

Civil Engineering Cadetships - Multiple Opportunities

Term Contract: 2 Years

Salary: from \$1,395.75 per week plus superannuation

Qualification: Bachelor of Engineering (Civil) - One year remaining

Commencing: 1 February 2027

Are you entering the final year of your Bachelor of Engineering (Civil) in 2027 and looking for the opportunity to apply your knowledge to real projects that make a difference?

About the opportunity

Join Wollongong City Council as a Civil Engineering Cadet program and gain hands on experience working alongside experienced and passionate engineers who help design, deliver and maintain the infrastructure our community relies on every day. From footpaths and roads, bridges and drainage networks to flood management, transport planning, asset management and major capital projects, you'll have the opportunity to see how engineering principles are applied in the real world.

Over this two-year cadetship, you'll work while completing your final year of university study part time. You'll rotate through a few different engineering teams, giving you exposure to a variety of disciplines, projects and career pathways across local government. Supported by experienced professionals, you'll contribute to meaningful projects while building the practical skills and industry knowledge needed to launch your engineering career.

We have multiple Civil Engineering Cadet opportunities available, including two positions targeted for:

- Females; and
- Aboriginal and/or Torres Strait Islander peoples

What You'll Learn

- Civil engineering design and project planning
- Construction and contract administration
- Asset management and infrastructure renewal planning
- Transport engineering and planning principles
- Stormwater, drainage and floodplain management
- Engineering investigations and technical reporting
- Project management and stakeholder engagement
- Local government engineering standards and practices
- Practical application of engineering software and systems
- Professional skills to support your transition from student to graduate engineer

What You'll Be Doing

- Assisting engineers with the planning, design and delivery of infrastructure projects
- Supporting site inspections, field investigations and data collection activities
- Preparing drawings, reports, cost estimates and technical documentation
- Monitoring construction activities and liaising with contractors
- Contributing to asset management, transport and stormwater projects
- Analysing engineering data and assisting with problem solving activities
- Participating in project meetings and collaborating with multidisciplinary teams
- Providing engineering support on projects that benefit the Wollongong community

Applications close 11.59pm Sunday 23 August 2026.

Interested? Contact Chris O'Connor - Infrastructure Governance Manager (02) 4227 7170 for questions related to the job or attend a session below which will cover what is involved in the program, expectations, tips on how to apply for the role.

Session 1 (Online)	Session 2 (Face to Face)
When: Tuesday 11 August 2026, 5:30 - 6:30pm	When: 19 August 2026, 5:30 - 6:30 pm
Location: Online Register here	Location: Wollongong Youth Services 85 Burelli St, Wollongong NSW 2500 Register here

Selection Criteria

Wollongong City Council uses a merit-based recruitment process.

To support the panel in assessing your suitability, please respond to the criterion in detail. Your responses should clearly demonstrate how you meet each requirement, using specific examples that highlight your relevant skills, experience, knowledge, and attributes.

Please ensure your answers are authentic and reflect your own experiences. Responses generated by AI or copied from generic sources are discouraged, as they do not provide the depth or relevance needed for effective assessment.

We also encourage you to reflect on how your approach and values align with Wollongong City Council's core values: Respect, Integrity, One Team, Sustainability, and Courage.

The more detail you provide, the better equipped the panel will be to understand your capabilities and alignment with the role and our organisation.

Two positions are targeted for females and Aboriginal and Torres Strait Islander peoples. These opportunities aligns with Council's commitment to supporting employment outcomes for Aboriginal and Torres Strait Islander peoples through our Innovate Reconciliation Action Plan; along with supporting gender representation in our workforce. Council holds an exemption under Section 126 of the Anti-Discrimination Act 1977 (NSW).



