

Careers at Cardno



**Engineer  
the perfect  
Australian  
lifestyle**



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# Life in Australia

## **Welcome to Australia**

Working at any of Cardno's Australian offices you can live, play and connect with the people, culture and lifestyle that Australian's treasure.

At Cardno, we appreciate that our people are the future of our company. We also understand that relocating to Australia is a significant lifestyle transition. Cardno is committed to supporting and enriching our employees' lives on both a professional and personal level.

As a diverse multidisciplinary professional services business you can be sure to find an area of interest. Depending on your discipline specialty, you could advance and develop your career working on a variety of projects, ranging from designing major transport infrastructure, supervising environmental rehabilitations and modelling tidal currents to advising clients on water reduction strategies.

The opportunities and variety are endless.





# Shape your future with Cardno

From our foundations as a consulting engineering business Cardno has diversified and grown. Today Cardno is a rapidly expanding multidisciplinary professional services firm with an increasing global reach, making it an exciting time in our history.

We understand our employees are the future of Cardno. We offer rewarding career opportunities across a variety of engineering and professional services fields. Whatever your ambition, engineering discipline, or professional skill, Cardno will tailor an individual career plan that is challenging, fast paced and diverse.

Every person who works at Cardno is an important member of the team. As a publicly listed company, employees make a direct contribution to our success.

In return, via Cardno's Employee Shareholder Plan, the company's achievement can benefit everyone. Working together and sharing the vision we can make a difference to social and physical infrastructure for communities throughout the world.

I look forward to welcoming you to Australia and to the Cardno team.

A handwritten signature in blue ink, appearing to read 'A Buckley', with a long horizontal line extending from the end of the signature.

**Andrew Buckley**  
Managing Director

# Fast Facts

## **What does Cardno do?**

Cardno is an integrated professional services provider, delivering specialist advice to create or improve physical and social infrastructure that underpins communities around the globe.

## **Engineering and Professional Services Disciplines**

Civil, Structural, Environmental; Planning/Project Management and Asset Management; Traffic and Transport; Geotechnical; Surveying; Landscape Architecture; and International Development Assistance.

## **Areas of Specialty**

Bridges, Building Hydraulics, Coastal and Ocean, Environmental, Geotechnical, Hydraulics Hydrology and Water, Landscape Architecture, Management Services, Solid Waste Management, Sporting Facilities, Structures, Surveying, Traffic and Transport, Town Planning, Urban Development, Water and Wastewater, International Development Assistance, Software Engineering.

## **Australian Office Locations**

**Queensland:** Brisbane (Head Office), Gold Coast, Toowoomba, Springfield, Sunshine Coast, Hervey Bay, Bundaberg, Rockhampton, Mackay, Townsville, Cairns. **New South Wales:** Sydney, Wollongong, Gosford, Newcastle, Ballina. **Australian Capital Territory:** Canberra. **Victoria:** Melbourne. **Western Australia:** Perth, Busselton. **Northern Territory:** Darwin.

## **Countries of Representation**

Australia, New Zealand, United States of America, United Kingdom, United Arab Emirates, Papua New Guinea, Indonesia, Belgium, Kenya, and additional project offices located globally.

## **Key Benefits**

Industry Benchmarked Remuneration, Salary Packaging, Employee Share Plan, Career Advancement Opportunities, Mentoring and Training.

## **Application Procedure**

Email your resumé and application letter to [careers@cardno.com](mailto:careers@cardno.com) or call +61 7 3369 9822 for additional information.

# The Business

The original engineering practice from which the Cardno group evolved commenced operations in Brisbane, Australia in 1945.

Since then, Cardno has grown from strength to strength through the acquisition of local and international firms, and the organic growth of existing operations. In 2004 Cardno listed on the Australian Securities Exchange to position the company for further growth.

Cardno now has more than 60 permanent and project offices in Australia and around the world, with the head office in Brisbane, Australia.

At Cardno, management and employees adopt a common focus of continued growth, innovation in design, delivery of service excellence and achievement of financial performance. This focus is reflected in Cardno's corporate vision and mission.

**Cardno's vision is to be a world leader in the provision of professional services for the improvement of physical and social infrastructure.**

Cardno provides services to plan, design, manage and deliver physical and social infrastructure for international and local communities. We will achieve our vision of being a world leader through:

**People** – attracting, developing, retaining and rewarding valued personnel

**Clients** – understanding and meeting client's expectations

**Growth** – sustaining and expanding our profile and markets

**Quality** – continually improving our processes and service delivery

**Performance** – creating shareholder value.

# Profile #ONE



*Adrian and his family enjoy the relaxed outdoor Aussie lifestyle and on weekends get away for camping and beach trips.*

## Adrian Sains Civil Infrastructure Manager

The decision to move to Australia was an easy one for Adrian Sains, now a Senior Manager of a large civil engineering team at Cardno.

