

Build your Future

**Cadet & Graduate
Trainee Program**

Welcome to BowdenCorp

At BowdenCorp, we believe the best way to learn is by doing. Our Trainee Program gives you the chance to kick-start a career in construction while developing skills that will stay with you for life.

Whether you're still studying – or have just graduated – and ready to take your first step into the industry, we'll back you with mentoring, hands-on training and real project experience that matters.

About Us

With 25 years of experience, BowdenCorp specialises in commercial construction management of projects up to \$20 million in value. But we're more than just builders.

For us, every project is about people and community. From schools and social housing to emergency services and community facilities, we create spaces that help communities thrive.

We don't just build projects – we build careers. Respect, collaboration, innovation, and enjoyment are at the heart of everything we do.

BowdenCorp Trainee Program

Hands-on experience
and a pathway to a
career in construction

A personalised, entry-level program designed to let you explore all facets of construction and discover where your passion lies. You'll gain on-the-job experience, rotate through different areas of the business, and get the support you need to grow.

Pathways In

The following opportunities
are available to join our
two year Trainee Program:

Cadetship

- Part-time While Studying

Work part time hours around your uni or trade timetable as a Cadet. Get early exposure to commercial projects, apply your technical learning in real settings, and be mentored by industry pros.

Graduate Program

- Full-time

If you've completed your studies, join us as a Graduate. Build on your knowledge with live project work, structured learning, and rotations across business areas.

Whether you commence as a Cadet or Graduate, the Trainee Program is for a two year contract in total.

What You'll Do

- Spend two years working through complex and interesting stages of the project lifecycle, from concept to completion
- You'll rotate across teams within the business
- Gain on-site experience with real responsibilities
- Attend formal learning sessions through online modules and workshops
- Participate in regular performance evaluations and feedback
- Receive mentorship from industry professionals and our leadership team



“At BowdenCorp, we're not just building projects, we're building careers”

What You'll Gain

- Technical skill development to complement your academic knowledge
- Practical skills in teamwork, communication, and problem-solving
- Confidence from contributing to real buildings, not just textbooks
- Networking opportunities across the construction industry
- Personalised learning and development through tailored training plans
- Career development advice to help shape your pathway
- A head start with an accelerated entry into the construction industry
- Progression opportunities into specialist or leadership roles

Why Choose BowdenCorp?

Evolve With Us

At BowdenCorp, we don't stand still. Every project we deliver sharpens our skills, every challenge makes us more resilient, and every success strengthens our team and the communities we serve.

We're a construction management company that thrives on progress. With over 25 years of experience, we know what it takes to deliver outstanding results — but we're never content with "good enough." Our people and our projects are constantly evolving, adapting, and advancing to meet the needs of tomorrow.

When you join BowdenCorp, you're not just choosing a job — you're choosing to be part of a team that's shaping the future of construction in Victoria.

Your career will grow as fast as the projects around you. As a trainee, you'll be given the tools, mentorship, and real-world experience to put theory into practice and make an

impact from day one. You won't be on the sidelines—you'll be learning, contributing, and evolving alongside a trusted, dynamic team.

We believe that growth is a shared journey. We'll invest in your development, challenge you with meaningful projects, and celebrate your milestones. In return, you'll bring fresh ideas, energy, and ambition that keep us moving forward.

Together, we build more than just buildings — we build lasting skills, stronger teams, and thriving communities.

Your Next Step Starts Here

If you're ready to take your first step into the construction industry with a company that's practical, progressive, and people-focused, BowdenCorp is the place to begin.



“When you join BowdenCorp’s program, you’re not just a trainee, you’re the future of our industry”

25
Years of Operation

100+
Employees

4
Offices Statewide

1000+
Contractors

\$120m
Annual Revenue

500+
Projects Delivered

Our Projects

We're driven by a genuine commitment to shaping better places for people. From schools and community hubs to retail spaces and healthcare facilities, our projects touch almost every corner of commercial construction — giving our BowdenCorp teams the chance to make a real difference in the lives of the clients and communities we serve.

