



Pinnacles Civil
Design | Build | Asset Management

Civil Engineering Cadet Job Description

A construction site featuring a yellow Grove crane with 'POLLOCK CRANES' branding. Two workers are visible: one in a yellow shirt and khaki pants standing on a concrete structure, and another in a high-visibility vest and hard hat in the foreground. The scene is overlaid with a semi-transparent dark layer and geometric patterns in green and orange at the top and bottom.

V I S I O N

**GOOD PEOPLE
ENGINEERING SOLUTIONS
GROWING HEARTLAND
COMMUNITIES**

VALUES



GET IT DONE

We don't over engineer, we find solutions to get the job done, sometimes this is tried and tested, sometimes this is new and novel. Either way, we focus on the long-term relationship with our customer and get things done.



REAL PEOPLE

We muck in and take a family and a heartland approach to work. We have genuine, honest conversations. We work hard and enjoy the social side of life as well. We are real and we care about each other and the success of our community through our people.



OWN IT

We give each other instant trust and the opportunity to take ownership and make decisions. There is a safety net but also the opportunity to learn and give things a go.





O U R C U L T U R E

Our culture is like a successful heartland rugby club. An important part of the community, we are family orientated and full of salt of the earth people who at times can be a little rough around the edges but who are genuine, honest, hard working and have each other's backs. All the while though, striving together to achieve a common goal and develop our people. A rugby club that others want to be a part of but is also up front and strong enough to pull someone back into line or move them on when they are upsetting others through behaviours that don't align with the rest of the group.

A "team first" approach to everything that we do where no-one acts as though they are better or above anyone else or any job that has to be done.....a "team first" approach where everyone puts what's good for team ahead of themselves.





ROLE PURPOSE

As a cadet at Pinnacles, you will assist the company in providing civil engineering design, construction, asset and project management services. You will support the team in areas such as buildings, earthworks, drainage, roading, bridging and retaining structures, whilst also undertaking paid study towards your NZ Diploma in Civil Engineering.

We're looking for someone who can work autonomously and as part of a team. You'll bring energy, be a go-getter and have a sense of humour. You'll always represent Pinnacles and our values.

WHAT YOU'LL BE DOING

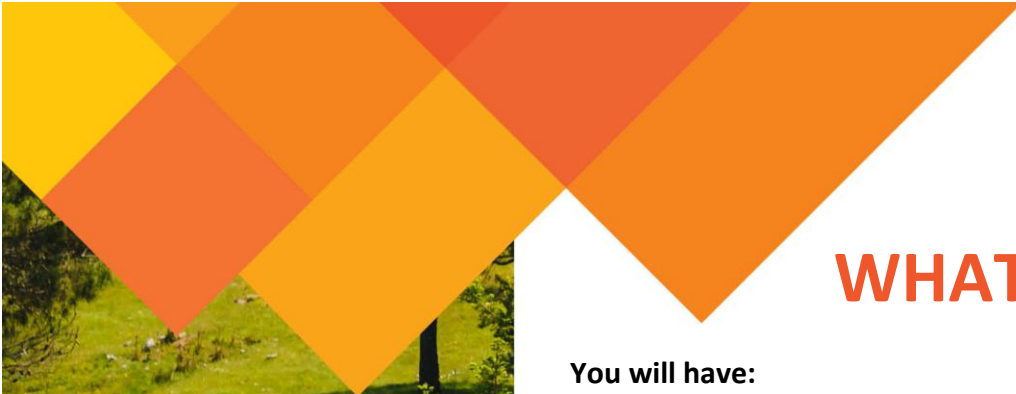
Role: Civil Engineering Cadet

Location: Waihi, Hamilton or Bay of Plenty

Reporting to: General Manager of the relevant Office

Role Responsibilities:

- Gain experience and learning across various engineering disciplines: Project Management, Transportation and General Civil Design, Contract Management, Asset Management by assisting with general administration tasks
 - Provide support to Directors and Project managers
 - Develop knowledge of Health, Safety & Environmental practices
 - General assistant civil engineering duties
 - Going to work sites to assist with field work; this will include but is not limited to inspections and geo-tech work
 - Client communication
 - Desktop support; including but not limited to contract administration and council work
 - Supporting the team with general administration tasks; e.g. sending emails
 - Completing general errands as required in the running of the business
 - Working towards your Diploma qualification in Civil Engineering - NZDE (Civil)
- 



WHAT YOU'LL BRING

You will have:

- Achieved NCEA Level 2, and
- A minimum total of 48 credits at level 2 in four subjects including at least 12 credits in mathematics (preferably achievement standards in algebra, calculus or trigonometry), or equivalent credits from appropriate trades training and/or demonstrated skills and experience
- A Driver's License – minimum restricted, working towards a full license.
- Basic computer skills in Microsoft Word and Excel.

You ideally will also have:

- Previous work experience
- Involvement in community clubs and extracurricular activities
- Some knowledge of Health and Safety
- Studied English, Maths and Physics at level 2 and enjoyed it
- Participated in gateway at school
- Started tertiary study In an

Competencies:

- You can operate under direction of project managers on specific tasks, delivering tasks to specified timelines and communicating any delays in a timely manner
- You have a practical and diligent approach to work
- You have strong written and verbal communication skills
- You can confidently present and communicate information
- You are a creative problem solver, curious and adaptive mindset
- You have good organisational skills and the ability to work unsupervised
- You are adaptive and will learn across several different parts of the business
- You have a high level of self-motivation to be able to work full time hours and study diploma in your own time.

Your attitude and behaviour:

- Happy to work autonomously and as part of a team.
 - Heaps of energy and a go-getter attitude coupled with a good sense of humour.
 - Always acts in a way that reflects the professional image of the company.
- 



WHAT WE OFFER YOU

The work you do will contribute to the growth of heartland communities across NZ.

Working at Pinnacles you have exposure to:

- Road and intersection upgrades
- Pavement rehabilitation
- Emergency works
- Retaining structures
- Subdivisions
- Three Waters
- Geometric design

Our benefits:

- We will cover your course fees (pass rate required)
- Join a growing business and have input into what we do
- Flexible working arrangements once fully qualified (hours and location)
- Health insurance
- Tools of the trade (phone/laptop)
- Swag (polo shirts, beanies, rain jacket, etc)
- Social club
- Annual Christmas staff trip/activity
- Opportunities to grow and upskill
- Great culture, down to earth, good honest people



WE LOOK FORWARD
TO MEETING YOU



Pinnacles Civil
Design | Build | Asset Management