



**Graduate  
Brochure**  
*ACOR Consultants*



CONSULTANTS

[acor.com.au](http://acor.com.au)



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# LET US INTRODUCE OURSELVES

Founded in 1997, ACOR Consultants began as a group of engineers with a unique set of personal and professional values providing specialist consulting services.



From these humble beginnings, we are proud to have grown to be one of Australia's largest employee-owned engineering firms. We are committed to our mission of investing in the success of our clients and creating an environment where people thrive.

With over 500 people nationwide, we strive to work as One Team, One ACOR, putting our client's needs at the forefront. ACOR Consultants leverage our robust national network of trusted clients and collaborators to help them achieve their objectives. Using our broad consulting capabilities, we develop unique solutions to create value for our clients and ACOR.

Through our multi-disciplinary skills, experience, and capability, ACOR has been actively participating in creating some of Australia's largest and most iconic projects. We aim to add value at every project stage by bringing together passionate, dedicated people who challenge, explore, and expand traditional thinking through a hands-on approach. Through the ACOR Graduate Development Program, you can participate in our national delivery model and share knowledge, expertise, and lessons learned with all our people across the country.





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

## OUR VALUES

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



**Integrity**



**Passion**



**Courage**



**Excellence**



**Caring**



**Collaboration**

### What sets us apart?

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

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

### 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.

# OUR WORKPLACE

## Our Differences are Our Strengths

The diversity of our employees enables us to collaborate better, be more creative, achieve more outstanding 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 several 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 essential to ensure that people with disabilities have opportunities for meaningful and rewarding employment.

We partner with a disability employment provider that offers job placement and ongoing job training and support to people with disabilities.



# 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 places high value on having a workforce that is fair and inclusive. We acknowledge that collaboration, creativity, and innovation result in positive impacts that mutually reward our staff, clients, and community. ACOR is dedicated to enhancing diversity and inclusion, which aligns with our values and mission. We're proud to be an Equal Opportunity Employer as recognised by the Diversity Council of Australia 'Inclusive Employer 22/23'.

We invest in our talents through professional development and opportunities to network and connect. ACOR is committed to promoting women's careers and increasing their representation in leadership positions across the business. Through partnerships with industry organisations, ACOR is working to encourage more women to pursue rewarding careers in STEM.



# OUR WORKPLACE



## Employee Owned

What makes us different from other companies is that we are owned by our employees – about 15% of all employees are shareholders.

Each year, employees are invited to become owners of the business, allowing us to maintain a genuine, diverse leadership.



## Health & Wellbeing

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

Counselling provides an opportunity for 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 consist of members from different states, and the diversity of jobs we are involved in means our people often work from various locations.

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

# REWARDS AND BENEFITS



## Study Support

We support and assist employees through study and exam leave, work flexibility and financial support for approved education.



## 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.



## Salary Packaging Option

We offer options to package your salary and allocate it towards various options such as super, a motor vehicle, or items predominantly utilised for business purposes.



## Employee Assistance Program

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



## Social Events

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



## Employee Referral Bonus

Refer ACOR to people who fit our culture and receive a \$5,000 bonus if they successfully gain permanent employment.



## Fitness Activities

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



# Clients and Sectors

ACOR has built a multi-disciplinary engineering capability spanning diverse market sectors. Our portfolio aligns strategically with a national key client base, meaning employees get the opportunity to work on projects of different scales and scopes with other ACOR team members across the country.

## Energy

ACOR is one of Australia's leading Energy Consultants specialising in design, risk, safety and compliance.

We understand the specific demands and environments within the Energy space and apply a broad spectrum of engineering and consulting disciplines to provide tailored solutions to meet our clients' requirements.

## Defence

For over 20 years, ACOR has been working on projects for the Department of Defence Australia-wide.

We have been involved at all levels, from planning and delivering major projects to facility maintenance projects on the Estate Works Program (EWP) and specialist expertise on panels such as the Defence Fuel Supply Chain Technical Expertise Panel.