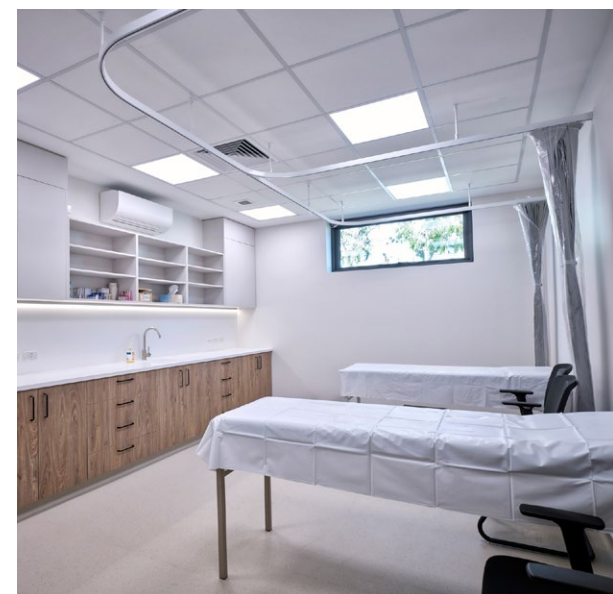
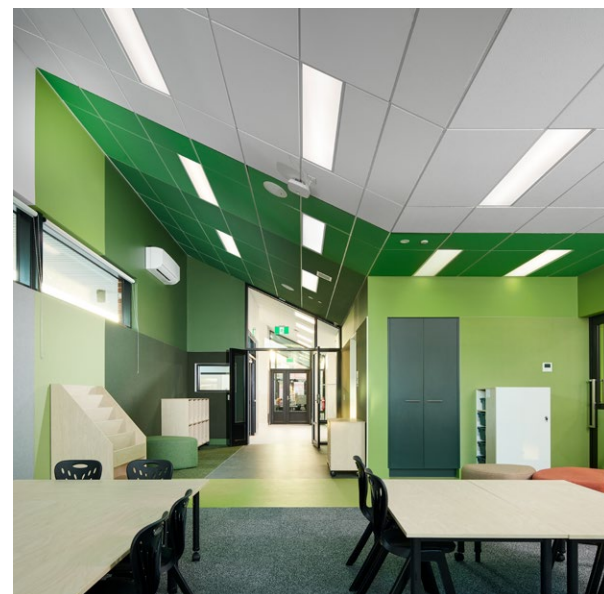
With over 100 skilled staff and the support of more than 1,000 trusted contractors across Victoria, we have the expertise and resources to bring together the right team for every project. No matter the size, scope, or sector, you'll have the opportunity to work alongside industry professionals on meaningful projects that leave a lasting impact.



