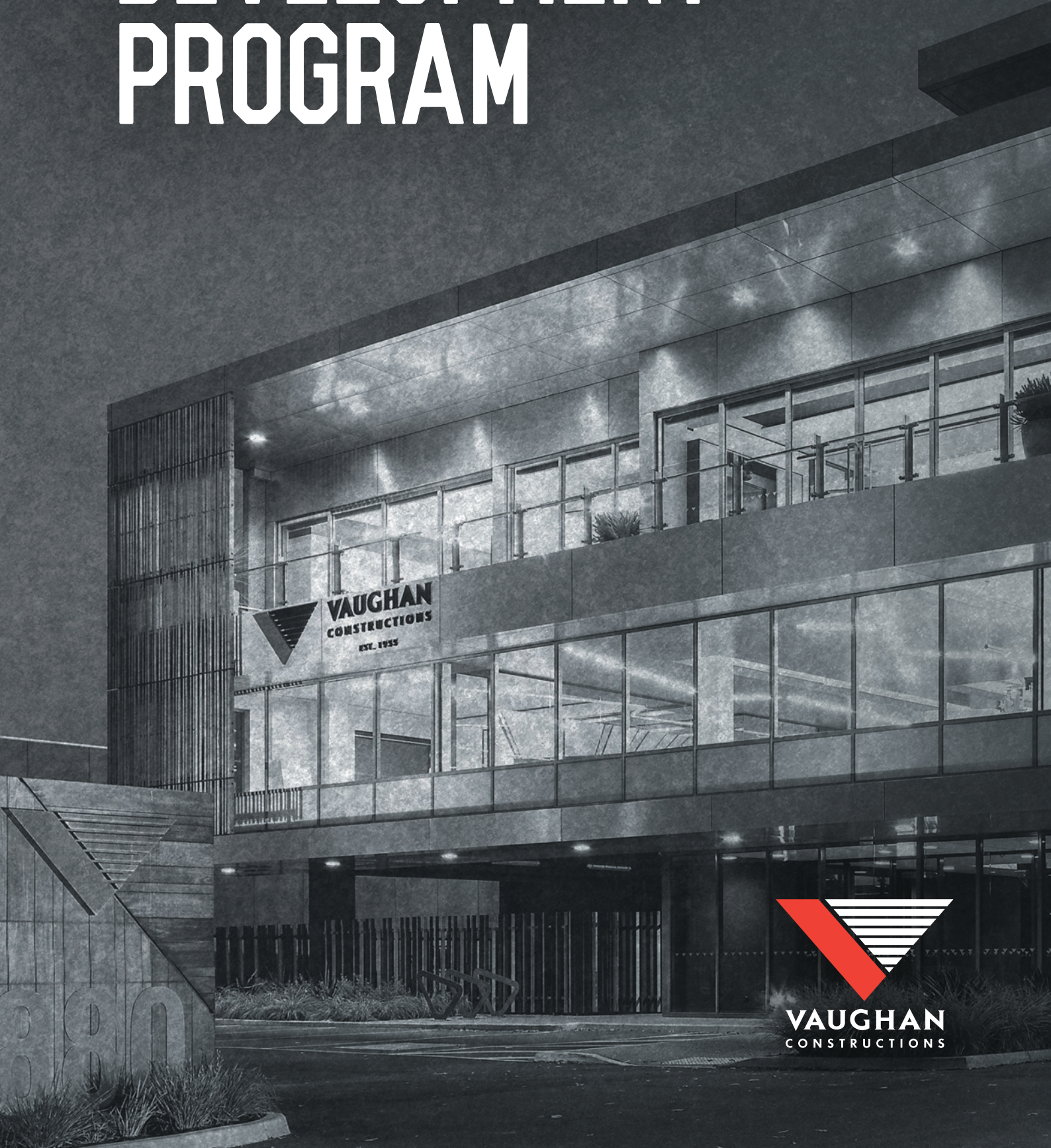


# DESIGN CAREER DEVELOPMENT PROGRAM



# POTENTIAL

Everyone tells  
you you've got it!

You've spent years sharpening your skills and now you're ready – but where can you realise it? Vaughan Constructions offers a dedicated training program to kick start your career in construction.

As part of the Vaughan team you will be exposed to;

- Design Management
- Green Star Design Principles and Certification
- Procurement Management
- Project Programming
- Safety in Design
- Project Cost Management

# Your Pathway

**YEAR  
1-2**

## **Cadet Design**

Cadets, whilst studying, are provided with a broad design development skillset. Through applied project exposure, Cadet's gain an understanding of key design principles, procurement practises and budget management. Internal and external training opportunities afford a further platform to expand personal professional development.

**YEAR  
2-3**

## **Graduate Assistant Design Coordinator / Manager**

Working across numerous design projects, Graduates are exposed to all elements of the design management process including; development applications, consultant management, preparation of RFI's, contract preparation, design meeting management and post meeting actions. Graduates will be trained in the principles of Green Star, BOQ's, design program development and project quality assurance.

**YEAR  
3-5**

## **Design Coordinator**

Working in partnership with the National Design Manager, Design Coordinators gain customer and consultant exposure and are responsible for meeting management, document control, consultant procurement and coordination. Customer facing the Design Coordinator is further responsible for executing services applications, PPR review, program preparation and management and document control. Further training will focus on safety in design, meeting chairmanship and proficiency in obtaining Green Star certification.

Your pathway depicted below outlines the typical career progression within Vaughan's in house design team. We recognise every individual is different and the speed of your progression is guided by the unique skill set you bring. Internal and external training opportunities will help you meet achievable milestones for advancement, guiding you to your next challenge.

YEAR  
5-7

YEAR  
7

### **Design Manager**

Responsible for the independent management of various concurrent projects, a Design Manager will coordinate all facets of the projects design, managing the project from scope to detailed design. Possessing a comprehensive understanding of design alternatives, the Design Manager will provide value management insights, manage customer expectations, coordinate the tender process and gain exposure to projects across various industry sectors. Ongoing mentoring and support from senior operational staff will further develop programming, leadership and customer management skills.

### **Senior Design Manager**

Design Managers will be proficient leaders and possess a detailed understanding of the design management processes. Intensive training to date, through the Vaughan professional pathway, will prepare Senior Managers to supervise Design Coordinators and Design Managers, lead the overall administration function of design, provide value management insights, and manage all tenders specifications and services requirements. Training will focus on project and people leadership as well as customer management.



# BUILDING HISTORY, INNOVATING THE FUTURE

For more than six decades, Vaughan Constructions has been influencing Australia's architectural landscape. We have played an influential role in building our nation's history. But we're also about the future. We dedicate ourselves to major projects that push boundaries. Where others are occupied with today, we are planning tomorrow. That's why our projects are leading the way in innovation, robotic technology and sustainability.



**MULTI  
AWARD - WINNING  
MASTER BUILDER**



**OVER 2000  
COMPLETED  
PROJECTS**



**YEARS INDUSTRY  
EXPERIENCE BETWEEN  
OUR DIRECTORS**



**VAUGHAN  
CONSTRUCTIONS  
STAFF**

# CONTACT US

Vaughan is an organisation of innovators and doers. Through on the job training and professional development opportunities we help you harness your potential, to turn your career ideals into reality.

Contact Vaughan today to register your interest in the Vaughan Design Career Development Program.

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your interest