Adrian and his family visited Australia for a six week holiday in January 2005 and within weeks of returning home to Cheshire in England, began planning the move to Australia permanently.

"We returned to England and asked ourselves 'what are we doing here?'" said Adrian.

"The decision to move to Australia was easy for me. My wife is Australian and although she had lived in the UK for 20 years the timing was right.

"The children were at the right age. My eldest daughter was about to start senior school and I knew if we were going to move, we should do it before she started high school."

For Adrian, the main reasons for the move were the lifestyle benefits and the career challenge.

"I did a lot of market research prior to the move. I looked at the Australian economy, cost of living, standard of housing, education and lifestyle. It all added up."

Adrian found that he could comfortably afford a four bedroom detached home with a pool only 10 kilometres from the Brisbane CBD.

"The kids helped us pick the house, and we couldn't be happier," said Adrian.

Adrian and his family enjoy the relaxed outdoor Aussie lifestyle and on weekends get away for camping and beach trips.

"I have also been very fortunate in my employment, and am enjoying the challenge of working for Cardno," he said.

Adrian is a Senior Manager within the Cardno group. He leads a team of 36 engineers and designers and is currently Project Director for engineering infrastructure planning for one of the largest new town developments in Australia.

"It's an exciting time to be here, the growth is phenomenal," he said.

Adrian previously worked for British Waterways, a public corporation, so found the prospect of working for a consultant challenging.

"As an organisation Cardno is very client focused, and has outstanding technical knowledge and a great reputation, so it was great to join such a group.

"Cardno is very people focused. They really look after you."

# Profile #TWO



*"Since arriving in Australia I have travelled around Queensland, been to Uluru, the Great Barrier Reef, Sydney, Melbourne, and spent a day at the Ashes."*

## Matt Bower

### Senior Asset Management Engineer

After driving an hour to work and an hour home for five years Matt Bower got to thinking there was something else out there. He began looking at opportunities within the UK and then expanded his horizons to include New Zealand where friends had travelled and enjoyed their experience.

Matt applied for and was offered two jobs. But with the wisdom of his father ringing in his ears saying “Matt, could you really see yourself living there?” he turned them down.

After more hunting Matt saw the perfect job, which ticked all the boxes, but it was in Australia, a country he had never visited. After applying for the job, followed by a number of phone interviews and a video conference, Matt was applying for a four year sponsored working visa.

Six months later he arrived in Brisbane with his trusty Lonely Planet guide to show him the way. Cardno arranged for short term accommodation and then it was up to Matt to work out his new city: where to live and, importantly, where to grab a pint.

For Matt, moving to Australia has been an amazing experience, something he has no regrets about but admits is surreal. The one thing he does miss is his Manchester United season ticket.

Matt says the differences between working within the Australian water environment compared to the UK water sector are minimal.

“There are many minor differences, but there are so many similar issues and challenges. The opportunities to expand your experiences within Australia are greater than in the UK. Back in the UK, I was working in the utilities sector receiving support from consultants, but now I am in the consulting field which has given me the challenge I was looking for,” Matt said.

“The culture of Cardno has allowed me to socialise with staff and management easily. I have made friends through work, especially through sporting teams. Making friends is really about putting yourself out there and making an effort to meet people, it’s hard, but no one really bites,” he said.

“I always knew I wanted to live abroad, I just wasn’t sure where. Brisbane is perfect: it’s the gateway for travelling to the rest of Australia and aboard such as the Pacific Islands, South East Asia and Japan,

“Since arriving in Australia, I have travelled to Ayers Rock (or Uluru as the locals call it), around Queensland including the Great Barrier Reef, Sydney, Melbourne, and spent a day at the Ashes,” Matt added.

# Why Cardno?

With expertise across a range of disciplines, Cardno is a valued resource for federal, state and local governments as well as private clients in the construction, environment, transportation, property development, water resources, telecommunications, waste, international aid, marine and coastal, agriculture, manufacturing and mining fields.

Cardno offers competitive remuneration, career mentoring and training as well as the ability to work in regional areas or larger cities. Almost all of our vacancies are based in coastal areas so Cardno can offer a challenging career as well as lifestyle benefits. From the Great Barrier Reef in the north to the Twelve Apostles in the south, Cardno currently has dynamic professional positions at mid and senior levels available across Australia.

