

GRADUATE GUIDE



Shaping the future of the water industry together.



We bring expansive thinking, and a people first mindset to everything we do.

Are you looking for an opportunity where you can help create a better water future for generations to come?

At CMP we love to create positive change through engineering in the water industry.

Being an Australian owned and operated, medium-sized consultancy, we are able to bring an innovative, adaptable approach to the challenges we help our clients solve, always with people and the environment at the centre.

Our people have a wealth of experience in the design, construction management, commissioning and operational support of water, wastewater and recycled water infrastructure, and we have gained a reputation for delivering high quality solutions.

We pride ourselves on having an exceptional team of diverse backgrounds and levels of experience, from senior staff to graduates.



Click the play button to learn more about our Wara Paring initiative.

Passionate about giving back to the community, we are industry leaders in our initiatives to support indigenous businesses and to attract more women to engineering through our Gems in STEM high school program. CMP is the design arm and quarter owner of Aqua Metro Services.

Learn from
industry
experts.



Be part of the solution.

Population growth, climate change and related human impacts on the environment are challenging the traditional ways we use our most precious resource – water.

Will you be a part of the solution with us?

Our services cover infrastructure for the full water cycle: capture, transfer, treat, recycle & regenerate.

We have a deep appreciation that with each and every project, what we do impacts our environment and the communities we work and live in.

This has become one of our biggest drivers: delivering projects that not only deliver exceptional value for our clients but that consider the impact on both people and planet.

As a graduate you will have the opportunity to work alongside some of our most experienced Senior Engineers providing assistance on key water infrastructure projects.

You'll gain hands-on exposure to all aspects of project delivery including:

- + engineering design,
- + digital engineering and modelling,
- + estimating,
- + cost planning,
- + tender reviews and negotiation,
- + and post contract administration.



Image: Blackmans Bay Sewage Treatment Plant

Leading through action.



Click play to hear what our people have to say about working at CMP.

Our Graduate Opportunities

We are looking for civil, mechanical and structural engineers for 2026.

Start your career with an inspiring company that will empower you to be the best you can be, personally and professionally.

Experience the benefits of working at CMP:

- + CMP's Graduate Development Program, designed to allow you to explore and accelerate your career. Supported by our CMP University training and our mentoring program, the ultimate goal is to help you progress towards chartership with Engineers Australia.
- + Excellent career opportunities to work on a diverse range of projects that cover the full life cycle of the water sector.
- + The opportunity to be directly involved in meaningful, impactful and sustainable project work in your community, under the guidance of our industry leaders.
- + An empowering and supportive culture that fosters diversity and a friendly and fun working environment.
- + A high value on staff safety, health and wellbeing with flexible working arrangements.

Graduate application process 2026.



Starting between November 2025 and March 2026.

As part of the 2026 Graduate Intake, we are currently seeking enthusiastic **Civil, Mechanical and Structural Engineers** to join our growing team on a **full time basis at CMP in Melbourne.**



1

Online application.

Please submit your application (CV, coverletter and academic transcript) via link on the cmpgroup.com.au/careers website. Application opens on the **11 March 2025** and closes on the **15 April 2025**.



Lunch

We do things a little differently here! Join us for lunch so we can get to know each other a bit better. Find out what our culture is like and meet some of the people you might work with.

2

3



In-Person Interview

If you make the next round we invite you to our head office for an interview.



4

Reference checks

We'll call your referees to ask some final questions.



5

Job Offer

Congratulations. We will send you an offer and contract of employment.

What are you waiting for?



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