



# Be a leader, not a follower

Management Development Program

# About Hanson

We're leaders in building and construction materials, but we never take that for granted. We help to build the infrastructure of communities by working with them and being a part of them. We use world class technologies and service platforms to supply a comprehensive range of high quality concrete, aggregates and sand. We also produce road base, asphalt and sustainable and recycled construction materials for civil and infrastructure projects.

Our culture is driven by our values: High Performance, Respect & Integrity, Sense of Ownership & Accountability and Collaboration. Whilst we strive to be the best, we are humble, down to earth and authentic. These values are the backbone of our success and help to create a family friendly, inclusive and supportive workplace.

Hanson is part of the HeidelbergCement group, which employs 57,000 people across five continents. HeidelbergCement is a global leader in aggregates and has leading positions in cement, concrete and heavy building products.



*"Hanson are seen by the industry as the leaders of management and development programs, this is why I chose Hanson. The opportunity to be immersed into such a diverse and dynamic company maximises your exposure to incredible opportunities. It is the support and passion of those that surround you within Hanson that generates the excitement of working in such an exhilarating industry each and every day"*

**Jess Sargent**  
Completed Management Development Program in Victoria and is now working as a Transport Supervisor



# The Management Development Program

Our two-year, rotational Management Development Program combines internal and external management, leadership and numerous training opportunities with on-the-job experience across a range of functions and operations. This is a general management program which develops balanced leaders who take on full P&L and balance sheet responsibility for significant parts of our business.

Some of the business areas you'll enjoy exposure to as a Hanson graduate include:

- Aggregate production
- Concrete production
- Asphalt operations
- Logistics and transport
- Risk management
- Sales and marketing
- Technical

You'll complete challenging projects in each business area and have access to a coordinator and support network; a senior manager within Hanson who will help you learn the ropes, set goals, plan your development and answer any questions that arise along the way. To ensure you're fully supported as you start the Management Development Program, we'll also provide you with:

- A competitive salary
- A fully maintained company vehicle
- A mobile phone and laptop
- Genuine coaching and mentoring
- On-the-job training and external education
- Financial support for relocations within the business

We recruit in all states of Australia, with graduates expected to rotate through different operational and functional roles close to capital cities and in regional country areas.

*"My time spent in Hanson's Management Development Program has played a pivotal role in my career to date. I had access to tailored learning and development opportunities, business experiences and projects. As a grad, I rotated between various functions including accounting, commercial, logistics and operations. In addition, I was also invited to attend Hanson's annual 4-day Emerging Leaders Program, which involved daily leadership workshops, team building and key insights from senior leadership. I believe that this approach clearly demonstrates Hanson's commitment to developing its people and future leaders."*

**Sam Brown**  
Completed Management Development Program in 2018 and is now working as an Operations Accounting Analyst.

### What do we look for in a graduate?

Hanson graduates are strong team players, have an inquisitive nature and willingness to learn. They're customer-focussed, with good analytical skills and don't mind getting their hands dirty.

We are seeking recent graduates, with a well-rounded background and demonstrated competencies in communication, organisation and planning.

### Previous graduates

Some of our past graduates have taken on roles in concrete plant and quarry management, sales, risk, logistics and more. The MDP will help you find your strengths within the business and place you into a role suitable for you.

To join us, you should want to:

**Grow** – Be a life-long learner

**Results** – Join a great team with a willingness to take ownership over your business area

**Opportunity** – Take advantage of new ideas, roles and initiatives when they arise

**We'll make it happen** – Solve problems with common sense, creativity and a 'can-do' attitude

*"I have had a great journey with Hanson so far, and it all started on the Management Development Program. I completed my two years as a graduate spending time working in both Concrete and Quarries while getting some exposure to various other functions and departments. I then took on a Quarry Production and Logistics role in Karratha in WA during the mining boom, before going over to Heidelberg Head Office in Germany where I started as an Analyst and then moved into Project Management. Almost 9 years down the track and I have moved back to Australia, based in Canberra, as the Eastern region Country South Area Manager. A lot of exciting travel with Hanson that has come with a lot of great work and personal life experiences"*

**Maciej Mojsa**

Completed Management Development Program in 2011 and is now working as a Project Manager.

