

A photograph of two construction workers from behind, wearing white hard hats and high-visibility orange safety vests with reflective yellow-green stripes. They are standing on a construction site with a blue metal structure in the background. The worker on the right has "Bowden CONSTRUCTION" printed on the back of their vest.

**BowdenCorp**

CONSTRUCTION BY **COLLABORATION**

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



## 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

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

# 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”

100+  
Employees

1000+  
Contractors

500+  
Projects

State-wide  
Reach

## 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.

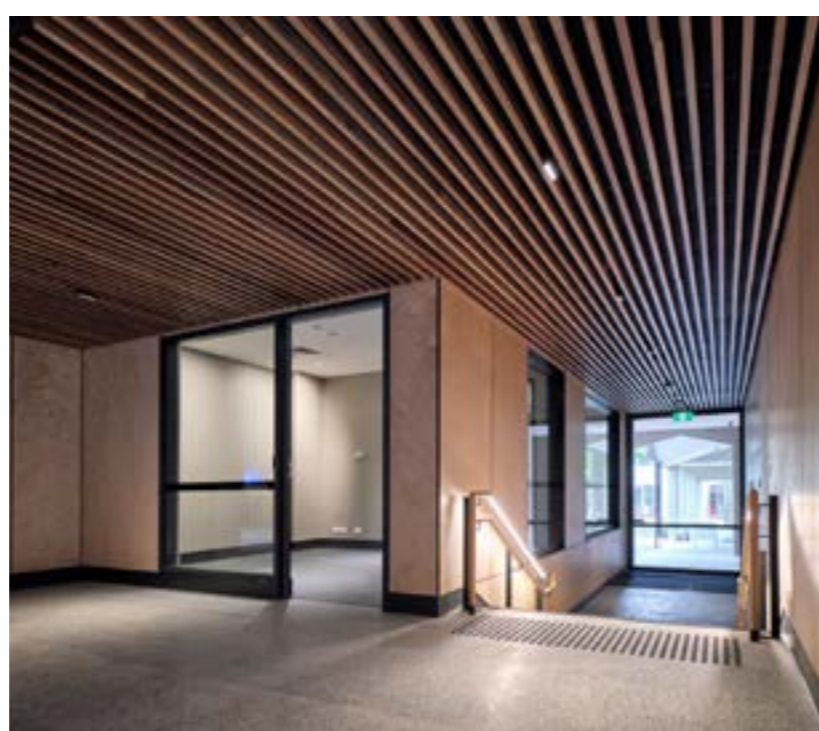
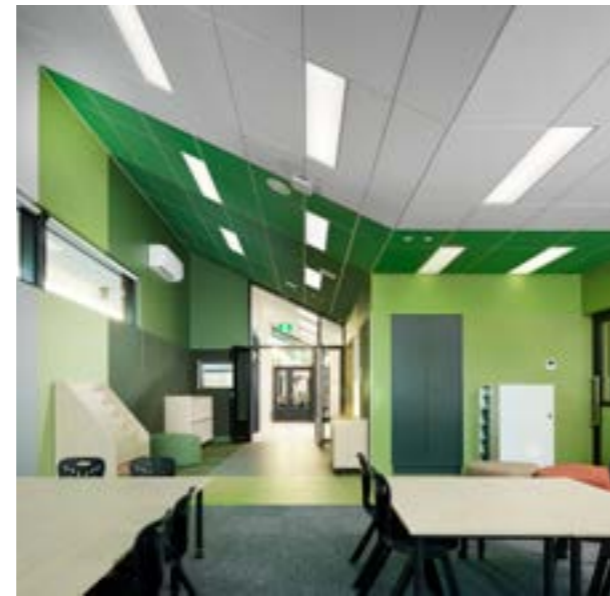
With over 100 skilled staff and the support of more than 1,000 trusted contractors across Victoria, we have the expertise and resources to bring together the right team for every project. No matter the size, scope, or sector, you'll have the opportunity to work alongside industry professionals on meaningful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



