the construction industry. I've gained confidence from being able to learn from professionals while working on a diverse range of projects and always felt included and supported at every stage of my professional development.

Julie - Graduate Engineer, 1year

I've been with Sitzler for nine 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, 9 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, 11 years

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

Rebecca - People & Performance, 3 years

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

Chris - Precontracts, 3 years



sitzler.com.au

Disclaimer: Sitzler Pty Ltd endeavours to ensure that the information contained in this publication is current and correct at the time of publication (September 2026).