

# Energy's our future, let's shape it together.



**Graduate opportunities**

On the journey to a clean energy future, the electricity industry is going through massive transformation and our businesses are at the centre of it.

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We own and operate three electricity distribution networks that provide a gateway to renewable energy choices and new technologies for 1.9 million Victorian customers. CitiPower, Powercor and United Energy supply electricity to 65% of Victoria. And as essential service providers, our work directly benefits the communities we service. Our customers depend on us for reliable electricity necessary to power their lifestyles, services, and local economies.

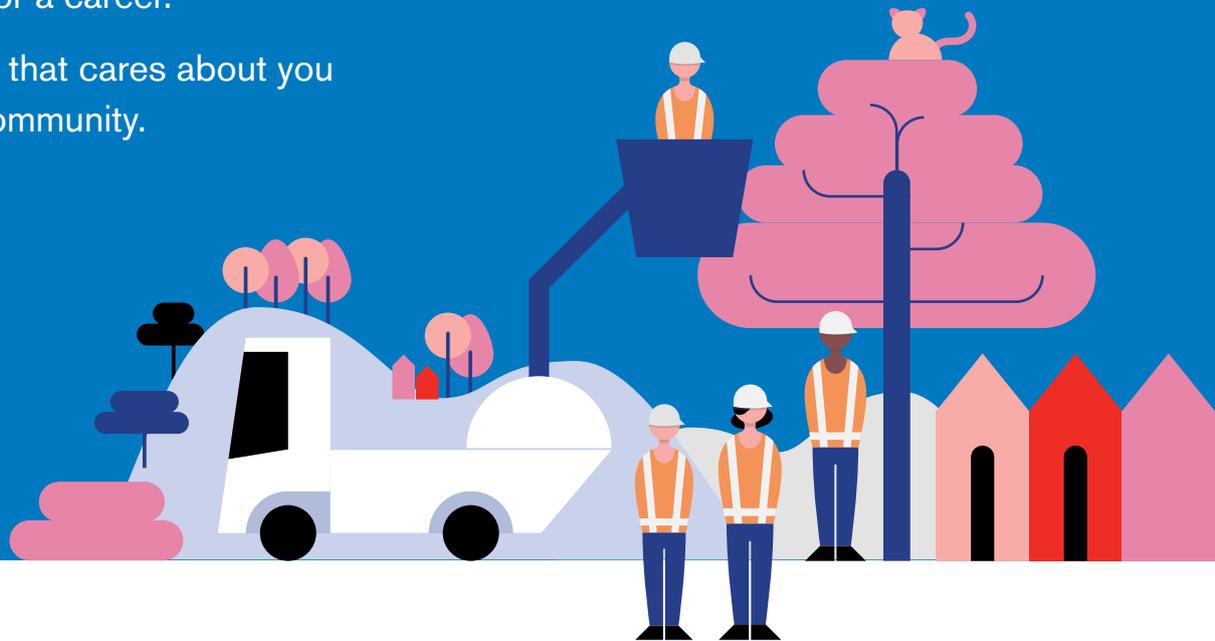
Our Beon Energy Solutions team is a national leader in building the solar and wind farm generators and other infrastructure vital for large-scale impact.

We need the best and brightest Electrical Engineering and Information Technology graduates to continue our industry leading innovation, as well as advance Australia's most efficient network operations.



# What's in it for you

- The chance to tackle big questions about energy.
- A place where your ideas are heard.
- An opportunity to innovate.
- Victoria's biggest projects.
- Never stop learning.
- Pathways for a career.
- A company that cares about you and your community.



“This is an amazing opportunity to be a part of a company with a great culture and various developmental programs, that also makes valuable contributions to our community.”

**Maria, Graduate Engineer, Beon**

# New challenges; new opportunities.

We're proud our networks play a key role in the energy supply chain by providing reliable, safe and affordable electricity supplies. But as more is demanded of us, this system becomes increasingly complex. And so too is the level of innovation required to manage it.

Put simply, our electricity networks are the gateway to a clean energy



future. Connections with renewable energy generators bring clean energy to industrial, commercial, and residential customers. And as more of these customers choose solar, batteries, electric vehicles or smart appliances, our networks need to find new ways to generate, store, share and use that power.

Plus, pair this with the fact that our networks traverse some of Victoria's highest bushfire risk areas and regions impacted by climate change, and you'll find real challenges in how we support customer choice. While also keeping communities safe and maintaining system security and network stability.

Our teams in network strategy and planning, asset management, major projects, field operations, and IT are at the forefront of addressing these challenges.

