



Graduate Brochure

ACOR Consultants



CONSULTANTS

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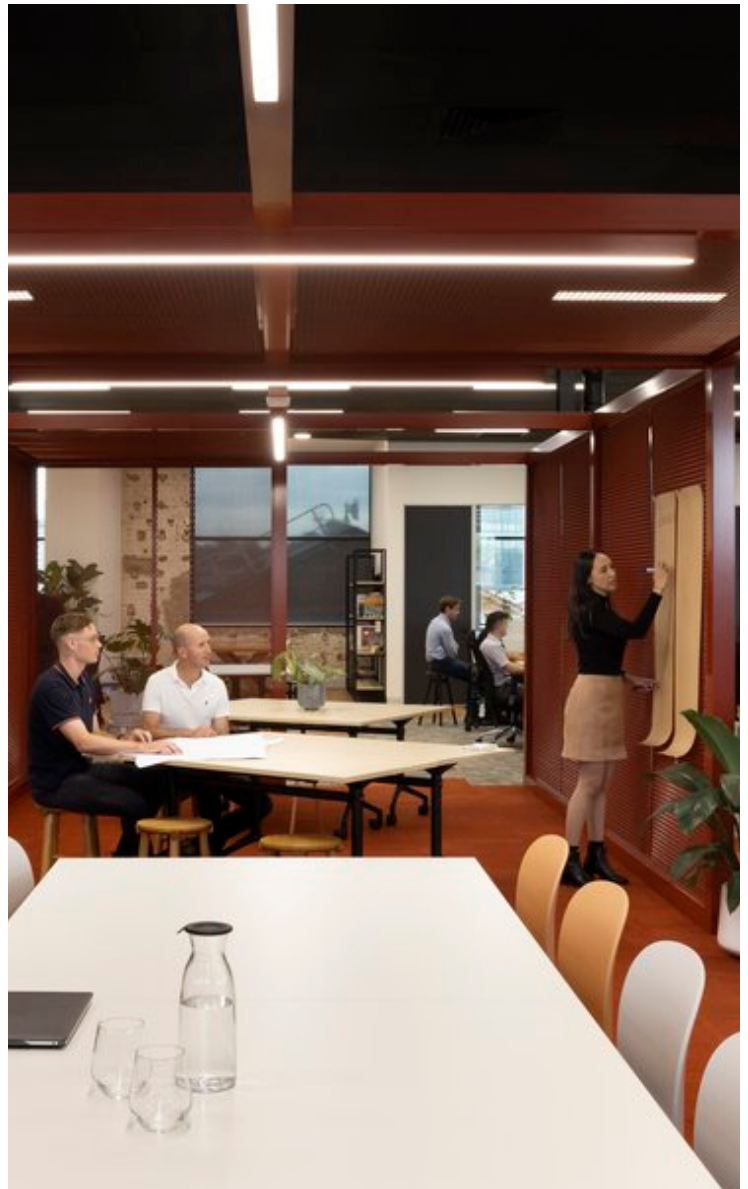
LET US INTRODUCE OURSELVES

ACOR Consultants was founded in 1997, as a group of engineering professionals working together with a truly unique set of personal and professional values, providing specialist multidisciplinary engineering consulting services.

From these humble beginnings, we are proud to have grown to be one of Australia's largest employee-owned engineering firms. With over 500 people nation-wide, we strive to work as One Team, One ACOR, putting our clients' needs at the forefront.

ACOR Consultants leverage our strong national network of trusted clients and collaborators to help our clients achieve their objectives, using our broad consulting capabilities to develop unique solutions to create value for our clients and ACOR.

Through our multi-disciplinary skills, experience and capability, ACOR has been actively involved in the creation of some of Australia's largest and most iconic projects. Our aim is to add value at every stage of a project by bringing together passionate, dedicated people who challenge, explore, and expand traditional thinking through a hands on approach.





Build your creativity with us

What sets us apart?

We are large enough to be able to offer our clients a full and diversified range of engineering services, but not so large that we lose our ability to offer a personal service, whilst being flexible and innovative in our approach.

In fact, we pride ourselves on having personal, caring, results-orientated relationships with our clients and staff, which enables us to consistently add better value.

What are we about?

We measure success by the strength of our relationships, the trust our clients place in us, the specialists we attract to work with us, and the quality of the projects we deliver.