Education



Health

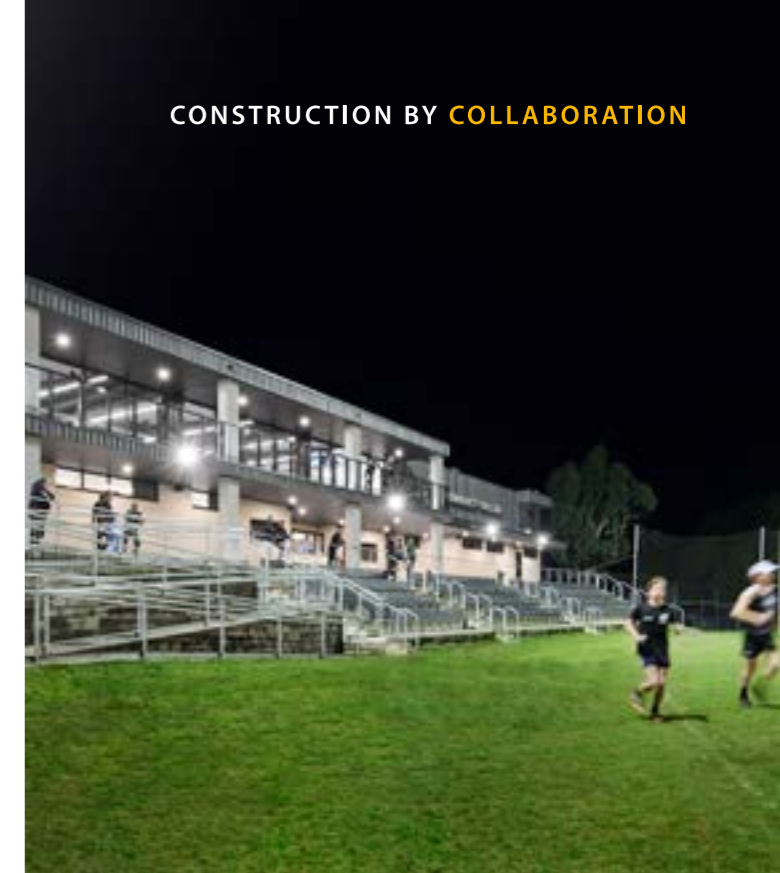




Aged Care



Local Government



Commercial



Social Housing



Emergency Services



# 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”

## Chevron

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

Local government and community critical projects like ambulance stations and early parenting centres, Also private projects such as childcare and schools.

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

Time management and critical thinking skills.

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

When I get positive feedback from the project manager or being able to get gains on procurement as well as finish the project with a smooth handover.