Meanwhile, the Beon team operates in the most prospective large-scale renewable energy areas in the country. They design, construct and maintain solar and wind farms and develop electricity transmission infrastructure and assets. Partnering with clients with a commitment to safety, performance and reliability is core to their strong track record.

Their innovation in supporting local employment and training

and working with local suppliers in regional and remote areas is also legendary. This experience has now been captured as a part of Beon's Reconciliation Action Plan which recognises the Traditional Custodians of the lands where they work. It also commits to ensuring Aboriginal and Torres Strait Islander women, men and businesses are given every opportunity to not only participate in but to benefit from their projects.

“There is a lot of freedom of ideas with opportunities to develop the team and to make improvements to services and processes.”

**Scott, Manager IT Service Design & Transition**



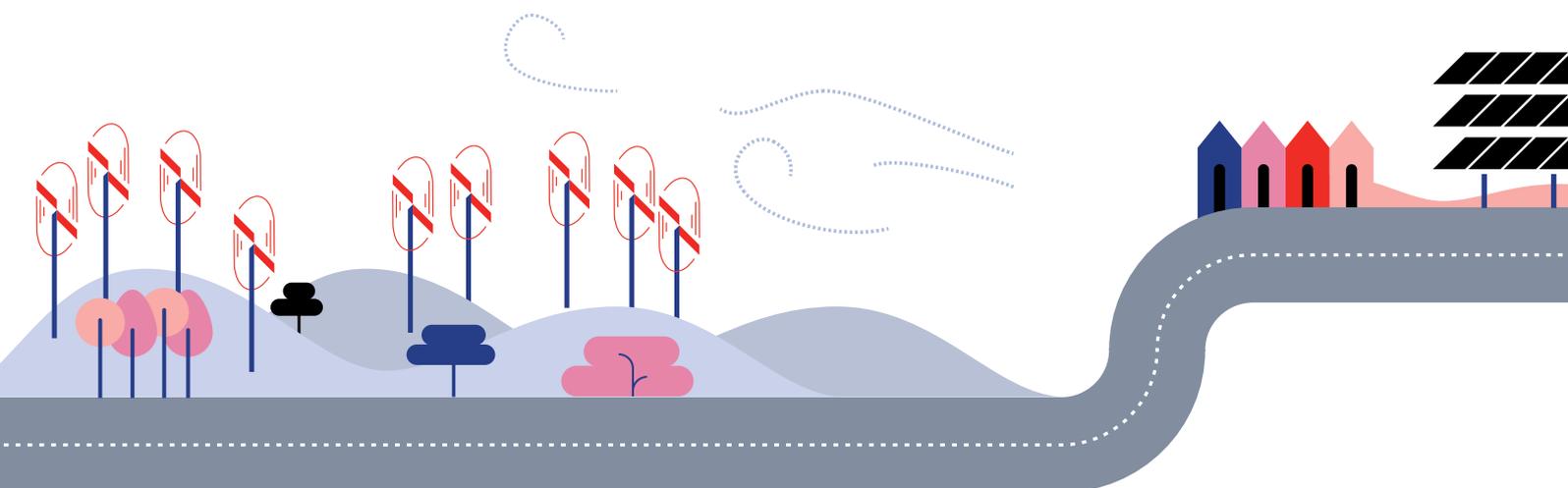
# Who are we looking for?

**You hopefully!** We're looking for students and graduates who:

- Dream of a clean energy future and are driven to play their part.
- Share our values for living safely, continuously improving, collaborating with like-minded teams, and being customer and community minded.
- Are focused on sustainable development, big environmental challenges and helping our communities.
- Like to see things through to the very end. From concept development to successful execution.
- Have an interest in developing skills and capabilities in engineering or IT, as well as building a career in corporate strategy, financial management and leadership.
- Have strong problem solving and communication skills and are always ready to put them to the test.

“You get real ownership of what you do. You get to see projects from inception to maintenance and operation, not just the design portion.”

Juan, Design Team



# Multiple pathways

Pathway	Applications open
Graduate Program – Engineering and IT	May – June
Women in Engineering Scholarships	August – December
Vacation Program	July – August

## Graduate Program – for Engineering and IT

You're probably feeling the pressure to make the big decisions right here, right now. We know, that was us once too.

That's why we've designed this program to expose you to the widest range of opportunities and experiences within our businesses. Helping you identify where you fit best and giving you the best possible base to launch your career in the electricity industry.

Whether your interests are in technical expertise or leadership opportunities, your degree qualifies you for a variety of roles within our business.

So as a graduate, you'll take part in rotations over a three-year period providing on-the-job learning,

professional and technical training, and a broad range of unique development opportunities.