Fresh Ideas



Continual Growth



Great People & Leadership

OUR WORKPLACE

Our Differences are Our Strengths

The diversity of our employees enables us to collaborate better, be more creative, achieve greater quality and innovate.

We value and support diversity and inclusion in our workplace and we want to continue building a culture that accepts and encourages our employees to bring all of themselves and their individual uniqueness to work.

Our clients, stakeholders and communities come from all walks of life and so do we. We have a number of initiatives to encourage greater diversity and inclusion:

At ACOR, you will be provided the strategic direction, leadership, and operational support you need to learn and grow in your profession.

Disability Inclusion

We believe it's important to ensure that people with disabilities have opportunities for meaningful and rewarding employment.

We partner with a disability employment provider that offer job placement and ongoing job training and support to people with disabilities. Through this partnership we have built mutually beneficial relationships.



OUR WORKPLACE



Indigenous Reconciliation

At the heart of our ACOR Values are the ideals of doing the right thing for all people, the environment, and communities. These Values align with Indigenous peoples, who strive to live in Harmony with Country.

Led by our Indigenous Reconciliation Committee (IRC), ACOR is committed to strengthening our relationship with local Indigenous peoples and facilitating reconciliation within our business. We are doing this by increasing our cultural awareness and understanding of Indigenous history, truth-telling, and fostering positive relationships through our interactions in business and the wider community.

We partner with Indigenous Business through Supply Nation and provide pathways and support systems for Indigenous adults to attend and graduate from university with high marks and industry experience through our partnership with CareerTrackers.

Diversity

ACOR is proud to be an Equal Opportunity Employer, which means that we will not discriminate against employees based on their race, colour, religion, sex, national origin, age, disability, or genetic information.

We continue to identify ways in which we can further the careers and opportunities for women across the business and in leadership positions to ensure representation of women at all levels. We also contribute to the annual Workplace Gender Equality Agency report on female participation and progression in our workplace.

OUR WORKPLACE



Employee Owned

Something that makes us different to other companies is that we are owned by our employees – with about 15% of all employees being shareholders.

Each year employees are invited to become owners of the business which allows us to maintain a truly diverse leadership.



Health & Wellbeing

We provide our employees with an Employee Assistance Program (EAP) – a counselling service provided to support emotional and psychological well-being, both in the workplace and in their personal lives.

Counselling provides an opportunity to have a confidential conversation with an experienced counsellor – a chance to talk freely, discuss strategies, develop skills, and gain information and advice to improve well-being and life satisfaction.



Diverse Workspace

Many of our teams are made up of members from different states and the diversity of jobs we are involved in means our people are often working from different locations.

We are flexible in the way our teams are structured which increases both client and employee satisfaction, we also have hybrid working options.

OUR VALUES

We pride ourselves on having personal, caring, results-orientated relationships with our clients and staff and we believe this enables us to consistently add better value to clients.



Integrity



Passion



Courage



Excellence



Caring



Collaboration



**Investing in the success of our clients and creating
an environment where our people thrive**

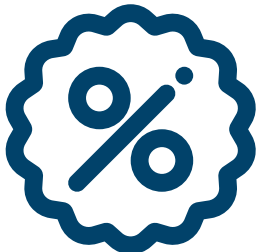
REWARDS AND BENEFITS

We reward and recognise our people,
in particular those who embody our values



Study Support

We provide various support and assistance to employees in the form of study and exam leave, work flexibility and financial support for approved education.



Employee Discounts

Access great discounts on everyday products and services such as movie tickets, gym memberships, gift vouchers, weekly groceries and retail shopping.



Employee Assistance Program

Free confidential phone counselling for employees and their direct family members experiencing personal and/ or workplace issues.



Social Events

We love getting together to have some fun at work and to celebrate our team wins. Whether it's sporting events, trivia or movie nights, multicultural days or Friday night drinks, there's something available for everyone.



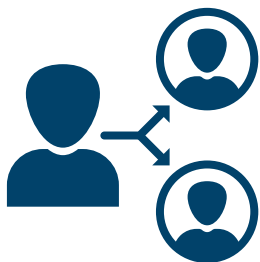
Fitness Activities

Each office provides its own form of support for staff fitness, whether it's hosting sporting events, morning exercise classes or participation in local gyms.



