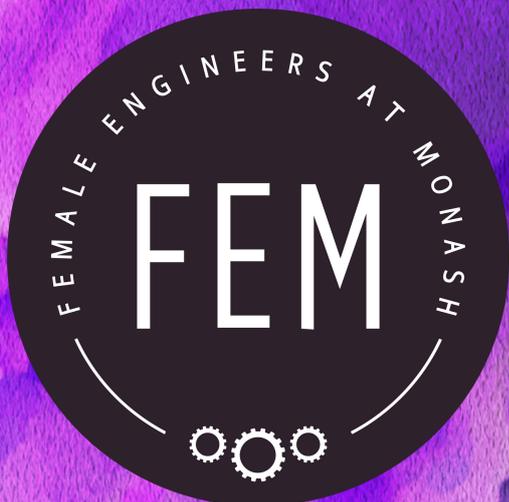


# FEM INDUSTRY GUIDE 2020



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# INTRODUCTION

Engineering is an exciting field of study that plays an important role in making people's lives better. Engineering is an enthralling career, with a lot of opportunity for growth, both personal and professional. For complex and multifaceted reasons, engineering is a male dominated profession.

Due to STEM careers not being promoted as heavily to women from a young age, less women study engineering, with some leaving their studies in part because of a lack of confidence. The disparity between the 18% of women that graduate from engineering, and the 13% of women who make up the Australian engineering workforce suggests that some women leave the engineering profession due to inadequate support during their career.

Our club, Female Engineers at Monash aims to provide both a social and professional network for women studying engineering that can also be maintained after graduation. We also encourage those who support women in engineering to join, as social change requires advocacy from all who endorse it. Engineering is a career built on constant improvement, and as such we should strive for a more inclusive and diverse workforce. Varied perspectives lead to novel and more well-rounded teams, which is a win-win for all involved.

Female Engineers at Monash aims to empower women by facilitating connections between industry professionals and current students. Our Industry guide is a resource for this generation's engineers to educate themselves on their entry to the Engineering workforce. It showcases some of the many opportunities available to you and provides resources to help navigate your professional education during university and begin your career.

Sally Sprague

Industry Liasion



**“FEM HAS BEEN PHENOMENAL  
AND AN IRREPLACEABLE  
EXPERIENCE”**

*- Renee Meaney*



## PRESIDENT'S ADDRESS

Hi, I'm Renee Meaney and I've thoroughly enjoyed being FEM's president in 2020.

This year has been a whirlwind! No one would have ever expected the unique challenges and opportunities that COVID has brought our community. We've broken new ground this year by adapting to online events and found new ways to engage with our community online.

The unique opportunity to hold an online orientation week via discord enabled our members all around the world to meet and connect in new and exciting ways! We have all navigated the world of zoom, finding new ways to deliver trivia and games online.

FEM has spearheaded our inaugural outreach event, Engage Engineer, in January this year. This event involved working with Robogals to give 150 students from years 8-10 over 2 days to engage in a variety of engineering workshops in collaboration with other engineering teams and clubs. This event was particularly close to my heart as I wanted to encourage more students to pursue engineering.

COVID has also shown us the commitment and support from our amazing sponsors during these unprecedented times. It was incredible to engage with all of our sponsors this year, especially during the highly successful industry event during our orientation week for semester 2. I would particularly like to thank our platinum sponsors for 2020; Accenture, Aurecon, GHD and the Department of Materials Science and Engineering.

Reflecting upon my journey with FEM, it has been phenomenal and an irreplaceable experience! I will be sad to leave the FEM committee, but I take comfort in knowing the extraordinary and capable team that we have will continue to inspire and uplift the next generation of engineers.

Renee Meaney  
President



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# COMPANY OVERVIEW

	Accenture	ANSTO	Aurecon	Monash MSE	GHD	Honeywell	Invetech
Aerospace Engineering	✓		✓				
Chemical Engineering	✓	✓	✓		✓	✓	
Civil Engineering	✓		✓		✓		
Consulting	✓	✓	✓		✓		
Electrical and Computer Systems Engineering	✓	✓	✓		✓	✓	✓
Environmental Engineering	✓		✓		✓		
Materials Engineering	✓	✓	✓	✓	✓		
Mechanical Engineering	✓	✓	✓		✓	✓	✓
Mechatronics Engineering	✓	✓	✓			✓	✓
Research	✓	✓		✓**	✓		
Resources Engineering	✓	✓			✓		
Software Engineering	✓	✓				✓	✓
Hiring of international students		✓*	✓		✓***		✓
Interstate opportunities	✓	✓	✓		✓	✓	
International opportunities					✓		

\* Internship program only | \*\* Accepting PhD candidates | \*\*\* Valid work visa required

	Jaydo	Lendlease	S&C Electric	STELaRLab	Viva Energy	Wood
Aerospace Engineering						✓
Chemical Engineering					✓	✓
Civil Engineering	✓	✓				✓
Consulting		✓				✓
Electrical and Computer Systems Engineering		✓	✓	✓		✓
Environmental Engineering						
Materials Engineering						✓
Mechanical Engineering	✓	✓		✓	✓	✓
Mechatronics Engineering		✓	✓	✓		✓
Research						
Resources Engineering						
Software Engineering		✓		✓		
Hiring of international students			✓****			
Interstate opportunities		✓		✓		✓
International opportunities						✓

\*\*\*\* Must have or demonstrate they are working towards Australian working rights

# ACCENTURE

## OVERVIEW

Accenture is a multinational professional services organisation with a HQ in Dublin, Ireland and over 490,000 remarkable people in over 200 other cities. We combine local insights with deep expertise across 40 industries to tailor the services that solve our clients' biggest challenges. There are 4 main pillars to our organization:

### STRATEGY & CONSULTING:

Rapidly and confidently reinvent your business to increase resilience, mitigate risk and return to sustainable growth.

### OPERATIONS:

The next business growth engine? Operational speed that outpaces digital disruption. Learn how intelligent operating models drive sustainable growth.

### TECHNOLOGY:

Accelerate your enterprise transformation with innovative technology services and deep industry experience to deliver lasting value.

### INTERACTIVE:

We see Experiences as the intersection of purpose and innovation to grow people, society, industries and business itself.

Cross-industry expertise. Unmatched innovation. World-class tech and talent. We bring it all together to deliver tangible business outcomes for our clients.



## GRADUATE PROGRAM

Strategic. Curious. You. Accenture. Don't just find a career, find a purpose. If you're strategic, curious and 100% unique, you're exactly who we're looking for. Our grads are a diverse group of innovators working together to solve industries' and organisations' most challenging problems, using leading-edge technologies and strategies to reinvent the way every job is done and help improve the way the world works and lives. There are 2 grad paths available and these are the Consulting Analyst Program and Tech Academy. How and what you do is up to you but here are some paths that you could take:

- Shape the future of business and technology by developing innovative, disruptive strategies that unlock value.
- Drive transformational change, advising clients how to adapt and shift to new environments. Harness analytics, interactive marketing and mobility services to enhance millions of lives. Use design thinking, agile development methodologies and new intelligent technologies.
- Deliver breakthrough business outcomes for clients—by harnessing talent, data and intelligence. Innovate security solutions by working with the sector's brightest, using the coolest tech.

**STRATEGIC.  
CURIOUS.  
YOU.  
YES, YOU!**



[www.accenture.com.au/campus](http://www.accenture.com.au/campus)

## VISION AND FUTURE GOALS

We're always investing in the future; We make significant investments both organically—in assets and solutions, and the skills of our people—as well as through strategic acquisitions.

Here at Accenture ANZ, we're also always working to improve the lives of Australians and New Zealanders, now and for the next generation. We have shown this by:

- We achieved a 52% reduction in our carbon emissions globally – reaching our 2020 goal of 50% earlier than expected.
- 14,000 metric tons of travel carbons were removed compared to last year by using collaboration technologies.
- 190 charities and community causes have received support with more than 22,000 volunteering hours and over \$330,000 fundraised by Accenture employees.

Because of our commitment to corporate citizenship, we were awarded in the top 3 of Good Company's 2019 'Best Workplace to Give Back in Australia' list, which we're very proud of.

Other awards and recognition that we are also very proud of include, but are not limited to:

- Grad Australia's Number 1 consulting employer for graduates.
- Grad Connection and Australian Financial Review's 6th most popular employer in Australia.
- 15 Consecutive years' Workplace Mother 100 Best.
- 12 Consecutive years DiversityInc Top 50 Companies for Diversity.
- #1 Thomson Reuters Index of World's Most Diverse and Inclusive Companies.

## WHAT ARE SOME EXAMPLES OF CAREER PROSPECTS AT ACCENTURE?

As we are a very diverse and multinational organisation operating across 40 industries in 200+ different cities, the opportunities are endless for you and it is up to you to make the most out of the learning opportunities and support provided by Accenture.



# AURECON

## OVERVIEW

Aurecon is an engineering, design and advisory company, but not as you know it. We've reimagined engineering. Our clients' ideas and aspirations drive all that we do. We work alongside them like no other firm to co-create clever, innovative solutions to some of the world's most complex challenges.

This year, Aurecon was honoured to win the Australian Financial Review's (AFR's) Top 100 Graduate Employers 'Most Popular Engineering and Resources Employer Award' for the second year in a row, and ranked #10 in the Top 100 Most Popular Graduate Employers list. In 2019, we ranked #4 on the AFR's Most Innovative Companies Professional Services list, and were also listed in LinkedIn's Top Companies for the second year in a row, the only engineering consulting firm to make the list.

We serve our clients across a range of markets and international locations. Hardwired in our DNA are engineering, design and the deep need to leave a legacy. We are as diverse as we are dynamic. As curious as we are clever.

## WHAT MAKES US UNCONVENTIONAL?

Our graduates boldly step forward to design a better future. Join us, and we'll give you flexibility, choice, and the freedom to be you to make an impact.

From designing the future of Auckland's transport to reduce crippling congestion in New Zealand's largest city. To advise on the world's largest lithium-ion battery in South Australia to store renewable energy. To bring to life one of the world's largest mass-engineered timber buildings in Singapore, where sustainability and innovation are at the heart of the design.

## HOW DOES AURECON LIVE IT'S DIVERSITY POLICY?

Aurecon's innovation aspiration is dependent on our ability to recruit and inspire a diverse workforce and to create an inclusive, high-performing culture where everyone can be their full authentic selves within a vibrant community. We have initiatives and policies to foster talent from all walks of life to ensure a fair working environment where opportunities are available to everyone.

Aurecon is an Employer of Choice for Gender Equality, as awarded by the Workplace Gender Equality Agency (Australia), and is a founding member of The Diversity Agenda in New Zealand. We are also accredited through the Rainbow Tick program in NZ as well as a Bronze employer with the Australian Workplace Equality Index.

Within our graduate & internship programmes, Aurecon is committed to at least an equitable balance between all genders in our intakes on an annual basis and has achieved this since 2018. We also actively engage with students who identify as having a disability to provide them support throughout the application process, as well as students from the LGBTIQ+ community who may require support and mentorship as they enter into the workforce.

## GRADUATE PROGRAM

As a graduate, you will learn from future-ready leaders and take advantage of our flexible graduate programme. We've said goodbye to rigid schedules and hello to a collaborative environment where you can pursue your passions, design, and fast track your career.

As part of a diverse team, you'll collaborate with others across geographies and markets, applying your skills to re-imagine engineering and make the world a better place. You will also work alongside industry-leading professionals, mentors and peers. If you would like to experience numerous areas of Aurecon's business, we can facilitate that too.

You'll also have access to Aurecon's flexible Emerging Professionals Programme (EPP). It's been developed specifically for graduates to give you the head-start needed to become a future ready professional. In the programme, you will develop a strong foundation of skills and experience to ensure a successful start to your career at Aurecon. The modules of our EPP are designed along three key themes of development: **Work ready**, **Collaboration** and being **Future ready**.



# Unconventional

**A better future belongs to the bold who step forward.**

The dreamers, the believers, the curious, the resourceful, the unconventional thinkers. Join us and **we'll give you flexibility, choice, and the freedom to be you to make an impact.** Together, we'll reimagine engineering and design a better future for humanity.

**Aurecon is an engineering, design and advisory company – but not as you know it.** We've reimaged engineering.

*Pictured: Aurecon Electrical Engineer, Ashley Vo and Program Advisory Consultant, Will Jackson*

**aurecon**

*Bringing ideas  
to life*

[aurecongroup.com/graduates](https://aurecongroup.com/graduates)

# DEPARTMENT OF MATERIALS SCIENCE AND ENGINEERING

## OVERVIEW

Monash University's Department of Materials Science and Engineering is an international, research-active department with modern facilities and a broad education offering in materials science and engineering. Although our work spans the entire materials field, we specialise in both the cutting-edge and fundamentals of metals and alloys, biomaterials and tissue engineering, nanomaterials, polymers, composites, corrosion, advanced materials characterisation and, most recently, materials modelling. Our department is well known for our outstanding facilities, integration of practical and theoretical learning, student-run teams and our focus on people and the community.