You'll be supported by an experienced business mentor, as well as a 2nd or 3rd year graduate as a buddy. You'll build your network in the business amongst professionals who have similar interests and ideals. You'll also have the opportunity to enjoy social and learning events with other graduates across all years of the program.

After partnering and collaborating with different teams across our business, at the end of the program you'll have the skills, knowledge, and direction you need to take the next step in your career.

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## Electrical engineering graduates

Involves both field and office-based roles, and is co-designed with participants

Two years of 6 monthly rotations followed by a 12-month rotation in the final year

### Opportunities in:

- Network planning and development
- Multiple design functions
- Plant maintenance
- Technical standards
- Asset strategy
- Protection solutions
- Field operations
- Control and operations

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## Information technology graduates

Work within a variety of IT and OT environments

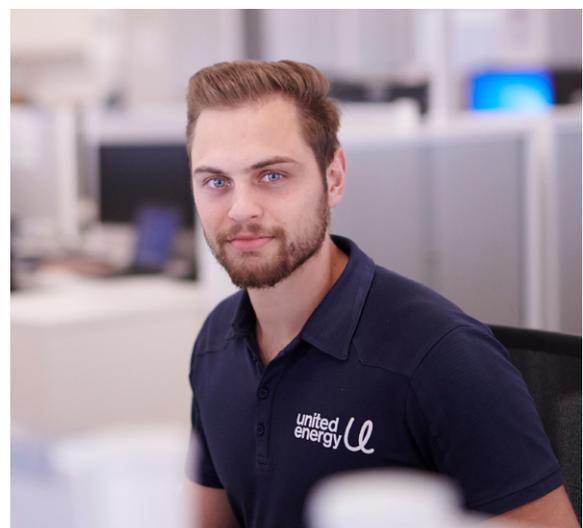
6-monthly rotations starting in August and February

### Opportunities in:

- Cybersecurity
- Project delivery
- Application management
- Dev-ops
- Analytics
- Commercial and governance streams
- Technical engineering streams

“I’ve been allowed to set my own path and follow my areas of interest. This has allowed me to move from ERP to mobile development to web development and OT.”

**Ben, OT Application Solutions Lead**



# Women in Engineering Scholarships

We want to make sure we don't miss out on the best talent. So we've created this program to support and encourage women to explore our Electrical Engineering opportunities.

In association with leading universities, our program offers a three-year scholarship comprising of:

- \$10,000 a year in financial assistance over a three-year period
- 12 weeks of paid work experience annually
- A personal mentor to partner with you throughout your work experience and scholarship

- Automatic inclusion as a candidate for our graduate engineering program.

Applications for the scholarships are invited from students of:

- University of Melbourne, Bachelor of Science specialising in electrical systems
- Swinburne University of Technology, Bachelor of Engineering with a major in electrical engineering
- RMIT University, Bachelor of Electrical and Electronic Engineering specialising in Power Engineering.



# Summer Vacation Program

How does paid work experience sound? Get a genuine insight into our networks over a 12-week period, running from November to February.

The program is designed for students who are coming into their last year of undergraduate studies in electrical, mechanical, or civil engineering disciplines.

Working on live projects, you'll gain practical skills and hands on experience. You'll also be fully supported by an experienced mentor who will help introduce you to the business and the diversity of opportunities it offers.

Successful applicants will also have the opportunity to apply for our Graduate Program in subsequent years.



# What it's like working with us

We've built our business around a vision.

“To deliver safe, affordable, and reliable supplies of electricity, empowering our customers choices and delivering services important to our communities and environment.”



We're people people. And we work hard to continuously foster a culture we can be proud of.

Our businesses are committed to offering a working environment where everyone feels welcome, respected, and supported through our:

## **Inclusion and Diversity Strategy:**

which focuses on gender and cultural equality, ensuring inclusion for LGBTIQ+ communities and Aboriginal engagement within our business.

## **Flexible working conditions:**

alternatives ranging from working remotely from home or somewhere else to flexible hours of working and part-time structures.

## **Learning and Development Program:**

involving both bespoke training opportunities offered within the business on a wide variety of topics and structured courses in leadership, people management and change management.

**Health and Well-being programs:**

benefits available to all our people to keep you fit and healthy in mind and body. Including a health and fitness subsidy of up to \$600 per year, employee assistance program, corporate health plan, annual health checks and vaccination programs.

**Rewards and Recognition Programs:**

ranging from team-based recognition for achievements to a company-wide awards program for outstanding performance in line with our values.

“Flexibility here is not just about working from home or from the office, but on different areas within the business and different initiatives. Managers regularly provide you with opportunities and exposure.”

Cameron, Electricity Networks





# For more information



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