



Be a leader, not a follower

Management Development Program

heidelbergmaterials.com.au



Heidelberg
Materials

About Heidelberg Materials

We're leaders in building and construction materials, but we never take that for granted. We help to build the infrastructure of communities by working with them and being a part of them. We use world class technologies and service platforms to supply a comprehensive range of high quality concrete, aggregates and sand. We also produce road base, asphalt and sustainable and recycled construction materials for civil and infrastructure projects.

Our culture is driven by our values of care, collaboration and ownership.

Our values are supported by strategic pillars:

- Be valued by our customers
- Keep people safe
- Drive operational excellence & innovation
- Invest in our future

These values are the backbone of our success and help to create a family friendly, inclusive and supportive workplace.

Heidelberg Materials is one of the world's largest building materials companies, operating in over 50 countries with more than 51,000 employees and 3,000 locations. We hold leading market positions in cement, aggregates and ready-mixed concrete and in 2024, we achieved revenue of €21.2 billion.



“The program helped me land a role that directly matched my career goals and pushed me to grow in ways I didn’t expect. The rotations, travel and leadership exposure shaped my career in ways I hadn’t imagined. The MDP gave me the tools and the confidence to lead.”

Fergus Gregori

HSEQ Advisor, Supply Chain & SR





Graduate program - Why choose Heidelberg Materials Australia?

Heidelberg Materials Australia Graduate Management Development Program (MDP) is a two-year rotational program designed to shape the next generation of leaders at Heidelberg Materials Australia.

Open to graduates from all disciplines, the program offers a rare opportunity to learn from some of the most experienced professionals in the construction materials industry.

Within two years, many graduates step into leadership roles such as concrete plant manager, quarry supervisor, technical specialist or sales representative, depending on their strengths and interests. With structured training, hands-on learning and support from experienced mentors, you'll be set up for success in a business with hundreds of opportunities across Australia and beyond.

Global expertise, local experience

Heidelberg Materials is one of the world's largest manufacturers of building materials and solutions, operating in over 50 countries. In Australia, we have more than 4,000 employees and 300 sites supported by an extensive production and logistics network.

Start your leadership journey

80% of our Leadership 100 team, including the CEO started through our Management Development Programme (MDP)

Join a values-driven company

We're committed to safety, innovation and sustainability including our goal to reduce CO₂ emissions by 50% by 2030 and achieve a zero-harm workplace.

As part of the Heidelberg Materials Australia Graduate Management Development Program (MDP), you will receive a competitive total package consisting of:

- A starting salary of AUD 69,500 plus superannuation
- A fully maintained company vehicle
- Mobile phone and laptop
- Financial support for relocations within the business
- Exposure to diverse teams and business operations
- Structured coaching and mentoring
- Targeted career development and growth opportunities



“I was drawn to Heidelberg Materials because of its innovative culture and focus on growth through the MDP program. The MDP was amazing, letting me explore all parts of the business to find my passion while building my leadership skills and industry knowledge.

The company’s supportive environment has empowered me as a woman thriving in a male dominant field and has helped shape me into the leader I am today.”

Emily Grekos

Concrete Plant Manager, SR - Met Concrete - Port Melbourne



About you

We're looking for ambitious and driven individuals who are ready to take on real responsibility and grow into future leaders of our business.

To be considered for the Graduate Management Development Program (MDP), you should have:

- A bachelor's degree completed within the past two years or due for completion this year
- Strong analytical and critical thinking capabilities
- A curious mindset and openness to new challenges
- A proactive approach and accountability in delivering outcomes
- Effective collaboration and teamwork skills
- A can-do attitude with a hands-on approach to problem-solving
- Excellent communication and interpersonal skills
- Passion, energy and a strong desire to succeed
- Resilience and the confidence to make decisions
- A current Australian driver's license
- Flexibility and willingness to undertake rotations across various locations including regional sites

Grow with us

We're proud to be a business that believes in our people. That's why we've built a culture around GROW, a framework that reflects how we support every team member to reach their potential.