1. Will you have at least 12 months of full-time study remaining in your Bachelor of Engineering (Civil) degree as of December 2026?
2. Please outline your current stage of study, including the university you attend, subjects completed and those remaining to be completed. You must have at least 12 months of full-time equivalent study remaining as of December 2026.
3. Why are you interested in a Civil Engineering cadetship with Wollongong City Council?
4. What skills, personal qualities and contributions do you bring to a team? Tell us about what you like about being in a team, and how your personal qualities promote positive team involvement.
5. This opportunity allows you to work and study. Tell us how you have managed your time with competing priorities such as work, schooling and/or extracurricular activities.
6. Council offers opportunities across a range of engineering disciplines. Please rank your preferred areas from 1 to 5, with 1 being your most preferred area and 5 being your least preferred area, and briefly explain why these areas interest you:
 - Project management and delivery
 - Maintenance and renewal of Assets
 - Planning and coordination of capital works programs
 - Floodplain and Stormwater infrastructure planning and design
 - Transport infrastructure planning and design

Note: Shortlisted applicants will be required to participate in an interview on 3 & 4 September 2026. These is the only date available for the assessment.

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the Talent Acquisition Team on (02) 4227 7065.

We are looking for someone who:

- Is entering the final year of a Bachelor of Engineering (Civil) in 2027, with approximately 12 months of full-time study remaining as of December 2026.
- Has a genuine interest in civil engineering and community infrastructure.
- Enjoys solving problems and applying technical knowledge in practical situations.
- Has strong communication and teamwork skills.
- Can manage competing priorities and work effectively both independently and collaboratively.
- Is motivated to learn from experienced professionals and contribute to real projects.
- Demonstrates initiative, professionalism and a commitment to safety.
- Holds, or can obtain, a current driver's licence by 1 February 2027.

Upon completion of the cadetship and your degree, you'll be equipped with valuable industry experience, professional connections and the practical skills needed to begin your career as a Civil Engineer.

Learn more about our learning pathways program and the benefits of working at council [HERE](#)

Our learning pathways program provides you with:

- Learning about local government and how we contribute to our community.
- Exciting and meaningful work that has a real impact.
- Regular mentoring with your supervisor to help develop your professional skills.
- A tailored professional development plan to help you succeed and be your best.
- Valuable industry experience
- Reimbursement of enrolment fees upon successful completion of subjects
- Paid time release to attend classes or undertake distance education required for your study.
- Work laptop provided for the duration of the cadetship
- A fun, friendly and supportive work environment!



2025 Winner
AHRI Awards:
Best Employee
Experience
Strategy



2025 Highly Commended
NSW Local Government
Excellence Awards:
Organisational Diversity
& Inclusion



**Veterans
Employment
Program**



Committed
to Carer
Inclusivity

Why you'll love working here

We're values based, and purpose-led

We care about our community and aim to create an extraordinary Wollongong. This is achieved by working toward the goals in the Our Wollongong Our Future Community Strategic Plan 2035. Our work is guided by our values of Courage, Integrity, Respect, Sustainable and One Team.

Make a difference in your community

You'll be part of a team that makes a positive impact through the services they provide, the infrastructure they build and the community they create.

Be your authentic self

Our strength is the diversity of our people. Council is an inclusive workplace where everyone is welcome, valued and belongs.

Grow capability and opportunity

We'll invest in you to develop the next generation of leaders who'll deliver services, projects and infrastructure that can only be found in large complex organisations.

Create local and industry connections

As part of a large and complex Council in a major city, you'll establish networks with a range of Local Government Industry peers, bodies, associations and organisations.

Career growth and recognition

Reward and recognition, corporate learning opportunities, study assistance, and leadership development programs to help you grow and succeed.



Next Steps

How to apply

Click apply and submit your up-to-date resume and answer the selection criteria questions. Your application will be assessed following the conclusion of the advertising period.

We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

For assistance in submitting your application, please contact the Talent Acquisition Team on (02) 4227 7065.

More information

We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity. People with disability are encouraged to reach out so they can be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.

Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.

Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or casual.

Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.

