

Auckland Council Graduate Programme



What we offer!

Diverse Opportunities:

- Work on projects that shape Auckland's future
- Variety of engineering roles

Impact:

- Contribute to the community's well-being and growth
- Tangible results that make a difference in people's lives

Support and Development:

- Mentoring from experienced professionals
- Continuous learning and skill enhancement opportunities

Culture:

- Inclusive and supportive work environment
- Emphasis on work-life balance



Endless opportunities and development

Purpose

Collaboration

Communication

Resilience

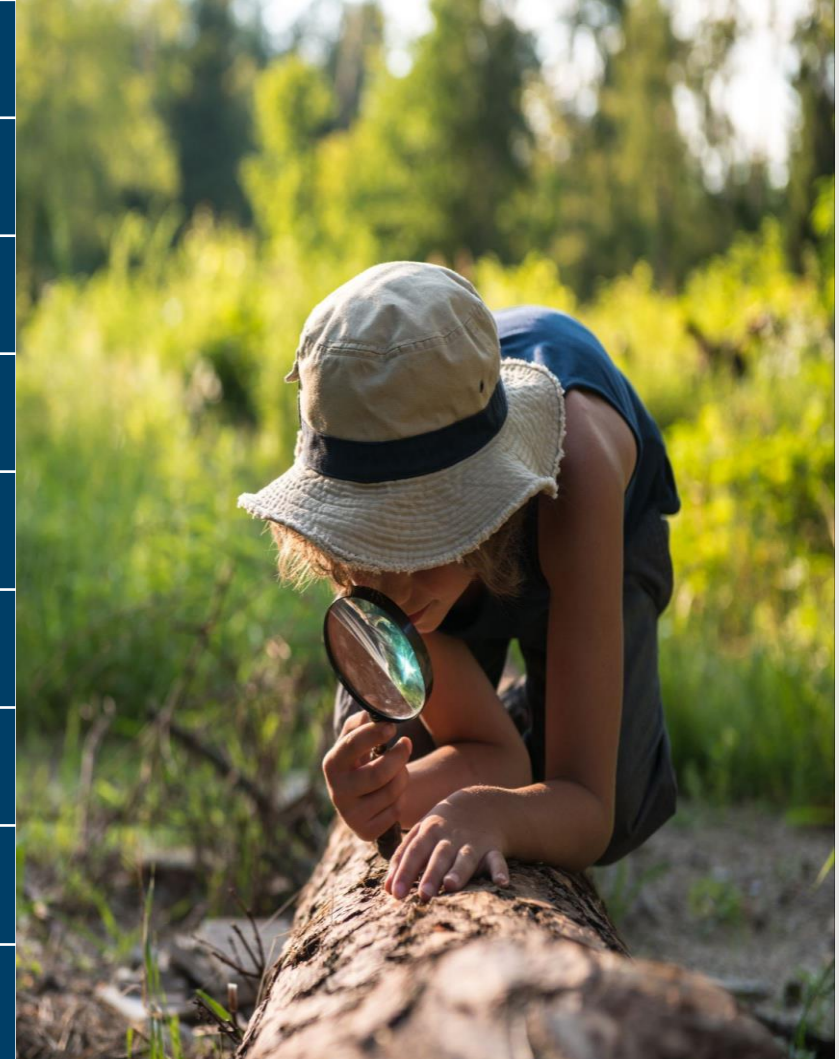
Adaptability

Problem Solving

Customer Service

Innovation

Inclusive



Graduate Programme information

2-year rotational programme

- Permanent placement
- Gain experience across different departments and projects
- Hands-on learning and exposure to various work streams

Training and Development:

- Formal training sessions
- Mentorship and coaching from senior engineers

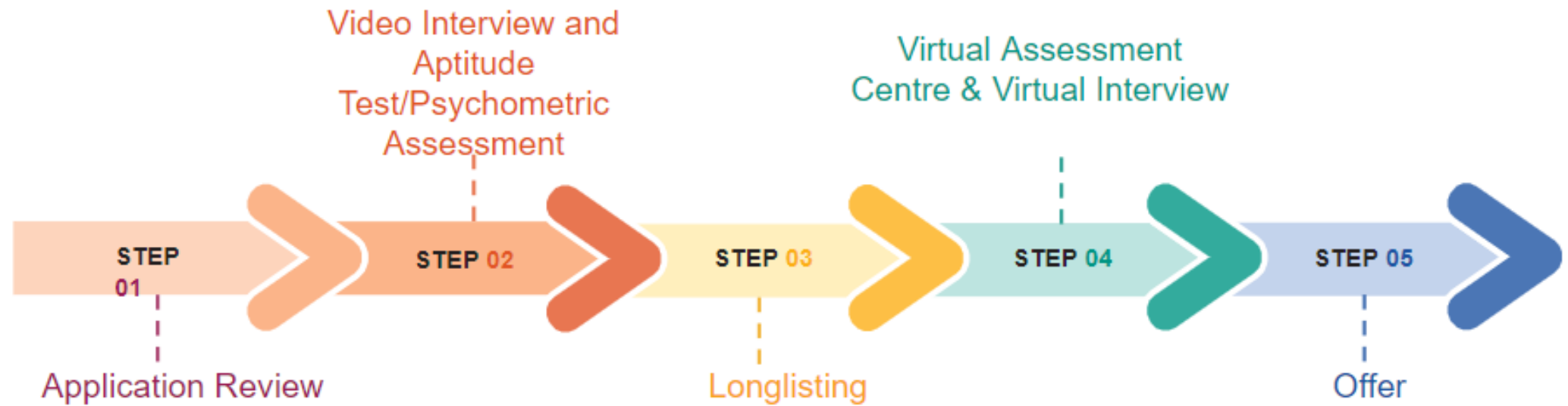
Networking:

- Connect with professionals across the organisation
- Build relationships for future career growth

Start date: February 2025



Application process



Waste Solutions Graduate Testimonies

What attracted you to apply for the Waste Solutions graduate programme?