Our GROW framework

- Growth & Development – Be a life-long learner
- Recognition & Reward – Join a great team with a willingness to take ownership over your business area
- Opportunity & Ownership – Take advantage of new ideas, roles and initiatives when they arise
- Wellbeing & Workplace Culture – Solve problems with common sense, creativity and a 'can-do' attitude

Join our team

At HMA we help to build the infrastructure of communities by working with and being part of them. Our communities are our customers, neighbours and our people. When you join HMA you are choosing to be part of these communities and to work alongside some of the industry's best people.





“My time on the program has encouraged me to grow and learn in new ways with an incredible amount of support along the way.

I had the exciting opportunity to work and learn on the Coffs Harbour Bypass, one of the largest road projects in NSW at the time!”

Cody Jefferey

Graduate Management Trainee - ER

Application process

We're excited you're considering a future with Heidelberg Materials Australia. Here's what you can expect from the Graduate Management Development Program (MDP) application process:

Step 1 - Online Application

Submit your application online by uploading your CV and responding to the application questions. These responses will take the place of a traditional cover letter.

Step 2 - Video Interview

If shortlisted, you'll be invited to complete a short video interview. This helps us get to know you better and understand your motivation for applying to the MDP.

Step 3 - Psychometric Assessments

Selected candidates will complete a set of online assessments including a cognitive ability test and a personality questionnaire.

Step 4 - Assessment Centre

If successful, you'll be invited to attend an assessment centre (lasting 2-3 hours). This is a great opportunity to learn more about Heidelberg Materials Australia, connect with leaders, current MDP participants and alumni and participate in group and individual assessments.

Step 5 - Pre-employment Medical and Offer

Final candidates will complete a pre-employment medical. Successful applicants will then receive an offer to join the MDP with start dates typically between mid-January and early February, depending on location.







“Being a graduate at PNQ I was never seen as a ‘trainee’ but as a valued member of the team. Over my time I developed a great network of mentors that I still regularly call on for guidance. My exposure to the whole business allowed me to gain a holistic experience of the construction materials industry and fostered a great passion for managing quarry operations”

Tylah Drochmann

Completed Management Development Program in 2016 and is now working as a Mine Planner.

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Your Graduate experience

As a Graduate Management Trainee, you'll be given the opportunity to grow your skills, confidence and leadership potential in a dynamic and supportive environment.

Throughout the two-year program, you will:

- Develop broad business insight through structured rotations across operations, logistics, and leadership functions.
- Drive meaningful outcomes by leading real projects that deliver measurable impact.
- Accelerate your growth with guidance from senior leaders, technical training, and leadership development programs.
- Expand your network by working across diverse teams, sites, and national initiatives.

Frequently Asked Questions

What are the eligibility requirements for the Management Development Program (MDP)?

To be eligible for the MDP, you must:

- Be an Australian citizen or permanent resident
- Have completed a university degree within the last two years or be in your final year of study
- Be available to participate in all stages of the selection process
- Be open to working in remote and regional locations

What types of degrees do you accept?

We welcome graduates from all academic backgrounds. The MDP is designed to support diverse skill sets and career pathways.

Do I need previous work experience?

Previous work experience is beneficial but not essential. We're looking for potential, enthusiasm and a willingness to learn.

When do applications open and close?

Applications open at various times throughout the year and generally close one month after being posted. Specific dates will be announced on our website and job listings.

What happens after I submit my application?

Keep an eye on your email for updates. We'll contact you as soon as possible regarding the next steps in the process.

Where will I be based during the program?

HMA operates across both metropolitan and regional Australia. As part of the MDP, you may rotate through various locations depending on business needs.

How long does the program run for?

The program runs for two years. However, some graduates may progress into permanent roles earlier, based on business requirements and individual performance.

What happens at the end of the program?

As you near the end of the MDP, you'll be supported in exploring and applying for available roles across the business that align with your strengths and interests.