**What's been the most valuable advice or lesson you've received from a mentor here?**

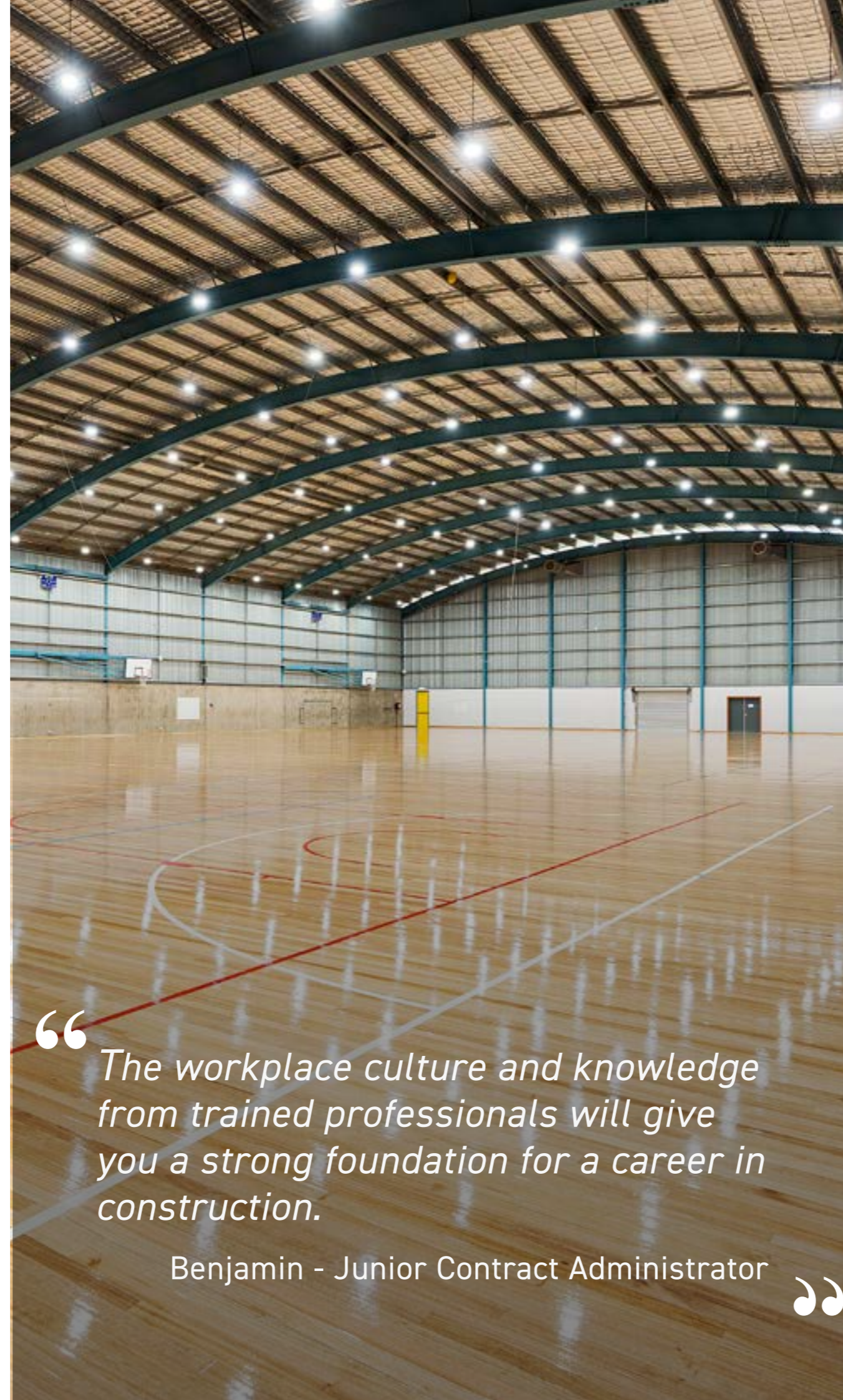
Never be afraid to make mistakes, but I have to own it and correct it.

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

Ambulance stations and early parenting centres where I saw the nurses and staff eagerly waiting for us to finish the project so they can use it.

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

The scope of responsibilities at BowdenCorp allows us to experience it all.



“*The workplace culture and knowledge from trained professionals will give you a strong foundation for a career in construction.*”

Benjamin - Junior Contract Administrator



## Benjamin

**How did you feel when you first joined BowdenCorp — and what surprised you most about the experience?**

I felt very welcomed by everyone here, regardless of the department, from estimating to the accounts team. Everyone at one point or another would come up to speak to me and at times check in to see how I am going. As I fall under the project delivery section, the entire team all reached out to see if there was any help they could provide, whether it be finding alternate trades or help with the software/processes here. The culture of any workplace is important for sustainability/staff tenure and I believe at BowdenCorp, it's strong and lively - certainly makes it a great company in Tier 3 space.

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

I feel informed and educated as I hear inputs from experienced professionals regarding any problems that may arise and how it would be tackled.