## Health & Aged Care

ACOR is committed to delivering world-class Health & Aged Care facilities in both public and private sectors. We bring a proven track record of multi-disciplinary services, offering a blend of stakeholder engagement expertise, knowledge of hospital operations and aged care facilities, constructability, staging and the design & coordination of 3D documentation.

## Commercial

We have been involved in the planning and delivering commercial offices and industrial and warehousing projects since our inception. Adopting leading-edge technology and 3D design tools allows us to collaborate on complex projects to provide cost-effective and future-proofed results. We work on large and medium-scale projects alongside architects, developers, managing contractors, project managers, asset managers and facility owners.

Our business model is underpinned by our Client Relationships - great clients and interesting and challenging work that provides rewarding career opportunities for our employees.

# Working with ACOR

## Graduate Development Program



Our Graduate Development Program aims to develop Engineering graduates into versatile consultants who can cater to our client's needs while preparing them to lead our business in the future. This two-year program is designed to provide you with technical training in your chosen area of engineering, along with supported activities to help you develop your business and consulting skills and make an impact within our business. The benefits of our program include:

- On-the-job technical training and targeted experiences to develop your skillset,
- Opportunities to engage with industry networks and associations, including Engineers Australia,
- Networking events and meetings with other graduates across the country and disciplines,
- Meetings with our executive leaders and service line leaders,
- Mentoring program,
- Training for business and consulting skills and project management,
- A personalised development plan to help you achieve your career goals.

## One ACOR Digital Workplace

ACOR Consultants has a proven track record for delivering value for our clients through a consistent, agile, and well-coordinated national delivery model. Our goal is to work as One ACOR and align each practice, sharing knowledge, expertise and lessons learned across all our people.

We continue to invest in developing the technical expertise of our team members to ensure we continue to provide innovative and cost-effective design solutions.

ACOR Consultants has a close relationship with Engineers Australia and is committed to supporting their learning and development. We support Engineers Australia Membership for graduates who aspire to gain their CPEng accreditation in the future.

# Working with ACOR



## Secondments

ACOR offers secondment opportunities to different locations for varying durations. These great learning experiences allow employees to work in a different location and collaborate with other ACOR team members.

## ADD Program

The ACOR Digital & Development (ADD) Program was created to gather great ideas and allocate time during work hours to develop better working methods. If someone has an idea, they can submit a proposal to the ADD program, and if it is successful, they'll be offered the support to make it happen.



## Digital Innovation

Innovation is embedded in our work culture and is fundamental to our approach. Our Digital Practice Team collaborates across disciplines to achieve a holistic approach to our digital strategy whilst identifying opportunities to add value to projects. To us, Digital Innovation is all about finding better ways to do our work and challenging ourselves to develop new capabilities to compete in a rapidly shifting industry.

3D software and application of the latest technology is essential to ensuring we deliver engineering solutions that are sustainable, future-proof and cost-effective for our clients.

## Drone Data Capture

Drone operations are extending the capabilities of ACOR. This technology is increasingly essential in Digital Engineering. Drones offer ACOR the ability to supplement surveys, capture in-progress or as-built site conditions and inspect roofs and facades - leading to greater accuracy in design and more effective collaboration.





# Working with ACOR

## Civil Engineering & WSUD

The ACOR Civil Engineering team is embedded in our core service offerings across national offices. Our delivery approach includes fully integrating BIM software to streamline coordination when collaborating with larger multi-disciplinary teams.

## Structural Engineering

Structural Engineering was one of ACOR's founding services and has grown to a team of over 100 engineers, servicing our clients across multiple sectors nationally. Our team has a proven track record of working with steel, timber and concrete when navigating complex operational and staging requirements.

## Remedial Engineering

ACOR's Remedial Team specialises in diagnosis and condition assessment, litigation support, specialist waterproofing of above and below-ground structures, and rehabilitation of strata & commercial buildings, facades, and civil structures.

## Building Services

We specialise in Mechanical and Electrical engineering as well as Hydraulic and Fire Services, Environmentally Sustainable Design (ESD), Strategic Asset Management, Vertical Transportation and Acoustics.