Cardno's key support programs include:

- ▶ Employee Share Plan and Referral Program
- ▶ Superannuation and Insurance Benefits
- ▶ Employee Assistance Program / Confidential Counselling Services
- ▶ Health Insurance
- ▶ Training and Development Opportunities
- ▶ Salary Packaging
- ▶ Annual Career Development Review

For more detailed information regarding Cardno's staff initiatives and incentives please speak to a Cardno Human Resources representative or visit [www.cardno.com](http://www.cardno.com).

## **Exciting Projects**

Cardno staff work on exciting and challenging projects worldwide. Some current notable projects include:

- ▶ Gateway Bridge Duplication, Brisbane, Australia
- ▶ Desalination Plant, Gold Coast, Australia
- ▶ Basic Education Program, Indonesia
- ▶ Palm Jebel Ali Marina Development, Abu Dhabi, United Arab Emirates
- ▶ VRC Flemington Racecourse Redevelopment, Melbourne, Australia
- ▶ Whitby Development, Wellington, New Zealand

# Beginning life in Australia

Starting a new life and job in Australia is a dream for many. Today, Australia boasts a rich tapestry of culture, liveable cities, seasonal climates, and spectacular landscapes. The booming economy and world class education and health systems make Australia's standard of living second to none.

Australia's unique culture and customs are heavily influenced by diverse traditions, folklore, and the backgrounds of more than 200 nationalities.

Australia is one of the most multicultural nations in the world. Although English is the predominant language in Australia, commonly spoken languages include Italian, Greek, Cantonese and Arabic. Australia's eight capital cities, scattered along the coastline, bring together a distinctly European passion for food and art, with a relaxed lifestyle heavily centred on a love of sport and the outdoors.

For more information on Australian culture and history visit [www.dimia.gov.au](http://www.dimia.gov.au).

Australia's varied seasonal climate makes it a great place to live, work, and play. For more detailed information about Australia's climate visit [www.bom.gov.au](http://www.bom.gov.au).



# Profile #THREE



*"The lifestyle in Australia is unbeatable. We have made friends easily through the South African community as well as good Australian friends through our children."*

## Gary Patterson Design Engineer

It took four years for this South African to make the move to Australia, after a holiday here in 1996.

Gary and his wife had been thinking of emigrating for some time, with the USA, Canada, New Zealand and Australia on their list. For three years, they held onto the forms before deciding to 'go for it'.

"The US and Canada were culturally and geographically too different from South Africa and New Zealand was too small. Australia has a climate and lifestyle culture similar to South Africa," said Gary.

Before committing to moving, Gary came to Brisbane for a 'look see', because his friend, Allan, had moved to the city two years earlier. Gary met with a number of companies including Cardno, where Allan had been working for 12 months.

After meeting with Cardno in March 2000, Gary was offered a formal position but because of commitments was not able to commence immediately. Returning a few months later, Gary worked for a month at Cardno before relocating with his wife and son two months later.

The move to Australia has been a positive experience for the Patterson family.

"Although it took me two years to feel completely settled, I wish we had moved sooner. I didn't see a future for my family in South Africa," he said.

"Brisbane has so many attractions for families: great parks and beaches, South Bank, River Fire, Christmas Parades, Moreton Island, and the Gold Coast theme parks are only one hour away."

Even though he misses the mountains in South Africa, the safe environment he now lives in more than makes up for this.

Gary has found working in Australia is not so different from working in South Africa.

"In South Africa, I was working for a local authority. I have had to re-educate myself on the different terminology but on the whole the work is very similar.

"The key difference is security. I had to regularly visit sites in the townships and the risk of hijacking was steadily increasing."

"The freedom and lifestyle in Australia is unbeatable. We have made friends easily through the South African community in Brisbane, as well as good Australian friends through our children."

Gary's final advice to anyone thinking of moving to Australia is 'don't wait'.

# Profile #FOUR



*"Both kids have settled in easily, making new friends, speaking the local lingo, it's a relief knowing your children can settle and be happy."*

## Andy Lees

### Senior Hydraulic Modeller and Project Manager

In 2005 Andy Lees was looking for his next career and personal challenge. The search took Andy and his family from Brighton in the UK to Australia.

Andy, his wife Janine, and children Katie and Robert had never travelled to Australia before but with the positive reactions from family and friends, the career opportunities, warm climate, and the relaxed Queensland lifestyle, the Lees decided to call Brisbane home.

Having applied for a position at Cardno, Andy flew to Australia for an interview and a reconnaissance trip.