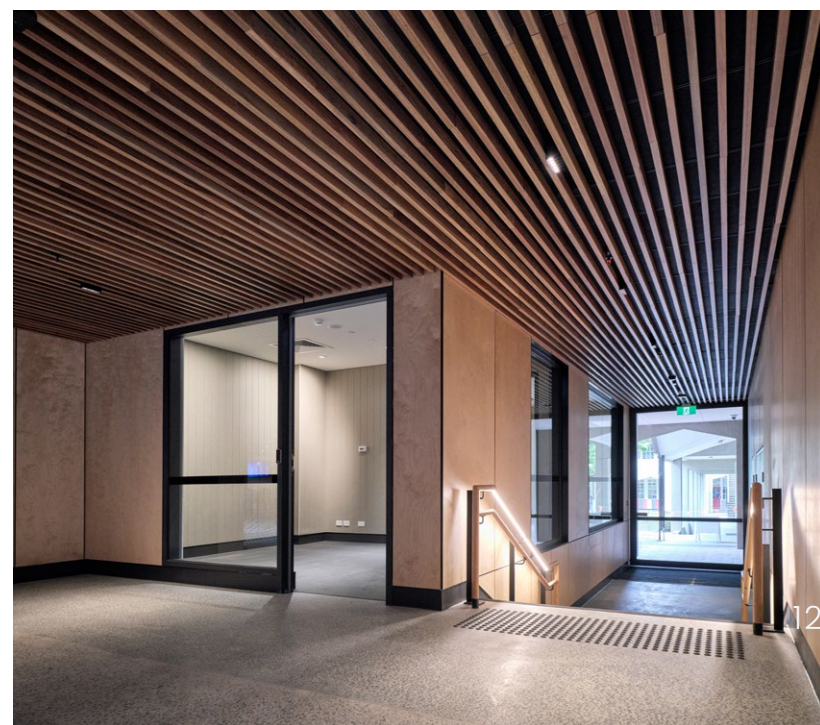
Education

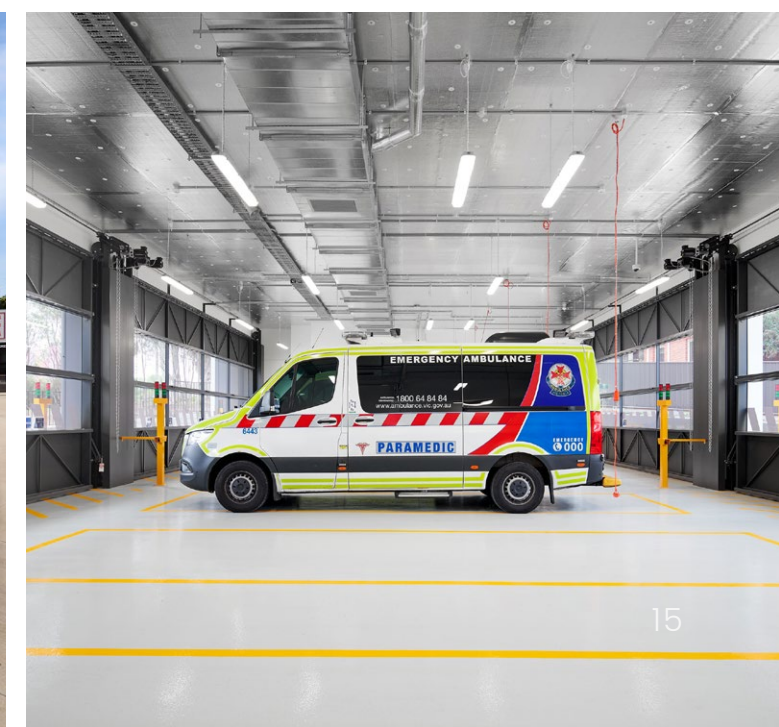
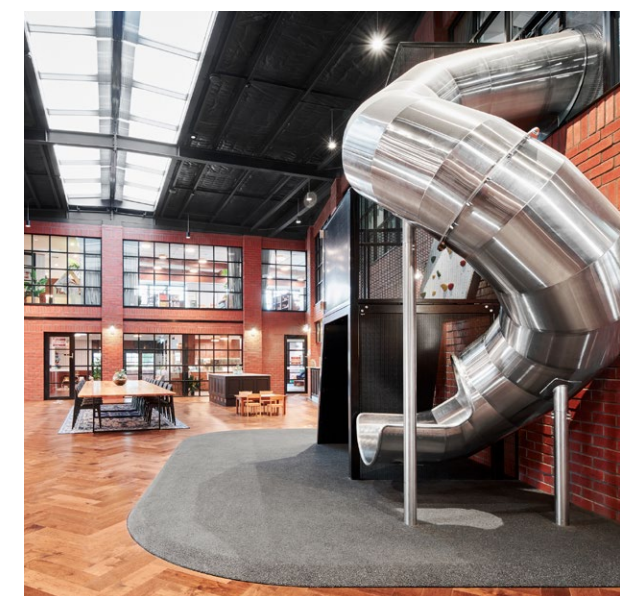
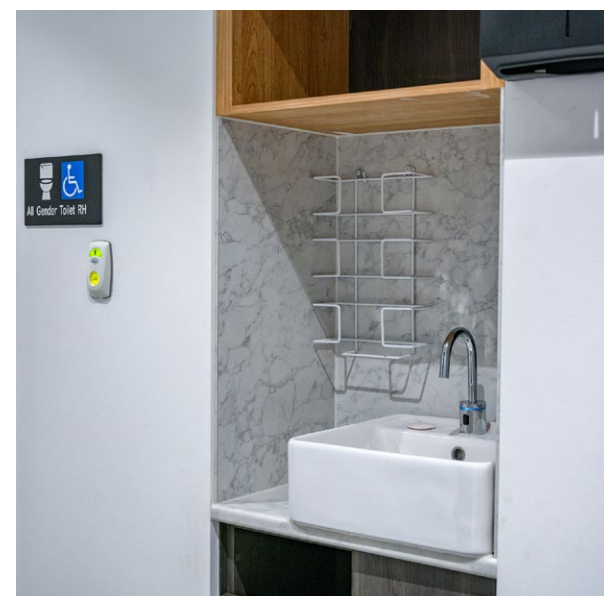


Health



Trainee Program





Hear from our Trainees

Bill

What made you choose BowdenCorp’s Trainee Program over other opportunities?

BowdenCorp’s diversity as a whole. This refers to its project locations, project builds, project cost/sizes, people/teams, clients and much more!

What skills have you developed that you didn’t expect to learn so quickly?