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

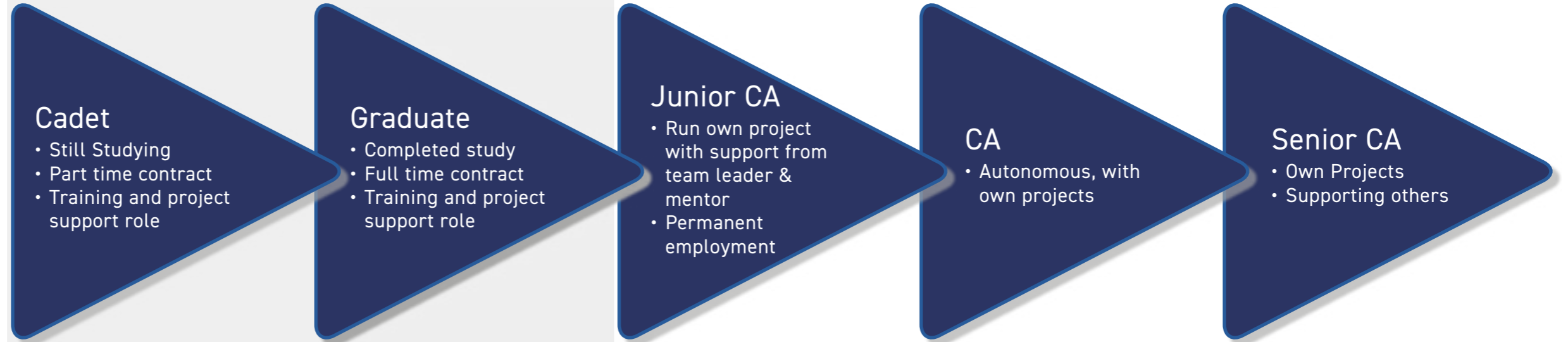
Working closely with my mentor and getting guidance from him has been invaluable. The knowledge and experience that is passed on to me directly is a great learning curve. Having attention to detail to rigorous documentation control is essential in construction industry. I am looking to become a Project Manager down the track.

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

The variety of projects you get exposed to and the workplace culture.

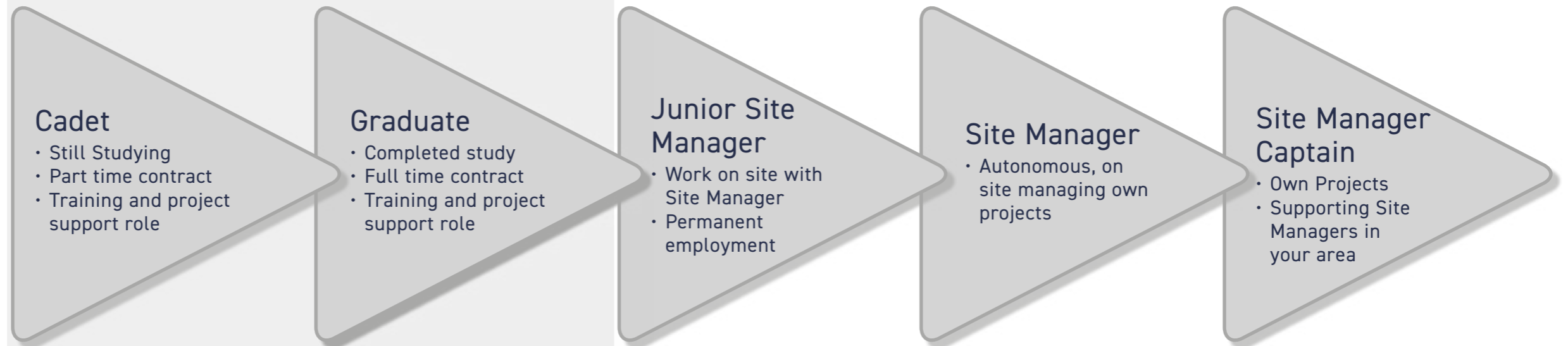
# Program Pathways

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



← Trainee Program →

## 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

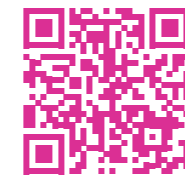
Follow us on socials to find out when Trainee Program Applications are open.



 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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