## MONASH MATERIALS SCIENCE AND ENGINEERING

The department of Materials Engineering was officially launched in 1971 with 16 students and by 1980 had the largest research group in the Faculty of Engineering. The department has since gone through numerous incarnations before officially becoming the Department of Materials Science and Engineering in 2013. In 2019, according to the Academic Ranking of World Universities, the department was ranked number one in Australia and in the top 50 globally for materials science.

Our department is made up of 28 academic staff (21% female) and typically takes on 80 Bachelors of Materials Engineering students (40% female) and 100 Masters of Advanced Engineering students (29% female) per year. Students and staff join our department from more than 40 countries around the world.

## VISION AND FUTURE GOALS

Our department and its researchers are currently looking to find new and innovative ways to engage with the public and industry so that we can better understand their needs and how we might meet them.

Our department is committed to producing research outcomes that are in the public good. This includes the research and development of materials which help mitigate the effects of climate change, reduce the impact of environmental pollution and aid in the treatment of diseases.

Our department prides itself on building life-long relationships with students, from enrolment through to alumni. We also actively promote diversity and inclusion at all levels.

## WHAT TYPE OF PEOPLE SUCCEED IN RESEARCH?

Successful researchers come in many varieties but often share some common traits. These include being innately curious about the world, creative, able to clearly communicate with experts and non-experts alike, sensitive to the wants and needs of others and excellent at organising their time.



**MONASH**  
University

# PHD & MASTERS SCHOLARSHIPS

Materials scientists and engineers make a unique contribution – not just by making new materials, but also by improving what we already have. Here at Monash, our graduates and researchers are making things stronger, lighter, more functional, more sustainable and more cost-effective. Their contributions underpin all aspects of engineering, manufacturing and health sciences. Not surprisingly – they're increasingly in demand.

## THE OPPORTUNITY

Expressions of interest are sought from outstanding candidates interested in undertaking research studies in Materials Science and Engineering at Monash University.

Our PhD and Masters by Research degrees are a great opportunity to work on a significant research project under the direction of world-leading researchers. We have projects in the areas of energy materials, metals and alloys, biomaterials, additive manufacturing and functional materials. Our department is ranked the No.1 Materials Department in Australia, and we have state-of-the-art laboratories for materials research, with centres for electron microscopy and additive manufacturing.

## TOTAL SCHOLARSHIP VALUE

\$29,000 per annum (tax-free) (2020 rate). Tuition scholarships available to international students.

## SCHOLARSHIP REQUIREMENTS

There are separate scholarship rounds for local (domestic) and international students. To be eligible to apply for domestic postgraduate research scholarships an applicant must be an Australian citizen, New Zealand citizen or a Permanent Resident of Australia. International postgraduate research scholarships are available for non-domestic applicants that cover both living allowances (stipend) and tuition (international student fees).

## ELIGIBILITY REQUIREMENTS

Applicants will need to hold a first-class honours degree from an Australian University or equivalent degree from an overseas university in a relevant discipline.

Full details for the relevant requirements are available at:

[monash.edu/graduate-research/future-students/apply](https://monash.edu/graduate-research/future-students/apply)

## TO RETAIN THIS SCHOLARSHIP

The recipient of this scholarship must maintain satisfactory academic progress throughout their research degree.

## APPLICATION PROCESS

The first step in the application process is to identify a potential supervisor. Research profiles of academics in the department can be found at:

[monash.edu/engineering/departments/materials/about-us/our-people/academic-staff](https://monash.edu/engineering/departments/materials/about-us/our-people/academic-staff)

Once you have identified a potential supervisor, email them with your CV to discuss potential projects on offer.

Academics will then issue a formal invitation to apply which you can use to start the online application process.

## APPLICATION DEADLINES

The next scholarship application deadlines for students commencing in 2021 are:

- 31 August 2020 for international applicants
- 31 October 2020 for domestic applicants

## ENQUIRIES

Enquiries about the scholarship application process can be directed to:

Ms Michelle Laing  
[michelle.laing@monash.edu](mailto:michelle.laing@monash.edu)

Enquiries from applicants who would like help finding a potential supervisor can be directed to:

Professor Chris McNeill  
[christopher.mcneill@monash.edu](mailto:christopher.mcneill@monash.edu)

## MORE INFORMATION

Find out more about PhD and Masters by Research degrees and scholarships at:

[monash.edu/engineering/future-students/phd](https://monash.edu/engineering/future-students/phd)

## Contact Us

Ms Michelle Laing  
Student Services Co-ordinator  
Materials Science and Engineering  
T: + 61 3 9905 5697  
E: [michelle.laing@monash.edu](mailto:michelle.laing@monash.edu)

## OVERVIEW

GHD is one of the world's leading professional services companies. We operate in the global markets of water, energy and resources, environment, property and buildings, and transportation.

Proudly owned by our people,  
GHD is rich in diversity of  
thought, background and  
experience.

## COMPANY CULTURE

GHD is driven by a culture of service excellence, we partner with our clients to develop engineering, architecture, environmental, advisory, digital and construction solutions together. We apply high standards of safety quality and ethics to create value throughout the project lifecycle.



Today, more than 10,000 empowered people in 200+ offices on five continents collaborate seamlessly to understand our clients' objectives, solve their problems and bring imaginative solutions to life.

## WHY WE STAND OUT

Our connected global network brings deep technical capabilities, multi-disciplinary skills and industry insights to help our clients succeed. The value of our work can be seen in the social progress, sustainable development and economic growth we bring to the communities we touch.

**“I want us to get to the point where there are as many young females considering engineering as young males.”**

**Kate Cochrane**  
Geotechnical Engineer



I grew up in country Victoria, coming to Melbourne for uni with little idea of what I wanted to do. The only thing I knew was that I liked maths and science. I decided to do civil engineering because it combined the subjects I like with real world applications. Growing up I'd never heard of engineering and barely knew that it could be a career but a few friends in my maths classes at uni were doing it so I thought I'd give it a crack. Now I know there's nothing else I'd rather do.

There are an abundance of areas to specialise in with civil engineering and GHD offer the majority of them. I started off at GHD with the graduate program in the Project Management Team. Part of the grad program allows you to do an optional 6 month rotation into another team. I chose to go to the Geotechnical Engineering team as I wanted to try something more technical but after the 6 months I really liked it and decided to stay. Both of my teams were very supportive of the move and it made it easier entering the workforce knowing I had flexibility.

I had so many great opportunities at GHD working on so many different types of interesting projects in a wide variety of sectors. The work environment is set-up so that if you find something you like or something you want to work on, you're encouraged to go after it. Finding an interest or a passion in an area will tend to make you work better and be happier in general. Everyone I've found at GHD support this ideal and understand a lot of people in our generation don't want to be stuck in the same role forever.

**If you are interested in becoming a part of our GHD community we have the programs below to get involved:**

#### **GHD Graduate Development Program**

The GHD Graduate Development Program is an integrated two-year, holistic approach to developing our future leaders and technical experts. The structured program provides the tools and opportunities needed to establish and build a successful career with us.

**Applications open:** March annually

**Program commences:** February the following year; next program commences February 2021

Our people are at the very heart of our success. That's why we are committed to developing and supporting talented, motivated individuals who are eager to launch their professional careers delivering to clients on varied and challenging projects.

**Visit [www.ghd.com/graduates](http://www.ghd.com/graduates) for more information**



# ANSTO

## OVERVIEW

ANSTO is the home of Australia's most significant landmark and national infrastructure for research. Thousands of scientists from industry and academia benefit from gaining access to state-of-the-art instruments every year.

To find solutions, ANSTO operates much of Australia's landmark infrastructure including one of the world's most modern nuclear research reactors, OPAL; a comprehensive suite of neutron beam instruments; the Australian Synchrotron; the National Imaging Facility Research Cyclotron; and the Centre for Accelerator Science.

## GRADUATE PROGRAM

ANSTO's highly-regarded Graduate Development Program aims to develop and nurture the next generation of Australian business and science leaders. Graduates gain invaluable hands-on experience and professional development opportunities. Features of the program include:

- Two-year tailored rotation program
- Investment in professional development
- Networking opportunities
- Support structure

## INTERSHIPS

Every summer The Australian Synchrotron runs a Women In Engineering paid internship program. This program will allow successful applicants to gain industry experience in a unique and supportive environment. We are looking for graduates with degrees in:

- Mechanical engineering
- Mechatronics engineering
- Software engineering
- Computer science
- Electrical engineering
- Accelerator physics



Australian Government



## VISON AND FUTURE GOALS

The Australian Synchrotron is a major research facility located in Clayton, a technology and innovation hub of southeast Melbourne. It is one of Australia's most significant pieces of scientific infrastructure.

The Australian Synchrotron produces powerful beams of light that are used at individual experimental facilities to examine the molecular and atomic details of a wide range of materials. The advanced techniques are applied to research in many important areas including health and medical, food, environment, biotechnology, nanotechnology, energy, mining, agriculture, advanced materials and cultural heritage.

Following the Federal Government's substantial \$520 million contribution to secure the future of the facility to 2027, ANSTO has been working in earnest to secure capital investment for the Australian Synchrotron. This investment will facilitate the design and installation of eight additional beamlines, enabling the facility to meet the needs of Australian researchers and industry partners and continue enabling ground-breaking research well into the future.



## WHAT IS YOUR FAVOURITE PART ABOUT WORKING AT ANSTO?

The work done at ANSTO is very unique and interesting. You get to meet friendly people who are experts in their field. This also brings a lot of variety to your day-to-day. ANSTO is also committed to providing a good work environment. There is a strong focus on work/life balance and management is committed to diversity and inclusion goals.

## OVERVIEW

The world is changing. And it's a familiar story at Honeywell. Honeywell offers employees the opportunity to work on the world's most exciting projects. We're building a safer, smarter, and more sustainable world through our technology and software. Our impact is seen in every shape and size worldwide. Our solutions are felt daily in aerospace, buildings and cities, retail, chemicals and materials, industrial and manufacturing, safety, and supply chains.

## WHAT WORKING AT HONEYWELL MEANS

- The opportunity to define the future of entire industries, helping to transform the way the world works.
- A global workplace where you can learn something new every day
- An environment where individuals can succeed professionally and personally
- A work environment that encourages open dialogue, connecting different perspectives to build an inclusive workplace where diverse views are heard and respected
- Avenues and channels to celebrate all innovations and accomplishments

## FAST FACTS

- Presence in 970 sites worldwide
- Global HQ Charlotte, NC, USA
- 36B+ USD net sales in 2019
- 18K Engineers
- 9K software developers
- 35.5K+ granted or pending patents



## GRADUATE PROGRAM

Our 2-year award winning Graduate program has a rich history of fostering our future leaders. The Honeywell Graduate Program is designed from the ground up to empower people from the moment they start their careers. Through challenging and meaningful assignments with great learning, quality training and development opportunities, we work hard to build a team of result-oriented individuals, and then empower them to make the world a better place. With the support of a global organisation and a culture of teamwork and camaraderie, Honeywell employees can navigate their way around the world and progress from career to career within the same dynamic company. Our employees are encouraged to be visionaries and they achieve great things.

### Here is what you can expect

- Technical learning framework to support your performance in your role
- Face to face development workshops focusing on growing your leadership capabilities
- Involvement in a series of leader-led webinars to enhance your understanding of Honeywell
- An assigned Buddy to support your transition into Honeywell
- An assigned Mentor to help grow your career
- Structured networking opportunities with our Senior Leaders
- Yearly goals you set and work towards to add value to our organisation

## WHY DO YOU VALUE DIVERSITY?

*“Our people are our ultimate differentiator and having employees with diverse backgrounds, perspectives, experiences and cultures brings a diversity of ideas that supports a high-performing environment.”*

- Darius Adamczyk, Chairman and CEO

# Honeywell

### Supporting inclusion and diversity is fundamentally rooted in our core

Inclusion and diversity at Honeywell go beyond the common six categories — age, race, religion, gender, sexual orientation, and disability. Embracing and promoting diversity of thought from everyone's unique skills, backgrounds, perspectives, and experiences help us grow and make Honeywell a great place to come to work every day.

### OUR PROMISE

We value everyone's perspectives and create an environment based on trust, respect and open communication.

# INVETECH

## OVERVIEW

Invetech has a powerful heritage and a bright future developing innovative products for the healthcare, precision medicine and diagnostic industries. With more than 30 years of experience, we have impacted the lives of countless people across the globe and our employees are driven by doing good work, learning new things and conquering obstacles to help our clients' innovations come to life. We started as an engineering consultancy and have grown into a full-service provider of product realization services with a focus in healthcare markets. We've retained our consultative nature through this evolution and continue to deliver the best possible outcomes to each of our clients.