Responsibility and reliability. With the interpersonal training within close team relationships, it’s quickly meant that learning has fast progressed so consequentially so have the responsibilities. With everyday that continues, I feel as though I can reliably assist my project teams and work independently without the need for reassurance on every decision.

How would you describe the culture at BowdenCorp and the way your managers/mentors support you?

Five words: You’re not just a number! Every manager or supervisor puts 100% into all the staff and projects. The culture is ideal for new and inspired students/employees to join and quickly become a valuable team member of any project.

How has the support you’ve received made a difference to your growth and career direction?

The continual support that BowdenCorp provides has shaped nearly every part of my professional growth. From being on-site working with tools to being in an administrative roll, BowdenCorp has provided me with the tools, knowledge and support for a positive trajectory in my career growth.

What do you enjoy most about being part of the BowdenCorp team?

The people! Everyone has their own goals and career aspirations but won’t let these stop them from helping others – particularly those who are new or learning new roles.

What excites you about the types of projects BowdenCorp delivers for local communities?

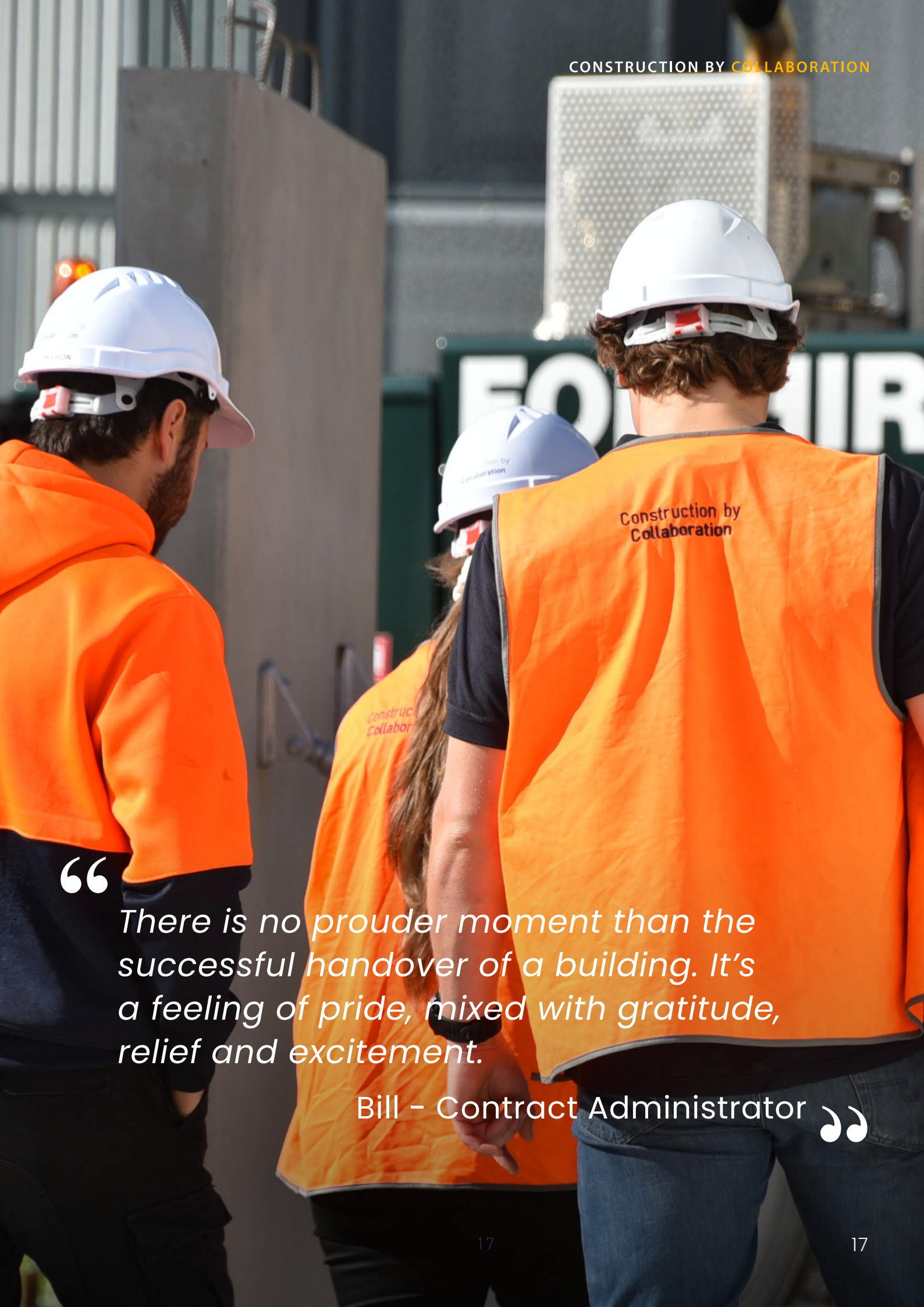
I’ve been fortunate enough to be involved in some very special projects at BowdenCorp and I’m thankful that these projects have all had a huge impact on the people who are lucky to utilise and enjoy these spaces. It’s particularly exciting to know that the buildings we create make a massive difference in livelihood for the people we build them for – it just makes me want to consistently build these special projects and continually improve and enhance the lives of our clients and the people they represent.