“The Auckland Council Graduate Programme is invaluable in offering recent university graduates with an opportunity to enter the workforce and to apply the knowledge and skills they have worked hard to hone over a number of years.”

– Elizabeth Driver, joined in 2019

“The opportunity to contribute positively to the city I grew up in, with a particular focus on environmental and zero waste outcomes [and] council’s 2012 WMMP was a big inspiration.[There are] some amazing leaders and mentors in the Waste Solutions department”

– Brett Dragt, First Waste Solutions Graduate 2015

“Studying Geography and Environmental Science you learn that government agencies play a huge role in protecting the environment so working at a council is an aspirational goal for many, including myself.

*The grad programme seemed like such a great opportunity to get a foot in the door, but even better than that because the programme was clearly aimed at growing skills and experience in the industry”. **Claire Scott-Knight, joined in 2019***



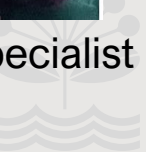
Waste Planning Advisor



Senior Waste Specialist



Senior Waste Specialist



Waste Solutions Graduate Testimonies

What would you say to the people who are looking into building their career in Waste Industry?

*“Lots of encouraging projects, lots of hard (but meaningful) work, lots of good outcomes for people and the environment. Bringing new skills, social support, new ways of thinking, peer-support, encouragement – this has been a big help for me personally as part of my journey” - **Brett Dragt, First Waste Solutions Graduate 2015***

“The graduate programme was an excellent mix of enhancing existing strengths and developing new skills. I enjoyed delivering on a diversity of work, for both internal and external stakeholders, from getting a flavour of project and contract management to research, strategy and advocacy, from political report writing and elected member engagement to customer service”

“For anyone considering entering and building a career in this sector I would certainly recommend the Waste Solutions Graduate Programme as a way to gain exposure to a range of aspects of the industry as well as local government functions”

Elizabeth Driver, joined in 2019

“Being a graduate allowed me to try out a variety of roles and find where my real skills are - who knew that a geography student could manage projects, do finance and budgeting, manage contracts, all of which I learned on the job. For people who are looking at building a career in the waste industry, I would say just get your foot in the door.

*There's no set 'career' in waste so whatever your background you can find a place and work with a bunch of awesome people who are passionate about what they do” **Claire Scott-Knight, joined in 2019***



Waste Solutions Graduate Testimonies

Elizabeth Driver, joined 2019 as Waste Graduate, now works as a Waste Planning Advisor

“The Auckland Council Graduate Programme is invaluable in offering recent university graduates with an opportunity to enter the workforce and to apply the knowledge and skills they have worked hard to hone over a number of years.”

“The graduate programme was an excellent mix of enhancing existing strengths and developing new skills. I enjoyed delivering on a diversity of work, for both internal and external stakeholders, from getting a flavour of project and contract management to research, strategy and advocacy, from political report writing and elected member engagement to customer service”

“ For anyone considering entering and building a career in this sector I would certainly recommend the Waste Solutions Graduate Programme as a way to gain exposure to a range of aspects of the industry as well as local government functions”



Waste Solutions Graduate Testimonies

Brett Dragt joined as the first Waste Solutions Graduate in 2015 now works as a Senior Waste Specialist

“The opportunity to contribute positively to the city I grew up in, with a particular focus on environmental and zero waste outcomes [and] council’s 2012 WMMP was a big inspiration [to apply for the programme].

[There are] some amazing leaders and mentors in the Waste Solutions department, lots of encouraging projects, lots of hard (but meaningful) work, lots of good outcomes for people and the environment. Bringing new skills, social support, new ways of thinking, peer-support, encouragement – this has been a big help for me personally as part of my journey”



Waste Solutions Graduate Testimonies

Claire Scott-Knight joined in 2019 and now works as a Senior Waste Specialist

“Studying Geography and Environmental Science you learn that government agencies play a huge role in protecting the environment so working at a council is an aspirational goal for many, including myself.

The grad programme seemed like such a great opportunity to get a foot in the door, but even better than that because the programme was clearly aimed at growing skills and experience in the industry.

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Learnings

Things we are looking to improve on...

- Ensuring there is always a clear roadmap in place for the work the Graduate(s) will be doing and ensuring there is plenty of 1-to-1 support to openly talk through work, projects, wellbeing, life, etc.
- Tailoring work to the individual Graduate(s) needs/skillset/aspirations, especially as there are different motivations and different levels of initiative/knowledge depending on the individuals.
- Putting in place a good support system helps ensure graduates have all the information and pointers they need for navigating a new workplace and structure as complex as a territorial authority (or any large organisation). This also provides an opportunity for growing the mentoring skills of existing staff.