Remuneration

We offer market competitive salary packages and review employee salaries annually. A review of your salary package will take into consideration your role, your performance, market conditions and company results.



Employee Referral Bonus

Refer ACOR to people who fit our culture and receive a \$5,000 bonus if they're successful in gaining permanent employment.

PEOPLE PROFILES

Want to know what it's really like to work at ACOR?

Meet some of our students and graduates from around Australia



GRADUATE PROFILE

Kurt Jennings

*Civil / Structural Leader
(Perth)*



Career Journey

I started my engineering career at ACOR as a Graduate Structural Engineer in 2015. Since joining ACOR, I have had the opportunity to be exposed to a wide variety of engineering projects and business processes. I now lead both the Civil and Structural Engineering teams and am responsible for team performance, quality management, structural engineering technical design and team employee wellbeing.

What is the most satisfying thing about your role?

Seeing the structural designs that my team and I complete come to life is the most satisfying part of my role. It allows me to better understand how they perform and develop my design methodology to be considerate of non-engineering facets of design such as aesthetics, constructability, and sustainability. The accelerated development which I've undergone at ACOR has allowed me to be exposed to new challenges every day, keeping my mind active and my job exciting.

What do ACOR's Values mean to you?

The values are what my team and I treat as our rules to live by. Each company's values can seem quite interchangeable; however, when you are part of the culture they come to the forefront of how everyone behaves at work. The office culture is imperative to a successful and happy workplace and creates fulfilment in the workplace. A positive attitude in the workplace leads to better and more accelerated development, and a more harmonious work-life balance.

What advice would you give to an entry level graduate?

Focus on learning when you first join the industry. Ask questions and develop your understanding, but don't lose sight of your efficiency and output. Learn how you learn best and don't be afraid to say when you don't know or understand things. Chances are that the process of getting an explanation about something will be an opportunity for both you and the person explaining to better understand the topic.

"ACOR has always been ready with new opportunities to accept and exciting challenges to solve"

GRADUATE PROFILE

Caitlin Russell

*Civil Engineer
(Sydney)*



Career Journey

I started as an undergrad in 3rd year uni, working part time to fulfil the industry training requirement of my degree. Since starting full time as a graduate, I have had the opportunity to work on a wide range of projects of different sizes, in different sectors, in all areas of Civil design. I have also had the opportunity to take time off to travel and pursue some interests outside of work which ACOR was very flexible and allowed me to take time off to do. Currently I am working on a number of Hospital redevelopments and two new aquatic centres.

What challenges have you faced?

The time it takes to get to a point where you really feel like you know what you're doing and feel confident. As a grad and a junior engineer, it's hard not to get overwhelmed by the intricacies of the job and the realisation that after 4 years of study, you still have so much to learn. The industry is always evolving, so lifelong learning and continual professional development are unavoidable as an engineer. Coming to the understanding that there will always be new things to learn, and unique challenges on each project has been daunting, but it provides an exciting challenge and means that a career in engineering will never be stagnant or monotonous.

"The most satisfying thing about my role is seeing the things that I have designed come to life"

What's something unique about ACOR?

There is no such thing as a "typical work day" at ACOR. I never quite know what to expect walking in each day. You need to be able to be agile with your workload because of the varying type and size of projects that ACOR do - typically each day you will jump between multiple projects. People aren't expecting you to be perfect and get things right the first time, the most important thing is to just have a go - that is the fastest way to learn!

What do ACOR's Values mean to you?

They lay the foundation for the company culture, and attract people with similar values and priorities, so you're working in a team that is very supportive and keen to produce good quality work. Everyone is on the same page.

GRADUATE PROFILE

Nicholas Wynne

*Graduate Project Manager
(Melbourne)*



Career Journey

Since joining ACOR, my understanding of the industry and our role in our communities has naturally developed through my exposure to various projects. My induction began with a period largely focussed on understanding the work I would be contributing to, and the processes and systems used throughout ACOR. Since then, I have contributed to various Defence EWP Projects through all phases of the project lifecycle. The multidisciplinary nature of the EWP projects has provided me with valuable exposure to different engineering disciplines within ACOR. Currently, I assist with the design and project management of multiple EWP projects here in Victoria and have had the opportunity to take part in some interstate site visits which I have really enjoyed.