Our team of 300+ scientists, engineers, designers and program managers help solve commercial, usability and manufacturing challenges for clinical lab and point of care diagnostics and commercial-scale cell and gene therapy applications. With expertise in product design and development, in-house ISO 9001 and ISO 13485 manufacturing, a scalable services approach and extensive partner network, we provide a single point of accountability to our clients.

We support our global clients with offices located across the world. We're headquartered in Melbourne, Australia, with locations in San Diego, California and Boxborough, Massachusetts in USA and Shanghai, China.



## INVETECH'S VISION

Our mission is collaborating with our clients to realize ground-breaking products through excellence in design, engineering and manufacturing. This is demonstrated through our core values which influence the way we work with each other - and the way we serve our clients.

Invetech is an operating company of Fortive, a Fortune 500 corporation comprised of essential technology businesses driving innovation in areas like product realization, sensing, and field instrumentation.

Innovation, Integrity,  
Enthusiasm, Excellence  
and Collaboration.

# Invetech

## ANNUAL VACATION PROGRAM

At Invetech we run an annual Vacation Program over the summer break. This provides students in their penultimate year the opportunity to gain hands on experience, whilst working on projects with our global clients. We open our vacation program up to several disciplines within the Engineering domain. Not only does the Vacation Program provide budding Engineers with the opportunity to gain hands on experience, it also allows students to learn from the brightest in the business, make an impact to projects that make a real difference to people's lives. The experience you gain with Invetech is invaluable, particularly if you are interested in the healthcare industry, and the true impact Engineers can make to the industry.

## OVERVIEW

First established in Victoria in 1968, JAYDO has grown significantly and become an industry leader in the delivery of water infrastructure projects. JAYDO has a long-standing history partnering with City West Water, South East Water, Melbourne Water, and other Victorian water authorities and councils in the delivery of water, sewerage and drainage infrastructure projects.

JAYDO has over 80 employees across Victoria, including on-site and office staff. Due to the nature of our business, having both drainage and water departments means we can share resources across the entire business and across all regions of Victoria. JAYDO's head office, located in Carrum Downs, is well placed to service the Eastern and Northern suburbs of Melbourne, with a purpose-built factory and yard to house and maintain JAYDO's large local fleet of equipment, plant and resources. Recently, JAYDO has evolved with the establishment of a Western Office, with the capacity to service the growing Western Suburbs.

## COMPANY CULTURE

# JAYDO

### Our Behaviours

- Positive attitude in our approach to business
- Willingness to help others
- Embrace and implement new ideas
- Be transparent and fair
- Take pride in the services we provide
- All employees lead by example



### Our Systems & Resources

- Modern Office and Plant
- Sharing knowledge through forums and meetings
- Industry Standard SQE, Financial and Plant Management systems
- Continual improvement of our processes and resources
- Investment in technology to improve efficiency



### Our Environment

- Openly Communicate future Business direction
- TRUST and support our employees
- Maintain engagement with employees - One Jaydo Team
- Enable opportunity for career progression
- Celebrate productive behaviors and attitudes



### Our Culture

- Safety, our way of life - Plan, Resource & Act Safe
- Sustainable Construction - maintain employee wellness and performance
- Grow Jaydo through the growth and diversity of our people
- Open communication - founded on trust & support & a supportive team
- Pride, Professionalism and commitment to deliver on our promises
- Willingness to learn and take on new challenges



[M40 Water Main Renewal](#)



[Kennedy's Drive Sewer Pump Station & Wet Weather Detention Storage](#)

## GRADUATE PROGRAM

Jaydo provides engineers with a "hands-on" and practical engineering learning environment, working under very experienced site supervisors and project managers. This type of valuable experience will make you a better engineer as you understand the fundamentals and background for specifications, methodologies and how assets are actually built. This practical experience will set up your career.

Jaydo's engineering graduates are on-site and contribute as part of the construction team. They learn how to read plans and specifications, how to order materials, and how to liaise with the crew. They won't be stuck in the office everyday. They will get exposure to a wide variety of projects – drainage and sewer pipelines, watermains, pump stations, detention tanks, etc.

# LENDLEASE

## OVERVIEW

Being bold and innovative characterises our approach and doing what matters defines our intent. We create award-winning urban precincts, new communities for older people and young families just starting out, retail precincts, and workplaces to the highest sustainability standards. We are also privileged to create essential civic and social infrastructure including state-of-the-art hospitals, universities and stadiums around the world. Lendlease has been entrusted with many projects of public, cultural and social significance: constructing the Sydney Opera House, creating the National September 11 Memorial & Museum in New York, and restoring and renovating historic buildings such as London's Tate Britain and National Theatre. As we expand our experience and our footprint, we aspire to continue creating places people want and care about, and keep providing value for securityholders and the broader community. Headquartered in Sydney, our people are located in four operating regions: Australia, Europe, the Americas and Asia.

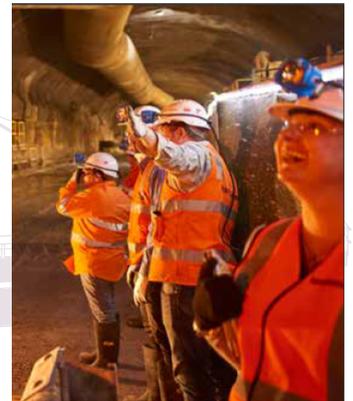


## VISON AND FUTURE GOALS

Employ our placemaking expertise and integrated business model in global gateway cities to deliver urbanisation projects and investments that generate social, environmental and economic value.

## WHAT ATTRACTED YOU TO WORK AT LENDLEASE?

When I first visited the Lendlease head office, I said to myself, "wow I wish I worked here". It was not just because of the design and sustainable head office they have here in Sydney, but because of the few people I knew that worked at Lendlease and the ones that I met that day I walked through the doors, I could really tell how inclusive and diverse the culture was. This is very important to me. Lendlease also has such a global presence and I was to be a part of a company that is delivering some really key infrastructure projects not only in Australia but the world. I have been working here at Lendlease for over 1 and a half years and they have really made me feel welcomed and valued. Additionally, the opportunities that you get internally has really motivated me to want to continue to work here for many more years to come.



## GRADUATE PROGRAM

Graduates are our future leaders. An organisation of our size and scale needs the sharpest minds to ensure we continue to create the best places. In line with this, we have built a best-in-class graduate program to provide a consistent experience for our graduates across the globe. We have opportunities that span the full property and infrastructure sector to kick-start your career. Whether you are an aspiring Construction Manager, Engineer, Property Developer or Business leader, we would like to hear from you. As a graduate, your input will be valued from your very first day. Ensuring you grow and develop with us is an important part of our culture. In fact, many of our long-term employees began their career as a graduate.

# LOCKHEED MARTIN

## OVERVIEW

Lockheed Martin Australia is an Australian company that is engaged in the integration and sustainment of advanced technology systems, products and services across space, air, land, sea and cyber domains. Our innovative technologies have been contributing to the security of Australia and realisation of Australia's national interests for over 70 years and today we employ over 1,000 people with a presence in every mainland state and territory.

As an advanced technology and innovation company, Lockheed Martin Australia has the right combination of systems engineering and integration expertise required to sustain the advanced technology systems, products and services critical to delivering a capability edge to the Australian Defence Force. Our diverse programs form a critical backbone of Australia's current and future defence capabilities.



### OUR MISSION

Solve complex challenges, advance scientific discovery, and deliver innovative solutions to help our customers keep people safe.

### OUR VISION

Be the global leader in supporting our customers' missions, strengthening security and advancing scientific discover

### OUR VALUES

Do What's Right  
Respect Others  
Perform With Excellence

**LOCKHEED MARTIN**

*Australia*



## GRADUATE DEVELOPMENT PROGRAM

The Lockheed Martin Australia (LMA) Graduate Development Program is designed to expose Graduates to unique learning opportunities, whilst contributing to stimulating, ground-breaking projects. We partner with Australia's research and industry communities to support our global supply chains, providing opportunities for technology transfer, innovation, local skilled jobs and business growth. Our Graduates are engaged with these facets of our business.

LMA Graduates are placed in one of the given fields - IT, Business, Software Engineering, Hardware Engineering, Logistics Engineering or a relevant discipline. During their placement, our Graduates are given real responsibilities, and real outcomes that help shape the future of Lockheed Martin. The program is goes for 2 years and provides a cultural momentum to the business that aligns with new ways of thinking while also connecting university learning to real-world application. This provides a strong uplift in skill transfer as the more experienced engineers pass the baton on to the next generation in key technical skill sets and leadership. With such large generational diversity coming from a high percentage of juniors in LMA, this provides the Defence Industry with a strong community of young, knowledgeable and capable people for decades to come.

The LMA Graduate Development Program has been utilised as a foundation for growing sovereign capability and is a key element of the staffing strategy. It is essential in building a robust pipeline of the current and future employees to support programs such as the Future Submarine and the wider organisation.



### STELARLAB

“ In 2018, I started at Lockheed Martin STELaRLab as a research engineer. I heard of the new R&D facility, STELaRLab during my Lockheed Martin graduate program and was immediately excited at the possibility of working on the forefront of Defence technology. After I completed the graduate program, I transferred to STELaRLab because I wanted a challenging career where I get to be involved in the development of new technology. During my role at STELaRLab I have developed software on the game engine, Unity, presented a paper at a Navy conference and developed an interface for augmented reality. These opportunities make working at STELaRLab extremely rewarding. ”

- Jo De'Lore

# S&C ELECTRIC

## OVERVIEW

S&C Electric Company is a leading provider of switching, protection, and control solutions for electric power systems. With over 100 years' experience globally and over 60 years' experience in the Asia Pacific region, S&C is applying its heritage of innovation to address challenges facing the world's power grids, thus shaping the future of reliable electricity delivery. The mission of S&C is to continually develop new solutions for electricity delivery, fostering the improved efficiency and reliability required for the intelligent grid.

S&C has more than 3,200 team members globally across 14 locations, spanning from Canada, Mexico, China, the United Kingdom and Brazil, with our headquarters located in Chicago. Our Asia Pacific business unit is headquartered from our Melbourne office. To date, this has grown to 40 team members spread across the region from India, the Philippines, New Zealand, Singapore, and Australia wide.

Additional information about S&C is available at [sandc.com](http://sandc.com).

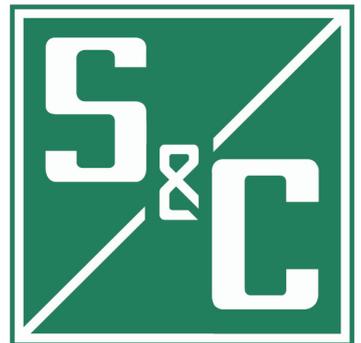
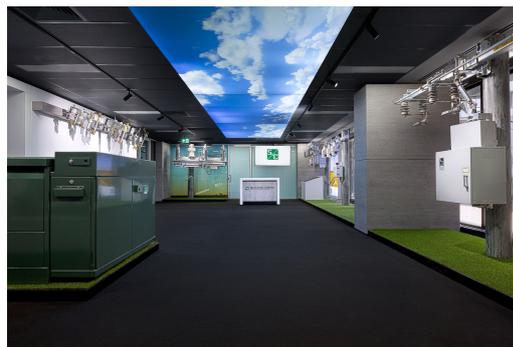
## GRADUATE PROGRAM

We are very excited this year to be launching our Asia Pacific Graduate Program, running for 18 months and consisting of three 6-month rotational assignments. The successful graduate will be integrated into the day-to-day activities with opportunities to play a hands-on role in delivering projects and engineering solutions that solve the unique and real challenges our customers face. Working as part of three key departments in our business, the program will provide international exposure through collaborating and networking with term members across various S&C locations worldwide, as well as customers across the Asia Pacific region.

## VISION AND FUTURE GOALS

For more than a century, S&C has been a leading provider in innovation, developing technology that minimises the impact of – and even helps to prevent – power outages. We continue to advance new solutions for electric power delivery as the electric grid undergoes transformative change. Utilities today are working to integrate renewable energy sources and address peak loading issues and S&C is innovating technologies essential for this increasingly dynamic and complex electric grid of the future.

We are 100% employee owned, allowing us to reinvest a significant proportion of our operating income in our people, plant and ongoing innovation.



## THE IMPACT OF A SINGLE TEAM MEMBER

At S&C, a team member's impact can be felt in many ways across our organisation. Processes like annual reviews and the acknowledgement of productivity and output are methods in which this is measured. We also place importance in recognising and celebrating psychological resources and attributes, such as attitude, teamwork, curiosity, growth mindset and resilience. Through further developing these psychological resources, we experience greater collaboration, innovation and creativity, engagement and ultimately satisfied customers.



## OVERVIEW

Viva Energy is one of Australia's leading energy companies. We have approximately 1,000 employees that are based at locations across Australia. Our head office is in Melbourne, our Refinery is in Geelong, we have offices in most capital cities within Australia, and a network of more than 28 fuel import terminals around the country. We have a diverse range of roles ranging from Engineers (many disciplines, predominately Chemical, Mechanical and Pipeline), Sales and Marketing, Property, Supply Chain and Logistics.

