

# veris

**veris**  
young  
professionals  
program

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## Our aspiration

Veris is Australia's largest and leading provider of surveying, digital & spatial and planning services.

We're passionate about providing solutions for our clients and the communities in which we live.

By starting your career at Veris as part of our Young Professionals Program, you'll get the opportunity to work alongside industry recognised leaders on award-winning projects as part of a truly national team.

At Veris, our people are first. Here, you'll be able to shape your career, work collaboratively, adopt innovative technology, and provide advice to clients that doesn't just solve problems, but takes projects to the next level.

## Program structure

The Veris Young Professionals Program is spread across 12 months, beginning every February, and is designed to give you exposure to all areas of the industry so that you can decide where you feel you are best suited. Our business structure is made up as follows:

- Digital & Spatial
- Engineering Survey
- Property Survey
- Urban Design & Town Planning.

Successful applicants admitted into the Veris Young Professionals Program will spend approximately three months in each of these business units through a regular rotation program.





## Mentoring

As a graduate, you will have the chance to work alongside industry leaders on iconic projects that help shape and connect our cities and communities.

Veris will support you to get a technical mentor who will help you on the route to becoming professionally qualified.

You will be encouraged to join networking groups set up for graduates to make connections and share knowledge.

# Training

The Veris Young Professionals Program will provide you with technical and soft skill training. For example, soft skills training will consist of:

- Safety
- Communication skills
- Public speaking skills
- Managing clients
- Project management
- Ethical considerations
- Productivity
- Seller-doer consulting
- Timesheets
- ASX listed company expectations
- Personality assessments – individual learning styles and more.



Training and Development channels will consist of the following:

- Day to day on the job training with regular feedback
- Formal Performance Management process (standard Veris program)
- Regular lunch and learn sessions (minimum one per quarter)
- Guest speaker presentations (internal and industry).

## Graduate community

All participants will be part of a cohort of like minded individuals and get opportunities to share ideas, experiences and learn from each other. There will be a graduate champion in each of the regions across Australia to help you connect via the learning sessions. You will also be assigned a Sponsor who will act as your mentor and provide you support through the program.





## Graduate project

At the end of the first six months the Veris Young Professionals Program will offer you an opportunity to work on a group project.

Groups will be made up of approximately five graduates. Each group will be given the same problem statement for which you will need to come up with one or more solutions to the problem.

Each group will be assigned a Graduate Champion that will meet with the you regularly and field any questions and make sure you are on track.

Each group will get an opportunity to present their solution to the business.

The idea behind this project is that Veris will look to adopt internally those solutions that are most viable.



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