Most satisfying thing about your role?

Witnessing design projects develop and come to fruition throughout the project lifecycle and knowing the contribution I have made to that development is greatly satisfying. Being able to get out on site and understand the project scope and then work with the team to develop the design from an initial project brief to a completed final design package, tender package, and construction package, provides a real sense of achievement and a tangible outcome.

I also really enjoy the focus on collaboration and teamwork required to successfully deliver projects. Though I am yet to see a project through its entire lifecycle from scoping and feasibility through to handover, I imagine it would be incredibly rewarding and I look forward to that moment with the projects I am working on now.

What advice would you give to a graduate?

Pretty standard advice, but don't be afraid to get out of your comfort zone. Don't be afraid to ask questions if you're unsure about something and don't be afraid of the unfamiliar, the more exposure you can get to different concepts and ideas, the more you will get out of it.

GRADUATE PROFILE

Chelsea Reed

*Graduate Structural Engineer
(Sydney)*



Career Journey

I started working at ACOR as an undergraduate in the Sydney Structural Team at the beginning of my fourth year of university in 2021. Since joining ACOR I have had the opportunity to contribute to large-scale multidisciplinary projects over a variety of sectors including Defence, Government and Commercial. One of these projects, the Western Sydney Airport Fuel Farm, gave me exposure to a wide variety of structural design tasks and helped me develop my project management and communication skills, which I see as being essential core competencies. I have had opportunity to collaborate with ACOR colleagues working in other cities as well as external project stakeholders - both on and off site. Together with my team I have helped pioneer the integration of new structural analytical programs which aim to improve our work efficiency. When my degree concluded at the end of 2022 I commenced a full-time position as a graduate structural engineer.

What do you value about working at ACOR?

The professional environment at ACOR supports career and personal growth and can allow individuals to branch out into business areas that aim to add further value for our clients. We are given opportunities to work on projects from a variety of sectors and to transition both vertically and horizontally through the company if desired, ensuring we remain passionate and challenged in our roles. I have found ACOR's commitment to brainstorming and training sessions to increase technical knowledge, improve soft skills and allow for the discussion of learnings to be particularly valuable in achieving my goals.

"I have appreciated the flexibility of ACOR in allowing me to work around my study commitments and holidays"

What advice would you give to a graduate?

Remain confident in your abilities despite sometimes feeling overwhelmed when things seem difficult and beyond your skillset. Every person who aspires to have a professional career has to start somewhere and developing knowledge takes time - there are no shortcuts. Establishing a broad network of people and resources should not be underestimated because this is often what gets you through the most challenging times.

OUR CORE

With a multi-disciplinary engineering capability that spans a diverse range of market sectors, ACOR Consultants has built many strong and trusted relationships, establishing a national network of key clients.

Our client's needs are at the core of everything we do.

We believe in strong relationships and a hands-on approach by passionate, committed people to deliver successful outcomes.



Sustainability



Government



**Social
Infrastructure**



**Energy and
Resources**



**Building and
Development**



Utilities



Technology

Sustainability

Sustainability is at the forefront of all ACOR design and engineering solutions. ACOR consults with clients to gain an understanding of the project's Environmentally Sustainable Design (ESD) requirements to provide a tailored approach, incorporating sustainability initiatives throughout the design and construction phases.

The main aim of sustainable design in a project is to reduce energy, water, and materials usage, minimise waste, increase the longevity of a building's life cycle and create a built environment which is accessible, safe, and healthy for occupants.

ACOR's role is to facilitate embedding sustainable initiatives across all aspects of project and services offered, where sustainability initiatives are at the forefront to reduce greenhouse gas emissions and meet net zero carbon targets by 2050.



OUR CORE

Government

For over 20 years ACOR have been working on projects for Government agencies Australia wide. This has included projects involving Defence, Transport Infrastructure, and various commercial buildings – working with several departments such as Defence Australia, Roads and Maritime Services, the National Archives, and the Department of Mines, Industry Regulation and Safety.

ACOR understands the challenges of working in an aligned manner with organisations that are large, complex and of critical strategic importance. We are involved at all levels from the planning and delivery of major projects, to facilities maintenance projects and documentation.