## CULTURE & VALUES

Our purpose is to 'help people reach their destination' and we do this by making, importing and delivering the fuels, lubricants, chemicals and bitumen Australians need to get there. We describe our culture as driven by people. To us this means creating an enviable experience for the people who choose to work with us. A workplace where people have purposeful work, are challenged to grow, feel valued and connected to our company and inspired by the outcomes we deliver together.

We work in teams and respect each other because we're genuinely better together. We believe different perspectives and teamwork deliver the best results. We make sure we recognise and celebrate our successes, because we want our people to feel proud of the amazing outcomes they achieve together.

Viva Energy is founded on strong values and promotes a culture based on honesty, integrity and respect for each other and the communities in which we operate. We are committed to ensuring all employees have the capability and right to a fair, safe and productive environment where they can develop to their full potential and embrace diversity in all forms. And we also pride ourselves on our strong safety culture. At Viva Energy safety comes first, so we will always look out for one another.

## WHAT MAKES VIVA ENERGY STAND OUT

It's important that Viva Energy remains current and competitive as technology changes and our industry faces disruption. We need people that have a growth mindset to evolve, grow and change to help us face these challenges.



# WOOD

## OVERVIEW

Wood is a global leader in engineering and consultancy across energy and the built environment, helping to unlock solutions to some of the world's most critical challenges. We provide consulting, project management and operations solutions in more than 60 countries, employing around 45,000 people. Wood's global headquarters are in Aberdeen, Scotland, UK.

In Australia, Wood operates predominantly in Melbourne, Brisbane and Perth where we have a diverse range of roles ranging from Engineers (Chemical, Mechanical, Civil/Structural, Electrical), to support functions such as Health & Safety, Business Development and Quality Management.



## FOUR PILLARS OF WOOD'S STRATEGY

Take a leading role in securing a cleaner, more efficient future for energy through decarbonisation and digitally enabled asset optimisation

To grow our business through diversification of end markets and strategic partnerships with key clients

Maximise client value by leveraging global capability and delivering predictable and excellent execution

Attract, retain, and develop a diverse local workforce equipped with the required skills of the future

## FUTURE FIT STRATEGIC PROGRAM

Our purpose centres on solving the world's most critical challenges, and as we continue our strategic journey to become a premium, differentiated, high-margin business as we mobilise the entire organisation to achieve its full potential.

Our success is already compelling. Partnering with clients, we are delivering solutions to support energy transition and deliver sustainable infrastructure.

Thinking big, moving fast and exceeding expectations will advance our ambitions. We will accomplish this through our Future Fit strategy.

We have made great progress diversifying our sector portfolio and we can do so much more. We are confident in the markets where Wood can profitably and sustainably grow and invest and accelerate our plans accordingly.

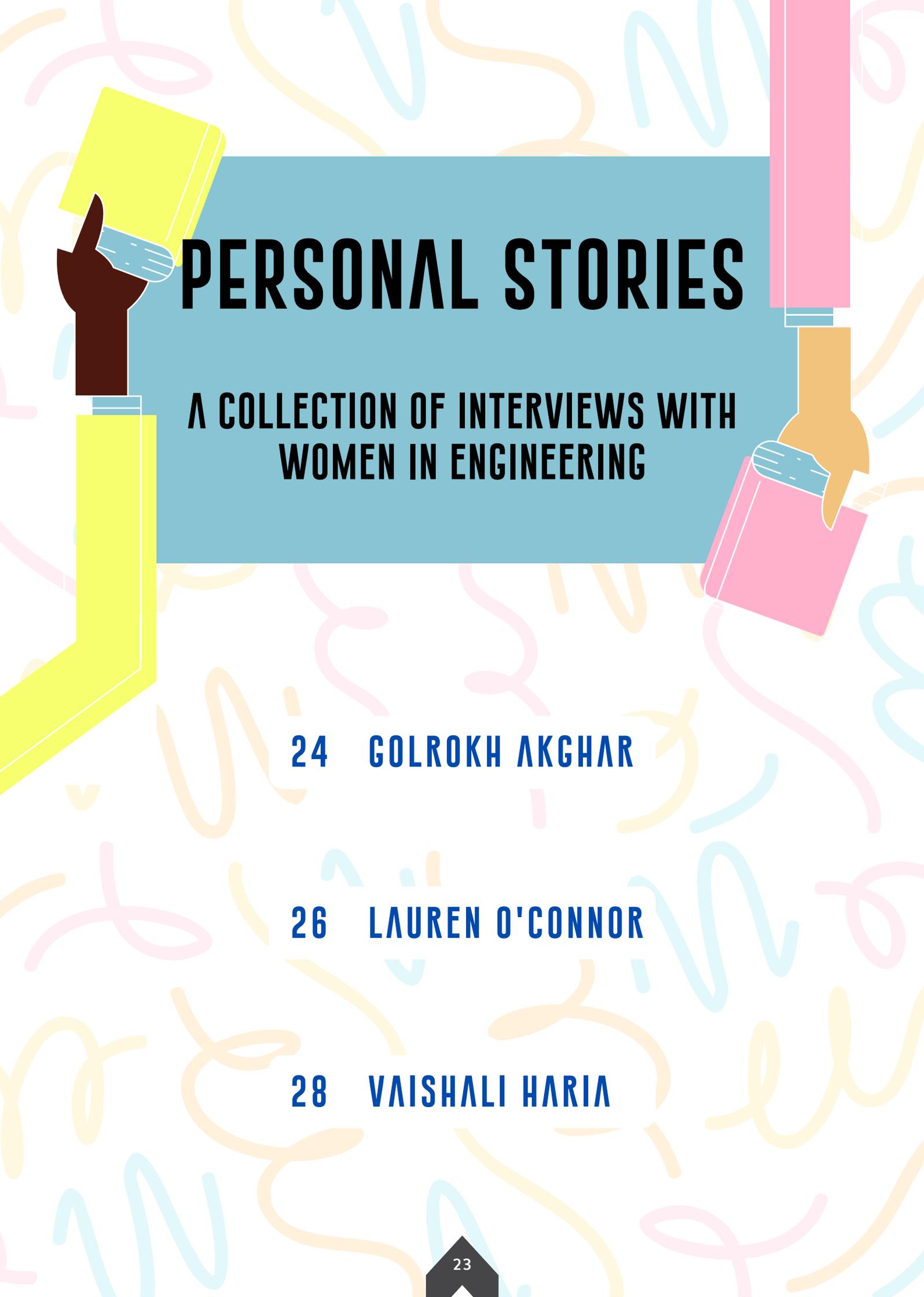
## COMMUNITY INVESTMENT EMPLOYEE MATCHED FUNDING

Investing in our communities contributes to building a sustainable future that aims to address local and global challenges. Our continued commitment and support to a wide range of causes close to the hearts and minds of our employees truly demonstrates the difference we make to our shared communities. Our employee matched funding guidelines define a fair and consistent approach to charitable giving that is:

- In line with our company values and vision
- Appropriate for Wood as a global sustainable organisation in supporting the communities in which we operate

## GRADUATE PROGRAM

Our two-year program journey begins with a 2-day graduate induction where you get to meet other graduates from across the business. We offer an extensive learning & development program consisting of 6 full-day facilitator-led soft skills courses across the 2 years which is combined with a nationally recognised Certificate 4 in Project Management. Additionally, we run weekly bite-size webinars on a wide range of personal development topics attended by graduates from across the Asia Pacific region.



# PERSONAL STORIES

A COLLECTION OF INTERVIEWS WITH  
WOMEN IN ENGINEERING

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# DR. GOLROKH AKHGAR

POST-DOCTORAL RESEARCH FELLOW  
MONASH UNIVERSITY PHYSICS DEPARTMENT

## COULD YOU TELL US A BIT ABOUT YOURSELF AND YOUR CAREER?

Growing up, I was always fascinated and passionate about mathematics and so, I decided to undertake an undergraduate degree in electronic engineering in the United Kingdom. I chose to pursue this specific specialisation as it involves a lot of numbers and calculations. After finishing my undergrad, I moved to Australia where I completed my Master of Physics and nanotechnology. At first, I wanted to complete my master's degree and join Industry, but instead, I did my PhD in physics, focusing on diamonds specifically.

I held a post-doctoral position at RMIT and I was then offered a role as researcher at Monash University. I have since worked in a team developing new and low-energy electronics. Originally, my area of study was centralized on diamonds. However I am currently working on magnetic materials to observe how the magnetic properties of materials can be used to store energy more efficiently. As a researcher, change is important and I would be interested in trying other materials, although the target remains the same.

## DO YOU HAVE ANY ADVICE FOR THOSE DEBATING BETWEEN RESEARCH AND INDUSTRY?

My advice would be to get in touch with both people in Academia and with industry representatives. Do not be afraid to talk to professors that are in research groups that you are interested in. The main downsides to working as an Academic are the job insecurity in early stages of your career and the long hours, despite their flexibility. Getting a job secured is much harder in the early stage of your career when compared to in the industry, and so, living in uncertainty is common until a permanent position is secured. Working in Research involves a lot of self-motivation, and it is very satisfying seeing a project come together.

“ Research is like a computer game – getting to the final level where I have created a device and collected data is extremely exciting. I find the data beautiful and being able to publish it is very fulfilling. ”

## WHAT FACTORS SHOULD YOU CONSIDER WHEN DECIDING WHERE TO STUDY?

The first aspect that people consider for a postgrad research is getting a good offer from a known university. However, I think that the supervisor and people you work with are far more important. Of course, getting a degree from a prestigious university is important, but having a good group is important, as that is what will motivate you to work harder.

## WHAT DO YOU ENJOY ABOUT SUPERVISING AS A POST-DOC?

There is that feeling of pride and contentment when you see a student learning from your experiences and mistakes, advancing and succeeding. I enjoy teaching students and believe that the best way to learn is by teaching. I have always liked leadership and found that leadership roles are very enticing. I would be interested and keen to undertake leadership roles in Academia in the future.



## WOULD YOU PREFER TO DO RESEARCH IN PHYSICS OR ENGINEERING?

There is only a fine line between different Engineering and Scientific disciplines. I know many people working on the same thing as I am, working in a Chemistry or Materials Engineering Department. In the context of devices, not all devices have only one use. When creating a device, some of the sensors could be biological sensors, so we would need a specialist in that area and we would need an Electrical Engineer to make the devices while Physicists come up with the fundamental Physics of it. All Research is collaborative in some way and multidisciplinary research projects are so important because we need to collaborate with others to gain other perspectives.

## WHAT OVERSEAS OPPORTUNITIES ARE THERE?

There are always opportunities to visit other laboratories and facilities during PhD and in Academia, whether it is within the same or different city, state or country. As a researcher, it is important to have international experiences and collaborators. Every researcher has different skills, understanding, experience, thus when working together, there are higher chances of getting results. This is also a means to more networking opportunities and forming more relationships and connections. Normally, bigger projects require working with international collaborators.

Personally, I hope to have the opportunity to work overseas and to gain some international experience in the future.

# LAUREN O'CONNOR

## INTRODUCE YOURSELF AND TELL US A BIT ABOUT YOUR CAREER PATH

I am Lauren O'Connor and I'm a Program Manager with Invetech in the Diagnostics Business which is involved in automating solutions for medical tests and sample preparation. I completed a Mechatronics Engineering degree at the University of Melbourne and very quickly after that I was employed by Invetech as a graduate Software Engineer. Since then I have been with Invetech for about 12 to 13 years now and have fulfilled a lot of roles over the years. I started out as a graduate software engineer, working on developing and verifying software. Over the years, that role became more senior and more technically savvy, which led to me being tapped on the shoulder and asked to lead a project as a software team lead. I must have made a good impression during that role because I got offered to take on the project management of a late-stage project which was transferring into manufacturing. After a while, it was pretty evident that my career was heading in a project managerial direction because I was good at interacting with clients and understanding their needs from a really high level and helping make their vision a reality with the team was really rewarding. Then, three or four years back, I moved into the diagnostics group which kind of solidified my role as a program manager role and responsibility. It also gave me access to the relevant training to continue to build my skills. During my time at Invetech I've also got involved in a number of different initiatives, including the Women of Invetech group which helps females from different engineering disciplines to network. I've also been involved in the Melbourne RoboCats, a program for young women from year 8 to year 12, who are interested in Robotics. During this program, every year, we build up a 50 kg robot and it's entered into a worldwide competition.



## WHAT DO YOU THINK ABOUT THE POSITIVES AND NEGATIVES OF GENDER QUOTAS WHEN HIRING?

It's a question that I struggle with because I can see positive and negative for both sides. Putting my engineering hat on, without a target, you don't know what you're aiming for and you can't say yes we've made it without a target. However, I don't necessarily think that you're going to find that the vast majority of men are more qualified than the women that come across your hiring process. The flip side is that I absolutely experienced a case where when I was accepted into my engineering course that people said, "well you got in on a slightly lower score because you're a woman". Reflecting back on it, I don't think that I'm any worse of an engineer for that. It was just an opinion but someone was presenting it to me as fact. I see the potential for them to be used in a way that is demoralising to the women that are accepted as part of that quota but I don't think that you're going to get a step-change in any more effective way honestly.