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# Recruitment Process

The recruitment process may vary slightly from state to state, but typically involves the following:

## Online Application

This is a chance to share your background, skills, education and work history and anything else that demonstrates your suitability for the Management Development Program. You should include a cover letter and your resume.

## Phone/Video Interview

Potential graduates will be contacted via phone or video to clarify any questions either party has and introduce the candidate to the business.

## Psychometric Testing

Applicants who progress to this stage will be required to complete a series of assessments – an occupational personality questionnaire as well as inductive, numerical, verbal reasoning and mechanical tests. The assessments are completed online.

## Interview

The interview is a chance for us to find out a bit more about you and what makes you a good fit for Hanson. It's also a great chance for you to ask any questions you may have about us or the MDP.

## Offer

Successful candidates will be offered a position on the MDP. We will negotiate a start date with you at this time.





## Why Hanson?

### We offer more than just a job

Hanson's Management Development Program will equip you with an in-depth understanding of our business and the leadership, technical and people skills you'll need as a future business leader.

### Real responsibilities, straight away

From day one, you will be working alongside managers and employees in challenging and diverse roles that make a real contribution to our business outcomes.

### Long term career path

The Management Development Program is only the first step in what could be a fulfilling career at Hanson; within two years, you are likely to be one of our frontline leaders managing a part of our business. We have several hundred business units across

Australia and overseas that are open to our employees.

### Continued training and development

Hanson hires people with a view to retaining and developing them for the long term. That's why throughout your career, your development will include a combination of on-the-job experiences, as well as frequent best-in-class training and educational programs.

### Great working environment

Hanson is a family friendly, inclusive company that values diversity. Your colleagues will be motivated and encourage you to take the lead whenever possible. It's the perfect environment for young professionals who want to prove their potential as future leaders.

*"I chose to join Hanson as I saw the company as not only a national, but global leader in the construction materials industry. The Management Development Program has provided me with a structured pathway to my career with exposure to all functional areas of the business such as concrete and quarrying operations, commercial and logistics. I have been provided with a range of external and internal training and development programs, business experiences and projects to work on alongside senior leaders in the business. The strength of the Hanson MDP program is that it is designed to get you, as a graduate, hands on experience in the business from day one. Throughout the two years of the program, I felt like each day I was a member of not just the local operation, but the wider business. I was empowered with the ability to make a real impact on business performance. The time spent in the program has been fundamental in assisting me in settling into my new role as a Business Analyst in the region."*

### Matthew Vella

**Completed Management Development Program in 2019 and is now working as a Business Analyst.**

# Frequently Asked Questions

## What are the eligibility requirements for the Management Development Program?

You are eligible to apply for the MDP if you:

- Are an Australian citizen
- Have completed a university degree within the last two years, or are completing your final year of study
- Are available to participate in all components of the selection process
- Are willing to undertake work in remote and regional areas

## What type of degrees are you looking for?

The MDP is open to graduate from all degree areas.

## Do I need previous work experience to apply?

Previous work experience is desirable but not a requirement of the program.

## When do applications open/close?

Applications typically open in February and September and close a month after. Specific dates will be advised closer to the application opening date.

## What do I need to do after submitting my application?

Make sure you monitor your email inbox regularly for any updates about the progress of your application. We will be in touch as soon as possible.

## Where will I be working?

Hanson has sites located across metropolitan and regional areas. You may be asked to rotate to a number of these throughout your program.

## How long does the Program run for?

The MDP is designed as a two year program, however some graduates may progress from the program earlier depending on positions available and the needs of the business.

## What happens after the Program finishes?

As you are nearing the end of the MDP you will be encouraged to look out and apply for any position.

## Where can I find out more information about Hanson?

Visit our website <https://www.hanson.com.au/join-our-team/graduates> to find out more information about Hanson and our Management Development Program.

[www.hanson.com.au](https://www.hanson.com.au)