



Veris Young Professionals Program

Discovering Direction Through Experience

Victoria Ah Heng | Surveyor

CASE STUDY



A photograph of three young professionals sitting around a table in a modern office setting with large windows overlooking a city. They are engaged in a discussion, looking at documents or devices on the table. The woman on the left is smiling, the woman in the middle is looking down, and the man on the right is resting his chin on his hand, listening intently.

Accelerate the development of emerging talent in spatial, digital and infrastructure advisory

I discovered this industry by accident... enrolling in a spatial systems course introduced me to all things spatial.

Finding Spatial — By Accident... Not every career begins with a clear plan.

Discovering Surveying

For Victoria, the spatial industry wasn't something she set out to pursue. During her second year at The University of Melbourne, she enrolled in a spatial systems subject — and unexpectedly found herself drawn to the discipline.

That one subject shifted her academic direction. She chose to major in Spatial Systems and gained exposure to surveying and the broader spatial industry."

What began as curiosity evolved into a career path.

Choosing Exploration Over Certainty

When Victoria first discovered the Veris Young Professionals Program, she wasn't completely certain which area of surveying she wanted to pursue.

That uncertainty is exactly what made the YPP appealing.

Unlike traditional graduate roles that place early-career professionals into a single discipline, the Veris YPP offers rotation across different Business Units. This exposure allows participants to experience multiple areas of surveying before committing to a long-term pathway.

"The chance to rotate between different Business Units made the Veris YPP an attractive offer."

For Victoria, the program wasn't just a job – it was an opportunity to discover direction through experience.

Learning Through Rotation

A typical week in the program includes both fieldwork and office-based work across different projects, guided by experienced surveyors.

Applying University Learning to Real Projects

One of the most valuable experiences has been translating academic knowledge into real project environments.

University provides theory and technical foundations, but real projects introduce complexity, constraints and stakeholder considerations that require critical thinking.

Through live project involvement, Victoria has strengthened:

- Technical capability
- Problem-solving skills
- Communication skills
- Confidence in professional decision-making

Beyond Surveying: Understanding the Business

While much of the growth comes from project work, Victoria particularly valued the opportunity to learn about the broader business.

The YPP provides insight into areas such as:

- Marketing
- Finance
- Business operations

This exposure creates a more holistic understanding of how surveying fits within the wider organisation.

Rather than viewing work in isolation, she developed a clearer understanding of how individual contributions support overall business performance.

“
Learning more
about the business
itself gave me a
more holistic view
towards how my
efforts were
benefitting Veris.”



Victoria's advice is simple: Don't be afraid to ask questions

And her advice to her past self?

Be open to every opportunity that presents itself because each experience contributes to growth and career progression.

A Culture of Support

Before joining the YPP, Victoria had no specific expectations — but she was pleasantly surprised by the level of ongoing support across the business.

She describes the team culture as: Supportive and collaborative.

Mentors and colleagues have played a significant role in accelerating her development.

Through constructive feedback, guidance and open communication, she has improved both fieldwork and office-based skills.

Importantly, questions are encouraged - not discouraged.

“Everyone is always willing to help and questions can always be asked openly.”

Gaining Clarity

One of the most significant impacts of the YPP has been clarity.

By rotating across disciplines and working on a range of projects, Victoria has been able to identify the areas of surveying she wants to pursue long-term.

Rather than guessing at a career direction, she has explored it firsthand.

When asked to describe her experience in one word: **Fulfilling.**



The YPP developed and strengthened my skills and helped clarify and set my career goals.

The Veris YPP is designed not only to build technical capability, but to help emerging professionals discover their direction.

Through:

- Business Unit rotations
- Exposure to diverse project environments
- Structured mentorship
- Ongoing professional development
- Insight into broader business functions
- Participants gain more than experience — they gain clarity.

Victoria's journey reflects the core purpose of the program:

Providing a supportive environment where early-career professionals can explore, develop and confidently shape their future.