## WHAT DO YOU THINK ARE SOME OF THE CHALLENGES YOUNG WOMEN FACE IN PURSUING A CAREER IN ENGINEERING?

I think one of the things that are evident to me as I go through my career is that there is a lack of role models. Role models are important because they enable you to visualise yourself in a role and it helps if you've got someone who has similar characteristics as you in that role that you can identify with. I think mentors are particularly important as they help give you advice with everything from "How to get the best out of a team?" or a problem that is very specific to your job. I think the first step is actually being able to say, "yeah I can do it because I already see someone who I relate to doing that role". Another thing that really helped me was having a group of university friends, like all the nine women in my course. That's not to say that university was all sunshine and roses but you had people who understood some of the difficulties of being a woman in STEM. I think that if I didn't have that group of friends, my confidence in being able to achieve a degree in engineering would have been much lower. I'm very lucky in that respect and I'm still very good friends with a lot of the people that I went through engineering with. I think that also helps because I've got that network of engineering friends outside of my immediate industry.

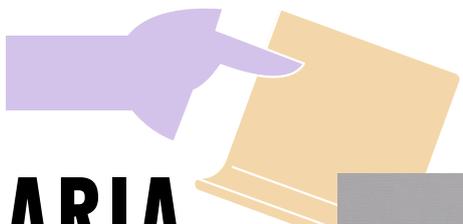
## DO YOU THINK THE ENGINEERING INDUSTRY IS DOING ENOUGH TO SUPPORT WOMEN IN THE INDUSTRY?

I think that there is a recognition that there is a lack of women in the industry, so there is definitely an outreach. I think that's great, but I sometimes wonder if people in the industry consider outreach as enough. Being welcoming is not the same thing as providing the support that might allow someone to step into an engineering role if they have all the relevant skills. I think being able to furnish young women with some of the skills that are just assumed by young men is really important. Outside of school, I didn't get my hands dirty in any way outside of those really highly structured learning opportunities, whereas young boys may be helping their dad fix a car on the weekends and it's not necessarily something that you can replace wholesale, but giving young women the chance to gain practical skills, I think is an immense confidence booster - especially when you're thinking about a degree in engineering which has a lot of math involved and is quite theoretical but also is very practical so introducing a software program or an actual robot earlier would be really helpful.

## IF YOU HAD TO GIVE A PIECE OF ADVICE TO YOUR YOUNGER SELF WHAT WOULD IT BE?

A year ago it would have been to say yes to opportunities because people will see things about you that you don't realise you can do but they can see it as an outsider. The caveat to that, which I have learnt as I've been getting more senior and gaining more responsibilities is that sometimes you have to say no. I'm learning to delegate, so saying yes to opportunities but maybe not to doing absolutely everything that people ask of you because you need to focus on the core of what you need to achieve and not get distracted by things that other people can help you with.





# VAISHALI HARIA

## TELL ME A LITTLE ABOUT YOURSELF AND WHY YOU JOINED FEM?

I started off as a very shy person, but after I started university, I knew I had to eventually move out of my comfort zone. I started talking to a lot of people and engaging in conversation with new people and connecting with them. It's one of the many reasons why I joined FEM. Being part of FEM helps create that community feeling, if female engineering students feel like they are part of a community, then they feel more motivated to continue with their degree. I also wanted to develop myself professionally and be able to connect with industry professionals and to be able to practice communicating to different stakeholders i.e. students, industry representatives, the faculty and Clubs and Societies. I'm really grateful to have joined FEM, as I've made such good friends and have formed strong connections with my peers.

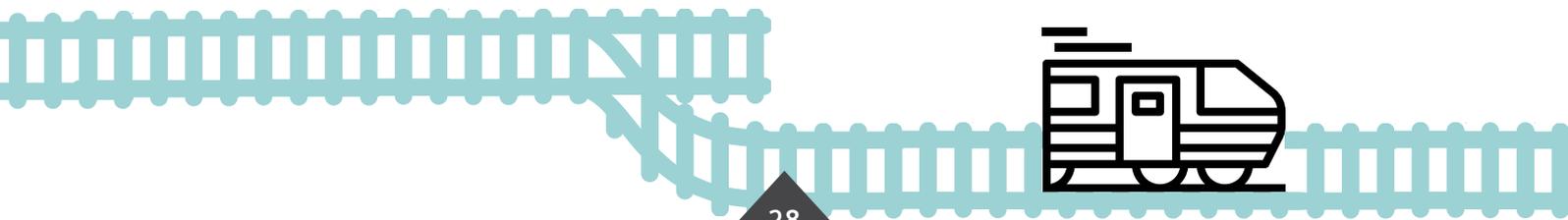
## DID YOU FEEL LIKE YOU HAD IMPOSTER SYNDROME WHEN YOU STARTED YOUR ROLE? HOW DID YOU OVERCOME IT?

I still feel like I have imposter syndrome. Honestly, I think it's very normal to feel like you have it. I often question myself; Am I the right person for this? Do I feel like I fit in? It emerges due to self-doubt but I have to remind myself that I am capable and not knowing everything is okay. It gives me the opportunity to ask questions and learn more.



## WHAT IS YOUR ROLE AT AURECON AND WHAT HAVE YOU LEARNED FROM THIS POSITION?

My role at Aurecon is an Overhead Line Engineer. It involves designing where to place the structures that hold the wires that give power to the train. I've been working on the suburban rail loop, the Melbourne airport rail and I have done some work on the level crossing removal project. Some of these are at a very early stage, but it's awesome being able to work with companies such as Jacobs, Aurecon and Mott MacDonald on this. Initially, I was quite unsure if I would like this design role since I did not enjoy my design units in 3rd and 4th year. I also really didn't like CAD but now I really enjoy it because I have the time to explore the software and lots of people to teach me different things. I am very lucky to have a team that supports me and answers any questions that I may have. It's been a really steep learning curve and I realised quickly that although university can help with the technical knowledge, it's mainly the communication skills obtained that's most applicable. This role is largely collaborative; I often have to talk to other engineers, as any update I make on my design affects their design and vice versa. For me, that's the best part!



## WHAT STEPS DID YOU TAKE TO GET TO WHERE YOU ARE TODAY?

When I came to Melbourne, talking to people was a huge challenge. I'm very lucky to have an older brother who went through this process before me because he has advised me to participate in more extra-curricular activities, since I used to spend most of my free-time studying. Therefore, I pushed myself out of my comfort zone and participated in EWBs school outreach programme, volunteered at Wholefoods and joined FEM. All these significantly improved my communication skills. It gave me the confidence to network at Industry events. My first industry event was an Engineers Australia event where I was able to acquire my first internship at Fulton Hogan. I went over to the company representative, and asked a few questions about any work experience opportunities and he gave me his card and asked me to call so we could discuss it further. After a few days, I mustered up the courage to call and talked about what my career aspirations were. After a coffee catchup, I was offered an internship at their office. I'm really glad I had this role, as after I knew that the sector that I worked in wasn't exactly the right fit for me. I acquired my next internship again at another industry event, and this was for AJ Stack Solutions. The role involved a lot of hard work, but it allowed me to gain so much experience that I could actually talk about in interviews. Lastly, at a FEM Industry night, I had a chat with Steven from Aurecon. I had gotten to the point where I was thinking about applying for grad programs but I knew that not many companies hired international students, so I was set on applying for smaller companies. However after my chat with Steven, I was remarkably surprised to hear him say Aurecon hired international students. Even though I was aware of the fact that Aurecon sifts through thousands of resumes, I just took a chance and quickly applied for the program and luckily I was hired for the role.

## HOW HAS COVID AFFECTED YOUR ROLE?

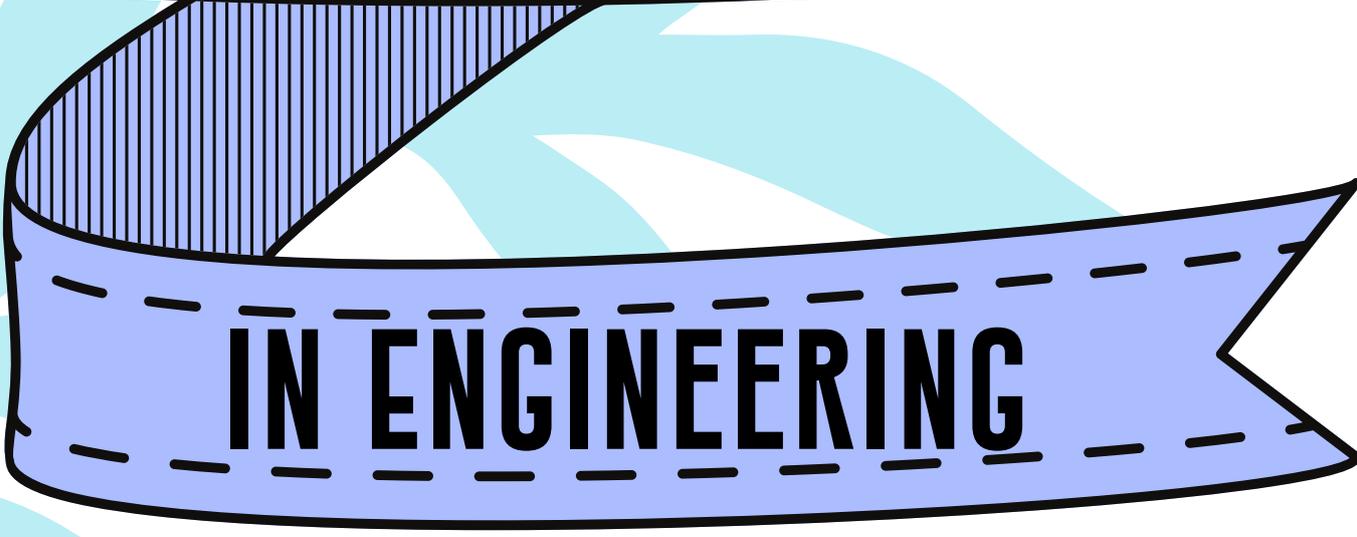
Surprisingly, COVID has not changed it much, in fact, it has probably made it better in some ways. Before this pandemic, I had to talk to people in other states and countries since I was working on a New Zealand project, so I was already familiar with collaboration on an online platform. Before the pandemic, I didn't often get the opportunity to interact with my teammates since we were all in different project offices but after we all started working from home we created a team group chat where we chat about both work and non-work related topics. This has brought about more collaboration and better problem solving opportunities. I do miss not being at the office, specifically not being able to bump into people who aren't in my immediate team and engaging in a random conversation. However, there is an aspect of COVID that has sparked innovation and changed the way we think. I think companies are starting to realise that working from home doesn't necessarily mean that people are automatically unproductive. It will be interesting to see what the work/life balance will be like in the future.

## DO YOU HAVE ANY ADVICE FOR YOUNGER STUDENTS?

Get comfortable with pushing yourself out of your comfort one. Start making those industry connections during university, you'll thank yourself for it later. The earlier you do it, the better, even if you are in first or second year. It's good to start practicing your networking skills. I highly recommend participating in extracurricular activities. You don't need HD's to get a good job. Recruiters are looking for a well-rounded person, someone who can balance their technical knowledge but also excels in their soft skills. For any job that you are in, you need to know how to communicate with your stakeholders, and to learn how to do that is by being part of a student club or a student team. Joining student teams in particular help you gain a lot of technical experience that you don't really get from subjects at university. I'll also end off with my last piece of advice which is to create and keep those connections with your cohort. These connections will help you throughout your course and you may also end up working together in the future.



**SUPPORTING WOMEN**



**IN ENGINEERING**

**HOW TO BE AN ALLY 31**

**SUPPORTING UNPAID  
CARERS 32**



# HOW TO BE AN ALLY

A commonly asked question to organisations that promote diversity, like FEM, is what can I do to support diversity if I'm not a minority? This article hopes to give some guidance on how to be a good ally.

## 1. CALL OUT STATEMENTS THAT DON'T FOSTER INCLUSIVITY

Being a good ally means taking action when we know inclusivity isn't being fostered. A minority may not always feel comfortable standing up to derogatory statements, but an ally can call out the action. Using statements like "It's not ok for you to say that because it doesn't make everyone feel included" or even asking the person to explain their statement by asking "why do you think that?" will make the person realize that what they have said is bias or not inclusive.

## 2. CHECK IF YOUR LANGUAGE IS INCLUSIVE

To check if your language is inclusive, try changing the group (eg. race, gender etc.) and see if the language still makes sense. For example, saying "Hey guys" to a mixed gender group and switching to "Hey gals" doesn't make sense, hence this language is inherently gendered. The same thing can be done with stereotypes like "All Asians are good at maths", if you switch to a different race by saying "All Caucasians are good at maths", it shows the statement is illogical and not inclusive. After realizing your language is not inclusive, aim to find more inclusive alternatives, for example "Hey everyone".