Social Infrastructure

ACOR is committed to the delivery of world class Health Care, Education and Residential facilities in both the public and private sectors. Our experienced personnel bring a proven track record of multi-disciplinary services, offering a blend of stakeholder engagement expertise, knowledge of operations, constructability, staging, and the design and coordination of 3D documentation.

The provision of social infrastructure services is embedded in our portfolio and broader national capability. Our approach is underpinned by values that are integral to how we interact with our clients and each other. We investigate the local context, engage with stakeholders, and listen carefully to the client's aspirations to ensure we engineer solutions that are consolidated with the surrounding built form, community and environment.



OUR CORE



Energy and Resources

ACOR are one of Australia's leading Energy Consultants, specialising in design, risk, safety, and compliance. We also have significant experience in the provision of engineering services to the mining and resources industry. We understand the specific demands and environments within the Energy and Resources space and apply a broad spectrum of engineering and consulting disciplines to provide tailored solutions to meet our client requirements.

We work with our clients to find the best ways to meet the needs of their business, and have developed on-going, supporting relationships with companies such as PUMA Energy, BHP Billiton, Lendlease and Defence. Previous mining and resources clients include BHP, FMG, Rio Tinto and Xstrata.

Buildings and Development

ACOR have been delivering specialist engineering Building Services for over 21 years, across multiple sectors such as Commercial, Industrial, Residential and Recreational. Specialising in Mechanical, Electrical, Hydraulic and Fire Services engineering and Strategic Asset Management, our work includes large and medium scale projects, working alongside architects, developers, managing contractors, project managers, asset managers and facility owners.

We collaborate on complex building projects to deliver cost-effective, innovative and future-proofed results for our clients.



OUR CORE

Utilities

ACOR is dedicated to promoting sustainable, innovative solutions that are geared to local conditions, environments, and communities. Our strength lies in the timely provision of practical support and cost-effective design solutions, whilst our end-to-end support ensures safety in design during construction and operations.

Our Water Services Team is an accredited Water Servicing Coordinator for Sydney Water. We assist our clients in obtaining Section 73 Compliance Certificates and issuing building plan approvals for works affecting Sydney Water assets, combining civil, drainage and water into one, easily accessible service.



Technology

Innovation and Technology is embedded in our work culture and is fundamental to our approach. Our national Digital Innovation Group was established to adopt a holistic approach to our digital workplace strategy, whilst also identifying opportunities to add value to projects.

We continually modify our communication tools and management processes as well as our documentation and production systems to improve collaboration and better integrate our workflows. Our highly skilled, technical design and documentation specialists utilise 3D software, applying the latest technology to deliver engineering solutions that are sustainable, future-proof and cost-effective for our clients.



SERVICE OFFERINGS



Civil Engineering

ACOR Consultants delivers specialist civil engineering design services for major infrastructure projects. These include airports, major road infrastructure works, large-scale subdivisions, business parks, campuses, and mixed-use precincts.

Specialist services include flood mitigation modelling, drainage, bulk earthworks, and site utility servicing.



Structural Engineering

ACOR Consultants provides structural engineering services for major building projects. Working alongside other engineering disciplines, our structural engineering team are specialists in 3D building modelling to design and test structural design requirements.



Remedial Engineering

ACOR Consultants provides remedial design work to rectify building defects and structural issues. Our specialist services include diagnosis and condition assessment, litigation support, specialist waterproofing of above and below ground structures, rehabilitation of strata and commercial buildings, facades, and civil structures.

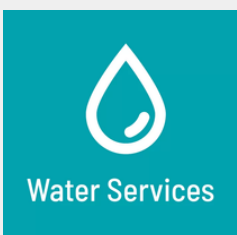
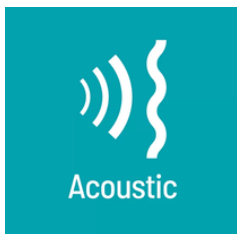
Our multi-disciplinary engineering team delivers integrated design solutions that ensure smooth running of projects as well as outcomes which favour minimal cost and maximum capital appreciation. ACOR was recently engaged by the NSW Government in Project Remediate, an initiative to set the new standard in façade remediation.