If you could give advice to someone considering applying for the program, what would you say?

If you want to truly be a Master Builder, don’t look further.

What makes BowdenCorp the right place to kick-start your career in construction?

Continuous support, professional & experienced colleagues and diversity within projects for broad exposure to the construction industry.



“There is no prouder moment than the successful handover of a building. It’s a feeling of pride, mixed with gratitude, relief and excitement.”
Bill – Contract Administrator”

Tora

What kind of projects have you been exposed to so far, and how has that shaped your learning journey?

I have been working on projects in education, both completed and ongoing, as well as the design and construction of an accommodation building. Working on larger projects has taught me that scale affects many different aspects of the process.

Can you share a moment where you felt yourself really “level up” in your confidence or technical ability?

I can’t think of one specific moment, but since starting at BowdenCorp, I’ve generally become better at backing myself, which has slowly helped build my confidence. I always feel that my project team supports me and gives me opportunities to carry out tasks, even when I may not feel completely confident at the start.

How would you describe the culture at BowdenCorp and the way your managers/mentors support you?

It’s very open and supportive. Everyone is approachable, and I’ve never felt like it’s difficult to raise questions with anyone. Even asking for help outside of my immediate project team always feels easy.

How has the support you’ve received made a difference to your growth and career direction?

I have learned that you benefit a lot from actively seeking advice and help from different people, whether they are colleagues in the same role or other managers. Different approaches bring great perspective and help you understand that there is more than one way to approach a task.

“It makes me proud to know I am part of work that will have a lasting impact for future generations.”

Tora – Junior Contract Administrator

Aaron

What made you choose BowdenCorp’s Trainee Program over other opportunities?

The variety and complexity of the projects that BowdenCorp undertakes is super exciting and was the main thing that stood out to me against other companies.

How do you feel working alongside experienced professionals on real projects?

I feel very motivated and fortunate to be working with such an experienced team that can give me such good advice, lessons and tips.

Can you share an example of a project you’ve worked on that you feel will make a real difference?

Working on the Kew Library Redevelopment has shown me the impact that upgrading a space can have on the community. Seeing how valued one space is has made me realise that projects like this genuinely make a difference, which is very rewarding.

Where do you see yourself in 5 years, and how has the Trainee Program set you up for that?

In five years, I want to be in a position where I can manage my own projects and build up my construction knowledge and technical skills. The trainee program has allowed me to be mentored and set up a plan to do this.

If you could give advice to someone considering applying for the program, what would you say?

Jump in and apply, you won’t regret it! Being able to work in a tier 3 company gives you valuable opportunities to take on more responsibility early in your career.

Program Pathways

Contract Administrator (CA) / Project Manager (PM) Pathway



Site Based Pathway



Join us,
Evolve with us,
Build your future with us.

Eligibility Criteria

- Studying or graduated from a trade, building or construction related qualification
- Based in Melbourne or Geelong and willing to travel to meet project demands
- Full working rights to work in Australia
- You are eager to learn, open to feedback and ready to get hands-on!

Follow Us

Follow us on socials to find out when Trainee Program Applications are open.



LinkedIn

How to Apply

1. When applications are open, visit our [Careers Page](#) on our website to submit your application. Include a CV, Cover Letter and Academic Transcript if relevant
2. If short-listed, you will be invited to a first round interview with our team
3. If successful with your first interview, you will be invited to meet with some more of the team for a final interview
4. We will conduct reference checks and an offer will be made to the successful candidates. For cadets this offer is usually for a part time role, and for graduates usually a two year contract, with the opportunity of permanent employment at the end of the Trainee Program.
5. Accept the offer and begin your journey with BowdenCorp!



Instagram



Careers Page



“Join BowdenCorp’s Trainee Program and be part of building spaces – and a future – that matters.”

BowdenCorp

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