## 3. BE THE CHANGE YOU WANT TO SEE

Stereotypes affect everyone negatively. We can actively change these stereotypes by stepping outside these stereotypes. If you're a man who is having a child and want to see more men as primary caregivers, become one by taking paternity leave and support your partner in returning to work. Similarly, if you're a dad who wants to see more female tradies, include your daughters in renovations and don't just do these activities with your sons.

## 4. OWN YOUR MISTAKES

This is a journey we are all in together, we are not going to get it right 100% of the time. We all have language and thought patterns that are biased but it's about realizing when you do make a mistake and correcting it. By taking this step, you are encouraging others to do the same and become more aware of changing their actions to foster inclusivity.

## 5. IT'S YOUR RESPONSIBILITY TO EDUCATE YOURSELF

If you don't know about another minorities' struggles or how to support them, ask them! People are happy to have these conversations to educate others and breakdown these preconceptions. While we all have biases it's about acknowledging them and actively working towards breaking them down through education. We often don't know that other groups have an issue until we start a conversation and educate ourselves.

# SUPPORTING UNPAID CARERS

## THE IMPACT OF UNPAID CARER RESPONSIBILITIES ON STAFF WELLBEING AND FUTURE EMPLOYMENT

The Australian Bureau of Statistics (ABS) found that 4.1 million Australian employees manage unpaid caring responsibilities outside of the workplace. As a whole, unpaid care disproportionately disadvantages women, as women make up a higher percentage of primary carers and often do more unpaid labour than their partners even when working full-time.

Caring responsibilities affect every Australian at some point in their life and can cover a wide extent of activities including caring for loved ones with disabilities, mental or chronic illnesses, or the elderly and children. [1] These responsibilities significantly impact on a carer's ability to continue in paid employment. Unpaid carers, particularly women, have significantly lower rates of workforce participation and are more likely to have part time, insecure work or leave employment completely due to reducing their hours. This presents further challenges to carers; with a higher risk of experiencing mental illness and poverty in subsequent life stages. The ABS found that female parents with children under 6 years have employment rates 39% lower than those of male parents. Moreover, less than 23% of female primary carers (of people with disability, illness or the elderly) were in full time employment at any time. Taking time off work for unpaid care threatens financial security for carers in later life, with the average superannuation for women sitting at only 57% of the average for men in 2009. This can be attributed to the higher likelihood of women taking on the primary carer role for family members throughout their life. [1]

Currently awareness and measurements regarding support for carers in workplaces are targeted towards carers for young children. Some currently implemented schemes include parental leave, flexible work arrangements and provisions for childcare. These, however, overlook the necessity of assistance for other unpaid carers, leaving many individuals unsupported and in vulnerable positions after taking on the role of a carer for someone in their lives. [1]

Workplaces need to provide unpaid carer employees with the support they require, and in turn, this is also likely to lead to benefits for the business. Companies being transparent about the available avenues for carers in their workplace increases their retention of skilled workers who may take time off for carer responsibilities. This also encourages a cultural shift towards viewing carer responsibilities as gender-neutral and essential parts of life, rather than female household roles unrelated to the workplace. Workplaces should aim to create more flexible work schedules, reduce work hours where applicable, flexible work locations and inclusive leave arrangements. This provides extra support to carers and increases their ability to remain productive despite their carer responsibilities. Another valuable route for employers to take would be to provide additional support in the form of training/ or extended programs for carers looking to re-enter the industry. Some other important services which can be provided are child-care facilities, counselling, crisis intervention, access to health services and financial assistance. [1]

According to the Grattan Institute an increase in women's workforce participation of 6% could lead to increasing Australia's gross domestic product by \$25 billion. Employers providing workplaces with adequate support for all of their workers promote an environment which fosters efficiency and skill growth for their employees. The support of unpaid carers and the facilitation of their caring responsibilities is imperative for a higher retention of female workers (and of unpaid carers in general), increased productivity, diversity and workforce participation. [1]

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# COVID-19 IMPACTS

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# IMPACTS OF COVID-19

By TYRA HUGHES, FEM Publications Officer

According to data released by the Australian Bureau of Statistics (ABS) almost 600,000 Australians lost their jobs in April alone. The safeguards put into place by the Federal Government to quell the spread of COVID-19 in the population has proven to have staggering adverse effects on the economy. Unemployment numbers have risen from 5.2% to 6.2% within a month. These figures mirror data from July 2015 indicating a drop in 5 years of progress. Youth unemployment rising to a high of 13.8% emphasises that the hardest hit industries appear to be those dominated by the younger generation such as hospitality or retail. Although indicated to be less-impacted, STEM related careers in research and industry face challenges of cuts in funding and working from home due to social distancing measures [1].

*In the midst of this stage of rapid transition what will the long-term repercussions be for women in STEM professions?*

A research brief titled 'The impact of COVID-19 on women in the STEM workforce' was released in May from the Australian Academy of Science (AAS). It details concerns that COVID-19 impacts women in STEM careers harder, and could possibly significantly set back recent gains towards gender equity in STEM fields [2].

Women already represent a minority in STEM fields. The changes due to the novel coronavirus serve to further exacerbate pre-existing gender parity issues within the industry. Women hold significantly greater numbers of casual or short-term contract roles. With less job security, they are more likely to be made redundant or suffer from cuts in research and teaching roles [2]. Women in these roles are likely to be in their early-to-mid career, and hence losing work at a time like this puts them at a great disadvantage to their male peers. Justine Romanis, the National Manager of Professional Diversity and STEM at Engineers Australia, commented that the report was a reminder of the importance of maintaining gender equity focus' for employers in STEM fields. She also discussed how losing women in STEM professions at a critical stage of their career results in failure for them to rise into leadership positions, contributing to the lack of female role models within STEM professions [3].

Female mentorship in STEM is credited with helping bridge the gender gap in STEM [4] with studies implying that specifically in engineering

professions, female mentorships greatly improve women's academic experiences and retention in engineering [5]. Mentorships are able to provide guidance in navigating career paths and challenges and are advantageous in informal and formal settings. Developing and sustaining these relationships, however, can prove to be elusive due to the lack of women in these industries.

The report from the AAS asserts that women who retain their current roles in the STEM workforces will be excessively impacted by the effects of the novel coronavirus. For women with children aged under 12, decreases to work hours, increased domestic responsibilities and lowered paid work capacity will be the most severe. The ABS released data that shows prior to the novel coronavirus, women in Australia in heterosexual relationships typically take on the majority of domestic responsibilities related to childcare and caring for elders [2]. According to the Office of the Chief Scientist (of the Department of Innovation, Industry, Science and Research), women working in STEM full-time were more than twice as likely as their male counterparts to do 15+ hours domestic work per week [6]. The Workplace Gender Equality Agency (WGEA) notes that amidst the switch to working from home, it's likely that women will be pushed back into conforming to traditional gender roles that support the 'male breadwinner' model. Increased workloads due to the burden of housework and childcare could put female STEM professionals under additional pressure when compared to their male colleagues [7].

#### **Academic Friends:**

*Isaac Newton discovered calculus while in quarantine.*

*William Shakespeare wrote "King Lear" while in quarantine.*

*You will learn how to unmute your computer's microphone during a Zoom meeting while in quarantine.*

-@DEREKMULLER ON TWITTER

This tweet from @derektmuller expressing wry humour and encouragement highlights that quarantine gives academics the time to double down on their work but fails to recognise that both Newton and Shakespeare probably had assistance or 'help' with their menial tasks at home, and were not in charge of the well-being of their own family. Several academic journals have seen an increase of up to 25% in article

# 9 ON WOMEN IN STEM

submissions since the start of the pandemic. These submissions, however, are from men whilst submissions from women remain static. Solo-authored article submissions to Dolan and Lawless from women have shrunk from 22% to 17% [9]. Research papers are important factors in gaining funding and academic promotion and subsequently, drops in publications from women in either quality or quantity threatens to disproportionately hinder female career opportunities and funding prospects well into future years.

Recent figures from a paper published by the Department of Education and Training, in conjunction with the Science Australia Gender Equity (SAGE) program show only 43% of academic staff in STEMM (Science, Technology, Engineering, Mathematics and Medicine) are female. In seniority, these figures worsen with females only account for 20.6% of senior professors [10]. The implications of further disruptions to current female STEM careers jeopardizes recent gains for female representation in STEM fields. According to the AAS brief the SAGE program reports that despite work to bridge the gender gap within STEM fields" there is a danger this work may slow down or (sic) begin to reverse" due to the effects of the novel coronavirus.

The AAS brief further addresses concerns that COVID-19 will potentially have repercussions affecting other minority groups within the STEM sector in future years including culturally and linguistically diverse backgrounds, Aboriginal and Torres Strait Islander women, women with disabilities, and women who identify as LGBTIQ+. The authors note that, "Indigenous people are less likely to be employed in professional, scientific and technical services than non-Indigenous people (2% compared to 7%), and early analysis suggests the pandemic risks exacerbating long-standing inequities for Indigenous Australians." [2]

A warning of increased risks to STEM gender discrepancy and equality within STEM professions was issued in the AAS brief which stresses the importance of STEM employers putting effort to "monitor and mitigate the gender impact of their decisions" [2] during and after the pandemic. Professional Scientists of Australia (PSA) who express similar concerns to the WGEA have released a report urging employers to:

Offer and promote flexible working policies to all employees, regardless of gender

Offer paid domestic violence leave

Offer paid parental leave to women & men

Encourage and support men in taking time off to care for children or family members

Make efforts to ensure pay equity

The PSA also states that company policy measures in response to COVID-19 will need to account for factors such as "differential effects by race, ethnicity and age" in order to ensure "an intersectional approach" and "effective targeting".

Right now, as the pandemic safety measures begin to ease and the Australian workforce is allowed to begin to recover; it is essential that government and STEM industry efforts take female and minority challenges into account, in order to preserve and continue to build equity within the STEM workforce. The Australian Academy of Technology and Engineering concurs this viewpoint and states that it is "vital that (sic) investments include mechanisms for retraining at a time of high unemployment" and emphasises the value of "deliberately including gender equity targets, as well as ensuring vulnerable people are not further marginalised." As Australia moves towards life after pandemic quarantine the future of women and minorities in STEM professions depends on STEM employers making appropriate policy decisions to support all representation within the STEM sectors.

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# ADAPTING THE AFTER THE

By TYRA HUGHES, FEM Publications Officer

COVID-19 shook the Australian economy to its core this past year. In July, Treasurer Josh Frydenberg revealed that Australia's budget deficit was nearing \$86 billion; a number that surpasses any other year since World War II [1]. This impact is reflected globally with The World Bank predicting most countries falling into recession in 2020 and highlighting the possibility of further damage occurring due to persistent COVID-19 outbreaks extending restrictions to businesses [2].

According to Deloitte Insights, three impacts on the global economy are presented through: direct impact on production, supply chain and market disruption, financial impact on firms and financial markets [3]. As workplaces move forward from this widespread disruption, what precautions should be taken to ensure employee safety and company recovery?

GHD responded to the initial social distancing measurements by shifting their workforce online; reporting that "90 per cent of GHD people were working from GHD offices. Within one week, 100 per cent were working, successfully from home." GHD CIO Elizabeth Harper states that the company had previously been working towards making a "digital transformation" through Microsoft Teams. With the pandemic emerging, initial plans were accelerated for transition to over a few weeks, as opposed to the several months as previously planned. GHD successfully transitioned 10,000+ people onto Microsoft Teams practically overnight to ensure uninterrupted support to their clients and allow their staff to work safely from home. GHD primarily uses this software for effective and timely communication between teams and clients through online conferencing, but holds future plans to have all work-related information available to their staff on a central secure location online [4].

Across the board, companies share the goal of transitioning their workplaces onto an online environment as this lines up with current standards regarding working from home. The importance of providing adequate tools to employees as they adjust to working from home is emphasized by Accenture. In a survey they released, Accenture found that 49% of people who completed the survey had previously never worked from home but now "plan to do so more frequently in the future". Accenture also addressed the need for safe and flexible workplaces for key teams which require in-person work, claiming that companies can assure their employees' safety through limitations on physical contact and adapting shift hours for workers who must be physically present [5]. This sentiment is echoed by Aurecon, who placed an emphasis on keeping employees up-to-date with the latest information available about symptoms and health hygiene through regular communication from the Medical Director, safety and security partner and via close monitoring of information provided from health and government authorities [6].

Beyond the physical-to-digital transformation of workplaces, companies will need to refocus their policies in light of the new challenges their workers may face. It is important to revisit policies and prioritize support for employees from vulnerable groups. Companies responding in a compassionate manner should be able to address the issues of job security and mental health with their employees, propagating a positive workplace culture and environment [5]. An article released by GHD reinforces the dire need for companies to focus more on employee health, noting that "the need for emotional connectivity will increase as remote learning, social isolation and social distancing practices become more common" [7].