After his interview, a round of golf, and a few 'cold' beers with Cardno executives during his visit, Cardno offered Andy a position he could not turn down.

Although Andy does not have formal engineering qualifications, Cardno was eager to recruit him for his considerable technical experience and expertise in hydraulic modelling and project management.

From the support he was given during his visit, Andy liked the feel of Cardno and knew the company would look after his family. Naturally this was important for the Lees if they were going to relocate to the other side of the world.

"The application process took less than eight weeks to complete. Cardno was very supportive and understanding of our needs and circumstances as a family," Andy said

When asked 'Why Australia?' Andy said it was all about the timing and the lifestyle.

Before moving to Australia the Lees lived a comfortable life, but with Andy and Janine both working full time, they often struggled to spend time together as a family.

In Australia, Janine no longer has to work thanks to Andy's increased income as a Senior Planning/Modelling Engineer. Andy and Janine now spend more time with the family enjoying the relaxed Queensland lifestyle.

Andy and Janine are very happy with the free state education system and believe it provides an exceptionally high standard of education.

The health system also provided great care when Robert broke his arm with no cost incurred for the surgery and overnight stay.

"Now that we have been here for a year, we have become comfortable with the lifestyle, the city, the people and the way of life," Andy said

# Profile #FIVE



*"Moving the family to Australia was an emotional undertaking. We have no regrets and look to the future with optimism."*

## Peter Hirst Office Manager Bundaberg

For Peter Hirst, living in Australia is all about life's simple pleasures. Born and bred in South Africa, Peter and his wife Noeline are proud of where they have come from, but admit they grew tired of constantly needing to be aware of their personal safety.

The Hirsts managed their own successful engineering consultancy in South Africa for many years, but found it difficult to manage the government procurement policies affecting their business.

With family in Australia, the Hirsts made a number of visits giving them the opportunity to drive up and down the east and west coasts and experience life in Australia.

"We really noticed and enjoyed the relaxed way of life, the cleanliness of the cities, and the fact there is something for everyone to enjoy," Peter said.

After returning home from their holiday, the Hirsts decided to try Australia and the relaxed and trouble-free lifestyle it offered. They wound down their successful engineering business and began the Australian immigration process.

In 2004, selecting Brisbane as their base to explore work opportunities and visit family and friends, Peter, Noeline and their daughter Taryn began life in the city, but not for long.

By chance Peter's resume landed in the hands of Cardno Ullman & Nolan, a regional subsidiary of Cardno. Within three days of the interview, the Hirsts once again packed their suitcases and headed for Mackay, a city of 80,000, on Queensland's Whitsunday coastline 1,000km north of Brisbane.

After two years in Mackay, Peter was ready for a new career challenge and decided to take advantage of Cardno's rapid growth and diversification, accepting the challenge of opening a new Cardno office in Bundaberg 360km north of Brisbane.

"With the initial transition phase behind us, I am working as hard as I always have, but we are appreciating the lifestyle more and more," Peter said.

"For us, it's the simple things in life that have made the difference, like walking along the beach at night watching the sun set without being worried about our personal safety.

"Taryn is able to catch public transport to and from school on her own, something we would not have allowed her to do in South Africa."

Taryn has readily adapted to Australia and has settled well into high school, finding her own freedom, enjoying being a teenager, going to the movies, and being with her friends.

# How to Apply

## **Interested?**

If you are interested in living the Australian dream, working for an expanding global business, and have a passion for improving the physical and social infrastructure that underpins communities around the globe, apply at Cardno.

Call Cardno on +61 7 3369 9822 and ask to speak to the Group Human Resources Manager, or send your resume and application letter to [careers@cardno.com](mailto:careers@cardno.com).

Your application letter should indicate:

- ▶ The discipline you are applying for
- ▶ Your relevant qualifications
- ▶ Your three office location preferences (please refer to the Cardno website for a list of all office locations)
- ▶ A summary of your work experience and major professional achievements

## **Visa and Migration**

There are a number of visa options available for people who want to migrate to Australia. As Cardno is an approved Business Sponsor (by the Australian Department of Immigration) the process of sponsorship is made easier. If you have the required skills and qualifications, Cardno will assist you with visa and migration applications.

For more information regarding Australian visas and immigration please visit [www.dimia.gov.au](http://www.dimia.gov.au).

## **Contact**

For more information contact Human Resources or visit Cardno's website to register your interest.

Phone: +61 7 3369 9822

Email: [careers@cardno.com](mailto:careers@cardno.com)

Web: [www.cardno.com](http://www.cardno.com)



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