SERVICE OFFERINGS

Building Services

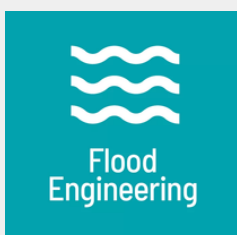
ACOR Consultants Building Services team provides engineering design capability in Fire, Mechanical, Electrical, Hydraulic and Acoustic Services. Across all services, we offer expertise in compliance, research, design and engineering services as well as support with planning, modelling, drafting and project management.

Our team have the technical expertise and experience to provide innovative and cost-effective design solutions that improve our client buildings and systems reliability, productivity and efficiency.



Water Services

ACOR Consultants offers expertise in Hydraulics, Flood Engineering and Water Services. Our Water Services team identify opportunities to remove unnecessary costs while ensuring that quality, reliability, performance, and other critical factors meet expectations.



We also deliver expert advice, design, and assistance in the management of development approvals specific to stormwater and flood mitigation, as we are an accredited Water Servicing Coordinator for Sydney Water, combining civil, drainage and water into one, easily accessible service.

SERVICE OFFERINGS



Environmentally Sustainable Design

Sustainability is at the forefront of all ACOR design and engineering solutions. We provide a tailored approach, incorporating sustainability initiatives throughout the design and construction phases.

Our aim is to reduce carbon and waste emissions, and the use of energy, material and water. ACOR support our clients in developing compliance strategies, managing statutory compliance and implementing industry benchmark requirements, including NCC Section J, Greenstar, NABERS, WELL.



Dangerous Goods Consulting

With the largest number of AIDGC recognised Dangerous Goods Consultants in Australia, ACOR's specialist Risk and Dangerous Goods team provides risk and fuel supply management services for companies and projects across all sectors. We have extensive experience in transporting, storing, and handling dangerous goods, fuels, or chemicals to ensure safe and cost-effective management of risks.

Other Services

Throughout all our projects, ACOR Consultants aims to be at the forefront of technology and innovation to provide cutting edge engineering solutions. These services include BIM and Protective Security.



DELIVERY MODEL

We have a nationally consistent, agile, and coordinated delivery model for all our projects.

Working together as One ACOR, we aim to align each practice and share knowledge, expertise and lessons learned across all our people.



One ACOR Digital Workplace

ACOR Consultants has a proven track record when it comes to delivering value for our clients and we continue to invest in developing the technical expertise of our team members to provide clients innovative and cost-effective design solutions.

We utilise Microsoft Teams to allow staff to communicate across different office locations in real time. Our delivery philosophy is to instil an open and a working culture where we work together as one team.

Our Intranet site, ACCESS-ACOR, provides universal access to Standards, Technical Libraries and Resources to help our team members find information they need efficiently and remotely.

Learning and Development

In a rapidly changing industry, we encourage our team to build new digital engineering skills to keep us at the forefront of global best practices.

We invest heavily in our career development program which will incorporate several components:

- Technical and Discipline Specific Training
- Health and Safety
- Digital Skills
- Project Leadership
- Business Development & Client Relationship Management
- Personal and Professional Development
- Leadership Development

DELIVERY MODEL

ADD Program

The ACOR Digital & Development (ADD) Program was created to gather great ideas and allocate time during work hours to make them a reality. We endorse this by making the time for individuals to develop better ways of working - if someone has an idea, they can submit a proposal to the ADD program and if successful, they'll be offered the support to make it happen.



Secondments

There are opportunities that arise for secondments to different ACOR locations for various lengths of time. These are great learning experiences and allow employees to work in a different location and collaborate with other ACOR team members.



Sydney

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St Leonards NSW 2065
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Western Sydney

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Place, Baulkham Hills NSW 2153
Tel: (+61) 2 9634 6311

Central Coast

Suite 2.01, Level 2, 4 Ilya Avenue
Erina NSW 2250
Tel: (+61) 2 4324 3499

Canberra

Unit 1, 5 Bodalla Place
Fyshwick ACT 2609
Tel: (+61) 2 6240 2900

Brisbane

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South Brisbane QLD 4101
Tel: (+61) 7 3844 5900

Perth

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3 Cantonment St, Fremantle WA 6160
Tel: (+61) 8 9336 3156

Broome

Unit 6A, 15-17 Dampier Terrace
Broome WA 6725
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Melbourne

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Newcastle

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Adelaide

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Darwin

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CONSULTANTS

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