# THE WORKPLACE PANDEMIC

The onset of the pandemic acted as a catalyst in the industrial shift towards automation. More companies will move towards automating processes previously performed by employees due to financial and safety benefits. This suggests that in the coming years, engineering companies will also focus their attention on the demand for automation processes, escalating development in areas such as machine learning, artificial intelligence and drones [8].

In the initial stages of the pandemic, according to Humanforce, those quarantining temporarily and casual workers were among the most highly impacted groups in the workforce with nearly 70% of Australian casual workers reported financial difficulty [9]. Interestingly, KPMG anticipates the 'gig economy' playing an important role in the recovery of the workforce in future years. 'Gig economy' is a phrase used to describe employees being sought out based upon a supply and demand balance. GHD and many other companies also predict the gig economy to increase in coming years due to the higher demand for projects to be accomplished remotely, as well as individuals opting for multiple part time or short term positions out of necessity [8].

Moving forward in this uncertain climate, companies need to be willing to adjust to a new

consumer market. Traditional methods of managing customer engagement, production and distribution have been interrupted with the pandemic restrictions. GHD recommends companies apply their focus on providing higher customer satisfaction and value than their market competitors. Furthermore, as technology is pushed forward by the recent conditions, it would be beneficial for companies to expand their reach into other fields and establish partnerships with other companies. Companies making their influence more global will gain a wider customer base and reach in an increasingly competitive and precarious market environment [7].

In this rapidly changing situation companies and their employees will profit from staying adaptable and client-focused whilst expanding their horizons to a more global scale. Establishing systems which provide employees emotional support and opportunities for upskilling will return value to companies and encourage innovative thinking in the workforce. As technology changes the requirements of workers, it is imperative that the Australian workforce moves into the future with it and the most effective way of ensuring this is through the government and companies providing employees support and opportunities for learning.

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# GETTING JOB READY

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# MENTORSHIP



Mentoring is a great way to find out how you can progress in your career and can give you the opportunity to expand your industry network. You don't have to wait until you are in the workplace to find a mentor. There are plenty of mentorship programs tailored towards university students, however in some cases, it is not guaranteed the mentor you choose may be given to you, but this doesn't mean that this is a wasted opportunity. Here are ways to make the most out of your mentorship!

## 1 FIND SOMEONE YOU CAN LOOK UP TO

If you are like many other students, you may not know what kind of career you would want to dive into in the next few years, hence try to find a mentor within a specific industry or sector that you're interested in such as sustainability, construction, design etc. From there, your mentor will be able to give you insights into what the industry is like and can provide advice on developing skills that are transferable to any type of role in the workforce.



What do you want to accomplish professionally in the near future? The more specific you are with your goals, the easier it will be to find the right mentor. One strategy to create effective, easily achievable goals is to work SMART: Specific, Measurable, Achievable, Relevant, and Timebound. Envisioning your dreams this way allows you to break down lofty ideas into individual goals that are easier to accomplish through short-term steps.

## SET GOALS

# 2

## 3 MEET CONSISTENTLY

If you are in a situation where you have never met your mentor previously, it can be useful doing some research on your mentor. Find out what role they have, and the steps they took to get there. Don't be afraid to send a message to them on LinkedIn as long as you remain professional and courteous.



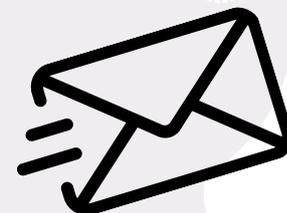
This is optional, nonetheless it is good practice to send an agenda to your mentor before each meeting in order for your conversation to stay focused on a certain topic or even a specific project you've been working on

## SET AN AGENDA

# 4

## 5 FOLLOW UP AFTER THE MEETING

It's appropriate to follow up immediately, thanking your prospective mentor for their time. A good way to do this is via email or another form of passive communication so that you don't appear overbearing or waste the person's time.



## ASK YOUR MENTOR FOR FEEDBACK

Don't be afraid to ask feedback from your mentors on skills such as interviews, resumes, networking or even projects you are working on. Remember, your mentors have gone through similar experiences, as such their advice can be very valuable to you! While asking for feedback may initially feel weird, eventually, it will become almost second-nature. Similarly, a good mentor will treat these times with great care and sensitivity.

# 6

# SKILLS IN DEMAND FROM EMPLOYERS

## DEALING WITH AMBIGUITY, UNCERTAINTY AND REMAINING FLEXIBLE



Change is the only constant and learning how to operate in a rapidly changing environment is going to be essential to many organisations. With the COVID-19 crisis, this has become more important than ever. These sets of attributes involve learning to operate or take action without all of the details and not being afraid to sometimes take a risk or even fail. It may also involve techniques to narrow the level of ambiguity by asking the right smart questions (strong communication skills required) to ascertain more of a complete picture. This is particularly important in consulting. Further to this, it is important to remember that there is no definitive roadmap in your role, career, or even your life. Often, events will occur that require you to change your direction and speed. You must remain flexible which often involves resilience.

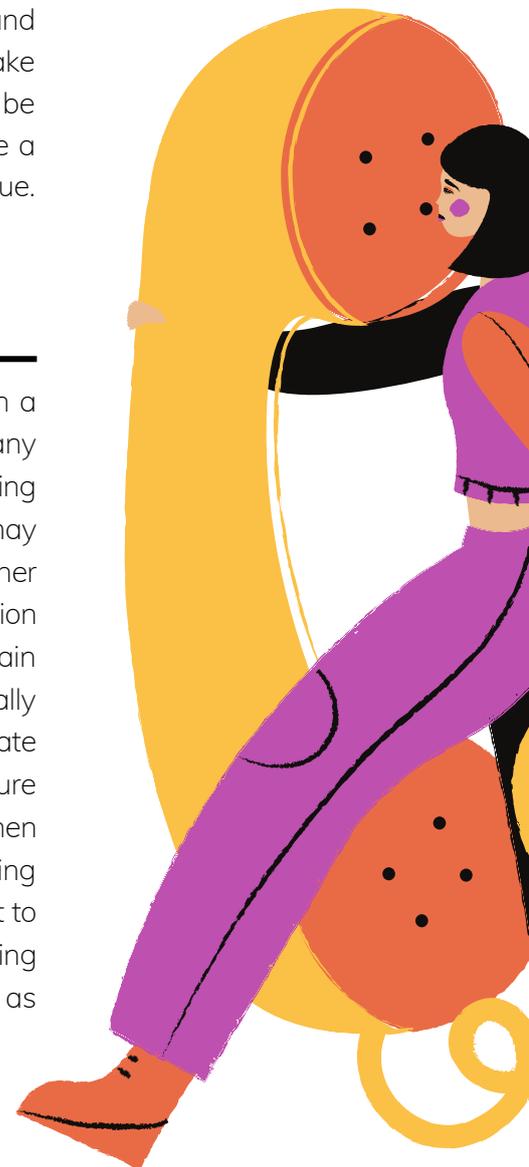
## CRITICAL THINKING, ANALYTICAL SKILLS AND PROBLEM-SOLVING



Generally speaking, Engineers are known to be exceptional in all of these areas due to the nature of the discipline but it is important to know how to further develop, apply and demonstrate these skills. An individual needs to take objective viewpoints, question the status-quo and be creative in solution development. This doesn't need to be a wild, out-there solution, it just needs to be something unique.

## COMMUNICATION SKILLS

Being able to confidently, clearly and concisely communicate and liaise with a range of stakeholders and colleagues at all levels is essential to any job in any career. This may involve an ability to explain/present technical concepts using simpler terms to non-technical colleagues/stakeholders, or, conversely, it may involve justifying that same concept or idea using technical knowledge to other technical colleagues. This applies to both verbal and written communication skills. For verbal, it's about how you present and communicate ideas and explain findings/work. For written skills, it's the ability to communicate professionally through email or any reports. It's also important to be able to communicate effectively in a team by ensuring you always keep each other updated to ensure everyone is on the same page. This can be particularly challenging when working remotely so holding regular meetings, checks-ins, stand-ups, and using collaboration tools are especially helpful. It is also important to remember that to be able to communicate effectively, you also need to practice effective listening skills. After all, 'we have two ears and one mouth so that we can listen twice as much as we speak' as the Greek Philosopher Epictetus would say!



# A CONVERSATION WITH MONASH TALENT



## LEARNING AGILITY

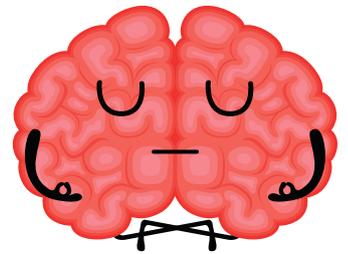


Learning Agility is the ability to learn something new and then apply those learnings to a range of different scenarios. It does not necessarily mean doing the same thing in a different scenario, but more taking the principles that you have learned and having the ability to apply them in a different

context. This is often thought of as one of the keys to success at a leadership level. However, there is more and more expectation on graduates to quickly adopt this learning agility skill.

## EMOTIONAL INTELLIGENCE (EQ)

This encompasses a lot of different areas but as a whole, it is important to develop your self-awareness. While we all think we know ourselves, can we really say that we can objectively view ourselves and take time for self-reflection and introspection? EQ also encompasses empathy, being able to take feedback and remaining resilient (another key area for employers). There are a range of ways this can be developed, with Monash Talent happy to provide further information around this big topic.



## TECHNICAL SKILLS

Here are some of the technical skills some of our clients have asked for in the past: SolidWorks, Finite Element Analysis (FEA), MatLab. We also get a few Solar Engineer jobs where employers look for candidates with some exposure or knowledge in solar technology.

This is in addition to common skills such as:

- Growth mindset
- Interpersonal skills
- Teamwork
- Commercial acumen
- Motivation (including self motivation/ discipline)



As you can see, many of these skills or attributes operate as a combination of skills. For example: to be flexible, you need to possess resilience; to deal with ambiguous situations, you need strong communication skills. Therefore, it is important to remember that they are not demonstrated in isolation of others.

# MONASH TALENT

Find work that's worth it

Whether you're looking for a job right now, or just want to get ahead in your job search, Monash Talent is here to help!

## WHAT IS MONASH TALENT?

Monash Talent is a free, easy to use employment service for Monash University students and graduates. The dedicated team of graduate recruitment experts are here to increase your chances of finding work that's related to what you studied.

## HOW CAN MONASH TALENT HELP?

Our team of industry engagement specialists search high and low for exciting and meaningful graduate and student opportunities.

Our team is committed to finding the right role for you. We offer a streamlined process with one-on-one support from start to finish. We're also here for you during those first 3-6 months of your new job.

Let us be the direct link to a range of employers from different industries who are looking to hire job-ready candidates just like you!

## BENEFITS FOR STUDENTS

- A range of part-time, full-time, permanent, or project opportunities.
- Roles for domestic and international students.
- Relevant job opportunities directly to you via email or phone.
- Application and recruitment support, tailored interview advice, and post-commencement check-ins.

## HOW DO I SIGN UP?

The registration process is quick and easy. Simply create a profile by entering your contact details, skills and qualification.

After that, applying for future jobs is just a few clicks away.

Registering allows one of our friendly team members to contact you regarding suitable roles.



## FIND OUT HOW MONASH TALENT HELP YOU LAUNCH YOUR CAREER

We have placed almost 200 students and graduates in a range of industries, including Science, IT, Marketing, Engineering, HR, Accounting, and many more! To learn more about how we can help you, register at [monash.edu/talent](http://monash.edu/talent).

## FOR MORE INFORMATION CONTACT THE TEAM

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E: [monashtalent-graduates@monash.edu](mailto:monashtalent-graduates@monash.edu)

# APPLYING FOR JOBS

## THE BASICS

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A common tip from recruiters is to run your cover letter and resume through a spell checker. It may seem obvious, but recruiters see lots of simple errors, such as spelling errors or addressing the cover letter to the wrong company.

While you want your resume to stand out, aim to make a lasting impression with your content, rather than with a complex resume design. Many companies use Applicant Tracking Systems; automated software to screen resumes by scanning for relevant keywords and experience. A simple resume design with the right content has the best chances of making it into human hands.

## TRY TO KEEP IT TO A FEW PAGES

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Employers go through hundreds of resumes, so it is best to be concise and keep your resume to a maximum of two pages. Tailor your resume to the role - try to keep only the most relevant experience.

## ESTABLISHING YOUR DIGITAL PROFESSIONAL PROFILE

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LinkedIn is a great way to advertise your online professional profile to potential employees without having to hand in a resume or cover letter. With 11 million Australian users and 50 million companies using the site, more hiring managers are utilizing LinkedIn to search for possible employees and conduct background checks on candidates. That's why it's important to make sure your profile stands out and is regularly updated!