## Energy and Dangerous Goods Consulting

With the largest number of AIDGC recognised Dangerous Goods Consultants in Australia, ACOR's specialist team provides risk management services for transporting, storing and handling dangerous goods, fuels, and chemicals. Our solid future fuels team within ACOR focuses on specialties such as hydrogen, renewable energy, and lithium-ion batteries.

## Environmentally Sustainable Design

Sustainability is at the forefront of all ACOR design and engineering solutions. 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 that is accessible, safe and healthy for occupants.



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

Meet some of graduates and  
alumni from around Australia.

## GRADUATE PROFILES



### Semandara Farhan

*Graduate Structural Engineer  
(Sydney)*

My career journey started as an engineer with ACOR in October 2022 as an Undergraduate Structural Engineer. I graduated with a Bachelor of Engineering with first-class honours in 2024 and continue my career at ACOR now as a graduate engineer. Alongside my professional work, I have been actively involved in volunteering with Engineers Australia Western Sydney Regional Group and Sydney Migrant Engineers, helping engineers advance in their careers.

The most satisfying aspect of my role is the critical thinking and the diverse skill sets required to finish a project. Each job requires different demands of technical expertise and project management skills, which keeps me engaged and continuously learning.



## Joshua Borgeaud

*Graduate Mechanical Engineer  
(Brisbane)*

I graduated from QUT in mid-2023 and started the long search for a graduate position for the start of 2024. I spent some time doing casual work for an acoustic engineering firm before applying for ACOR's graduate program later that year. After going through the process and the interviews with my eventual line leaders, I was offered a position in March 2024.

Working in mechanical services is a role that has an actual, tangible end product; being able to walk through a building or look at construction drawings and say, "I did that" or "I designed that" is a pretty cool feeling.

## Olivia Johnston

*Graduate Project Manager  
(Melbourne)*



I graduated from RMIT in 2023 and started with ACOR in March 2024 as a Graduate Project Manager in the Design Management Team. In my role, you get to be involved in many aspects of project delivery. Coordinating with many disciplines internally and engaging with clients and sub-consultants externally gives unique insights and a range of skills that will translate well across many career paths.



## Wesley Faulkner

*Graduate Acoustics Engineer  
(Canberra)*

I began my journey with ACOR as an Acoustic Engineer in March 2024 after completing my Bachelor's degree in Audio Engineering. The path to a career in Acoustics is quite unconventional, and the discipline itself is often misunderstood. My background as a musician, combined with a profound interest in the physics of sound, its behaviour in various environments, and its impact on people's quality of life, naturally led me to this field.

Acoustics plays a crucial role in the engineering world, providing us with opportunities to work on diverse projects such as for Defence and Government, mechanical and environmental noise, vibration, and structural dynamics, to name a few.





# ALUMNI PROFILE

## Yasmine FitzGerald

*Fire Services Engineer  
(Canberra)*



### Career Journey

I started with ACOR in March 2023 as an Undergraduate Fire Services Engineer; having completed my coursework at the conclusion of 2022, I still needed to fulfil my placement requirements to graduate. Upon completing my placement hours, I continued with ACOR as a Graduate Fire Services Engineer.

### What is the most satisfying thing about your role?

The most satisfying thing about my role is you feel like you are continually learning new things and developing your skills. Every new project presents a new challenge that keeps my role exciting and engaging.

### What do ACOR's Values mean to you?

ACOR's values are values that are fundamental to both my personal and professional growth. I believe passion drives you to pursue excellence and facilitates a collaborative environment that fosters collective success.

### What advice would you give to an entry level graduate?

Be open to new experiences and opportunities as it may lead you down an exciting career you didn't know existed.

# ALUMNI PROFILE

## Nicholas Wynne

*Design Management Team  
Leader - Project Manager  
(Canberra)*



### 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 primarily focused on understanding the work I would be involved with 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 in Victoria. I have had the opportunity to participate 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 my contribution to that development is incredibly satisfying. Getting out on site, understanding the project scope, and then working 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 enjoy the focus on collaboration and teamwork required to deliver projects successfully. Though I have yet to see a project through its entire lifecycle, from scoping and feasibility through to handover, it would be incredibly rewarding. 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 scared 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.



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