Following relevant companies and industry leaders will give you a deeper career insight and keep you updated on new projects and breakthroughs which you can mention when applying for positions. Having around 200+ relevant industry connections is ideal for an undergraduate and helps make your profile easily searchable – don't worry if you aren't quite there yet. There are plenty of ways to get your profile noticed by including relevant skills and endorsements, work experience, showing you're well rounded and involved in extra curriculum activities, and having recommendations from previous employers.

## INFORM YOUR REFEREES

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Give your referees the courtesy of informing them that you're applying for positions - this means they won't be put on the spot, and shows that you're both organised and considerate enough to let them know to expect a call.

## HAVE AN ELEVATOR PITCH READY TO GO

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Establishing an elevator pitch to have on the fly at networking events and career fairs is an excellent opportunity for the company to get to know you in a concise manner.

Keeping your pitch to less than a minute and at a comfortable speed will keep the employer engaged and interested. In that small amount of time, focus on 2 critical skills you think will peak the companies' interest. Discuss how you obtained these skills through volunteering, your degree or any other work experience. Lastly, you should finish up with your future aspirations and ambitions. Keep it short, honest and clear. Don't forget practice makes perfect!

## ASK FOR FEEDBACK

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It can be disheartening to receive a rejection after an interview, but it's important to take it as an opportunity to understand and improve your interview skills for future careers. Not all employers may want to provide feedback but it's always good to ask for your own personal development.

When asking, you should never aim to change their mind or act bitter towards their decision or the feedback they disclose. Rather, it's important to thank them for their time through phone or email and explain that you're always trying to develop your skills and would appreciate any comments they'd be willing to share.

# INTERVIEW TIPS

## SO YOU LANDED AN INTERVIEW...

So you've perfected your Resume and application, and you've landed an interview. What now?

Job interviews are probably the most important step in the whole process and they can often be quite intimidating. Don't worry though, here are a few tips for you to keep in mind for your next interview. Just remember, you've made it this far which means the employers see you as a potential candidate; just need to prove to them you are!



You are being assessed as soon as you walk through to reception so it is important to be polite and courteous to reception staff. Companies often ask reception for feedback on candidate behaviour whilst they are waiting. Make sure to arrive on time and your phone is silent to avoid disruptions during assessment. It is also important to stay professional and wear appropriate attire.

## THE FIRST IMPRESSION

## INTERPERSONAL SKILLS

Interpersonal skills are highly valued by employers so don't just show recruiters your problem solving skills. The other candidates should not be considered as direct competition but rather an opportunity to demonstrate your ability to effectively work in a team, communicate with others and show leadership skills. Make sure to be supportive and assertive but not dominant. During the breaks, take up every moment to start a conversation with other candidates, staff members, and even assessors and recruiters.

## PREPARATION

Just the idea of job interviews can raise anyone's heart rate. In order to lessen the apprehension, preparation is key. There is nothing wrong in coming up with examples to mock interview questions, although make sure to avoid rote learning. This will increase your confidence on the day and provide a back-up if your mind goes blank. You will also benefit from a more precise and clear explanation to persuade the company of your suitability.



## RELATIONSHIPS AND CONNECTIONS

Relationships and connections are very important. Get in touch with an employee through information sessions, introductions or alumni outreach and ask for advice on what the company is looking for. You will be able to efficiently tailor your responses to the company as employees can offer highly specific edits such as buzz words. Furthermore, there is a high prospect the employee will put in a good word with recruiters if the conversation goes well.



## INVOLVEMENT

Recruiters look for well-rounded individuals who have lots of experiences to complement academic excellence. Make sure to get involved in extracurricular activities, take on internships or have a part-time job. This will also allow you to back up your list of skills and qualities with specific examples.

## SPECIFIC ANSWERS

Quantify your accomplishments rather than just using words to list them out. This provides evidence to underscore the significance of your accomplishments which few people do so you will really stand out. Similarly, a good way to convey the magnificence of an award is to reveal the competition. This demonstrates how competitive your spot was and will magnify the impressiveness. Some examples include:

“Managed a budget to plan large events for students”

“Managed \$12,000 budget to plan large-scale events for 2,500 students”

“Won Granny Smith University's Innovation Competition”

“Won \$1,000 in the Granny Smith University's Innovation Competition (against over 80 others)”

## TAILORED RESPONSES

Tailor your responses to the company and the position. Every company is looking for the candidate that best fits a position so avoiding generalised answers is key. Instead of talking about all your skills and experience, take the time to list out the responsibilities and qualities that are required of the position you applied for and allow these to guide your answers.

## KNOWLEDGEABLE CANDIDATES

With interviews, it is all about research. Make sure you understand the company's goals, values and mission. There is no excuse for not knowing information about a company that's publicly available. This will also make it easier for you to tailor your answers to the company.

## COMMITMENT TO THE COMPANY

Make sure to actually convey that you want to work for the company by being excited and energetic during the interview. Additionally, asking and preparing a few questions to recruiters demonstrates you are engaged and committed.

“Do you offer continuing education and professional development opportunities?”

“What have you enjoyed the most about working here?”

“What can you tell me about your new products or plans for growth?”

## SIDESTEPING QUESTIONS

Recruiters may sometimes inquire about information that is not relevant to the role or even ask illegal questions such as about religion, age or political ideologies. Regardless of whether a question is illegal or not, when you're eager for a role, it is hard to refuse an answer. If an interviewer steps out of line and asks an unlawful question, politely decline to answer the question on the basis that the answer is not relevant to your ability to perform the role. This response will ideally cause the interviewer to realise their misstep and withdraw the question. It is your right to not answer questions on the basis of discrimination.



# DAY IN THE LIFE OF A GRAD



STEPHANIE LOW, *Graduate Engineer, Lendlease*

## ABOUT ME

I studied Chemical Engineering at Monash University and relocated to Bendigo for my first 12-month rotation with the Coliban Water contract as a graduate engineer and wastewater tertiary treatment operator. In 2020 I was working with the Power South Contract in Port Melbourne, but have been on secondment back to my first project since May as lead operator for the Kyneton C to B Wastewater Treatment Plant Commissioning.

## MY TYPICAL DAY

Some of the projects I worked on at Coliban water are optimisation of the maintenance strategy across all wastewater and water treatment sites under the Lendlease contract; energy monitoring and benchmarking to identify high usage sites that could be eligible for new energy saving projects, operating a wastewater filtration plant undergoing a coagulant chemical trial. As mentioned in the previous point, I am currently commissioning a Class C to B wastewater treatment plant.

A typical day for me on site involves catching up with the operations team in the morning to discuss any events that occurred over night, any planned works on site for the day and any tasks that need to be completed by the team. I also cast a quick eye over the treatment plant on SCADA – a control system we use on site that allows monitoring and control of the entire plant from the control centre. During this I note which equipment to check on during my daily plant walkthrough. I then observe performance trends to see if any optimisation needs to be made to increase plant efficiency and throughput. Once the process monitoring is complete I walk through the plant, checking reagent levels, ensuring the equipment is performing as expected and collecting water samples for testing in the lab where we check the water to ensure discharge compliance and perform tests to determine optimal dose rates for the plant.

## MY MEETINGS

As a graduate with Lendlease there has been a great variety of work that I've been able to get involved in within my projects. I've been in meetings on site at treatment plants, meeting with operators to get an overview of how their plant works and perform risk assessments on their assets to optimise maintenance procedures on critical equipment. I also work closely with the client on site throughout the commissioning which has given me the opportunity to put forward ideas that will help with plant maintenance and performance once the plant is operating.

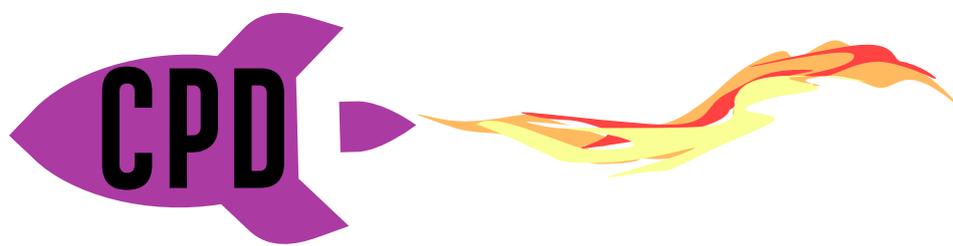
On the other side of things, I've also attended meetings in the office with clients to discuss project progress on trial chemicals used on sites, energy optimisation proposals and collaborative workshops with the innovation sub-committee.

## MY TRANSITION FROM UNI TO GRADUATE ENGINEER AT LENDLEASE

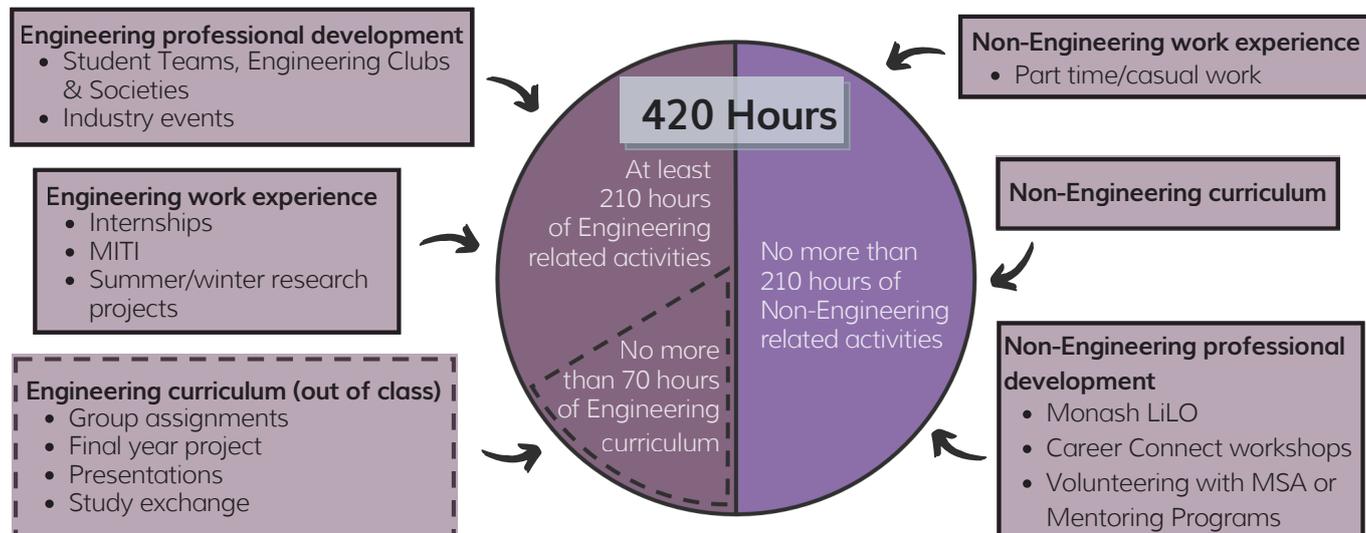
I was excited to start work as a grad engineer! I had a bit of experience prior to Lendlease working at internships during uni so I was familiar with working in an office environment, but I was glad to enjoy my free time again and not have to pull crazy hours studying for exams or completing assignments anymore!

Biggest transition for me at Lendlease was the shift from working in an office to working on site at a wastewater treatment plant. I enjoyed the face paced and hands on work, the team environment and getting to apply the critical thinking and problem solving skills learned during my time at Monash.





To graduate as an accredited engineer, Monash requires a minimum of 420 hours of Continuous Professional Development or CPD activities outside of the classroom. These activities aim to provide graduates with a range of employability skills and the experience that may not be taught in a classroom. The 420 hours of CPD can come from a range of activities and they can include:



## STUDENT FUTURES

To get started with your reflections, log into your Student Futures account and start adding in your activities and associated hours spent on the activities. Once added, you can start doing your skill reflections. There are a total of 19 reflections to complete for across 9 skills and they break down to be:



## REFLECTIONS

For each of the 19 reflections, Student Futures will ask you to use the STAR method to write your reflections. STAR stands for:

- **S**ituation: A brief description of the situation to give context
- **T**ask: What task the situation required to be done. What were you responsible for or what your objective was
- **A**ction: The steps taken to complete the task described and achieve your objective
- **R**esult: The positive outcome of the action you took in the situation, what was learnt and what was gained from the experience.

Once all your STAR reflections are done, download your Student Futures certificate and upload it onto Moodle.

## TIPS FOR COMPLETING CPD

- Check submissions requirements on Moodle
- Don't forget there's an Assessment Questions document with six questions that's also required
- Any activities with more than 35 hours require supporting documentation so make sure you collect some evidence to submit as well. Examples of evidence can be found in Section 7 of Assessment Questions document
- The reflections and assessment questions take longer than you think. You don't need to be in your final year to start reflections on Student Futures so do them throughout your course time
- Examples of STAR reflections and Assessment Questions answers are available to refer to
- If you have any questions check out the FAQs on the Student Futures website or email your faculty's Engineering Skills Advisor

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