

MIRVAC TRAINEESHIP PROGRAM

2021



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LETTER TO THE READER

MIRVAC HAS OVER 40 YEARS OF EXPERIENCE IN CREATING AND MANAGING SOME OF THE HIGHEST QUALITY DEVELOPMENTS ACROSS AUSTRALIA.

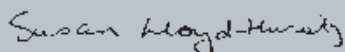
Mirvac is uniquely positioned in Australia as a world class creator and long term owner of assets, and our success is driven by our entrepreneurial and open culture. Mirvac's corporate strategy is built on three key foundations; being integrated, diversified and focused.

Mirvac is focused on maximising the benefits of its integrated model and leveraging the resulting competitive advantage in each of the sectors we operate in - residential, retail and office/industrial. By maintaining a core capability across these three sectors, Mirvac is able to deliver an appropriate balance of passive and active assets and can also unlock complex urban multi-use opportunities.

Mirvac's Trainees are given the opportunity to gain valuable industry experience by working alongside leaders in the industry. Mirvac encourages the growth of its employees through supporting further education, mentoring of staff, and promoting a healthy work life balance.

Traineeship programs have been incredibly successful at Mirvac with many of our past Trainees progressing into successful careers as managers and directors within the organisation.

I invite you to take the next step in your career by applying for the Mirvac Traineeships Program.



Susan Lloyd-Hurwitz
Mirvac CEO & Managing Director

An aerial photograph of a city park, likely Central Park in New York City, with a dense canopy of green trees. A paved road with a few cars and a bicycle lane is visible on the right side. In the background, the city skyline is visible under a clear sky. A large, dark green diagonal shape is overlaid on the left side of the image, and a dark purple diagonal shape is overlaid on the bottom right corner.

THE TRAINEESHIP PROGRAM

MIRVAC'S TRAINEESHIP PROGRAM OFFERS A UNIQUE OPPORTUNITY TO GAIN EXPERIENCE ACROSS THE THREE KEY AREAS OF DEVELOPMENT; APARTMENTS, MASTERPLANNED COMMUNITIES AND COMMERCIAL. THE TWELVE MONTH PROGRAM ALLOWS TRAINEES TO EXPERIENCE FOUR MONTHS WITHIN EACH TEAM, PROVIDING A UNIQUE INSIGHT INTO EACH DEVELOPMENT SECTOR AND THE OPPORTUNITY TO DEVELOP RELATIONSHIPS ACROSS THE BUSINESS. TRAINEES WILL BE EXPOSED TO MIRVAC'S INTEGRATED DESIGN, DEVELOPMENT AND CONSTRUCTION MODEL ACROSS A RANGE OF DIVERSE PROJECTS.



THE PROGRAM INCLUDES:

- > Participate in a comprehensive Trainee program to supplement daily in-business work experience
- > Work as an integral part of a project team gaining multi disciplinary experience and gain a first hand insight into the workings of the Mirvac integrated model
- > Visit Mirvac assets at various stages of construction and completion
- > Attend regular social events providing valuable networking, support and friendship throughout the program
- > Meet and network with the Executive Leadership Team and senior management in group events
- > Work on some of Melbourne's top tier development project with industry professionals

WHY MIRVAC?

MIRVAC IS AN ESTABLISHED AND INTEGRATED AUSTRALIAN PROPERTY GROUP WITH OVER 40 YEARS OF EXPERIENCE AND A MARKET CAPITALISATION OF OVER \$7 BILLION.

At Mirvac our vision is to be a globally recognised leader in property investment and development. To achieve this vision we understand that we need to set the standard as a world-class property group by attracting the best.

INTEGRATED MODEL

By having an in house construction, development, design, finance and sales and marketing teams, it allows Mirvac to create, own and manage all aspects of our projects which is unrivalled within the property industry.

WORK LIFE BALANCE

Mirvac actively encourages the benefits of a healthy work-life balance as it encourages lateral thinking, increases productivity and strengthens wellbeing.

As a company Mirvac also encourages flexible working arrangements to allow employees to meet other demands, such as education and family responsibilities.

OPPORTUNITY TO GROW

Starting off as a Trainee allows for the individual to benefit from exposure to the industry but also for the business to nurture and create best employees that fit well into the business. Mirvac's staff are passionate and encourage the ongoing development of our interns as they progress through their careers.

THE MIRVAC WAY

The Mirvac company strategy has been taken on as not only a formal document but also as a living breathing part of our business at the core of everything that we do.

Mirvac's key values are: we put people first; we are genuine and do the right thing; we are curious and bold; we collaborate; we are passionate about quality and legacy; how we work matters; and these values are inherent throughout all aspects of the business.





RESIDENTIAL DEVELOPMENT

RESIDENTIAL DEVELOPMENT INCLUDES BOTH OUR APARTMENTS TEAM AND MASTERPLANNED COMMUNITIES (MPC) TEAM. MIRVAC OPERATES NATIONALLY SECURING WORLD CLASS AND ENVIED RESIDENTIAL PROJECTS.

Residential Development aims to create a great product for our customers, with a proven track record of delivering innovative and quality products that exceed customers' expectations.

Roles within Residential Development include undertaking:

- > Business acquisition
- > Feasibility analysis
- > Involvement in the Planning and Authorities approval process

- > Assist in the management of design briefs
- > Management and engagement of project consultants
- > Overseeing construction programs and budgets
- > Competitor and Market analysis

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Mirvac is a diversified property group with an aim to acquire world class sites across Australia capitalising on the unique capability of our integrated model. Our Residential Development team has a strong reputation for delivering high quality innovative products across apartments and master planned communities. Mirvac strives to drive value for our customers and business partners through consistently delivering what the market wants. Our Traineeship program has a proven track record of acquiring some of the best Trainees and we have a strong focus on career development and instil them to strive for excellence and take ownership of their work.

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**STUART
PENKLIS****HEAD OF
RESIDENTIAL**



MASTER PLANNED COMMUNITIES

THE MASTERPLANNED COMMUNITY BUSINESS FOCUSES ON CREATING LOW AND MEDIUM DENSITY HOUSING WITHIN THE MIDDLE AND OUTER RINGS OF MELBOURNE, AS WELL AS INFILL METROPOLITAN AREAS, IN PARTICULAR FOCUSING ON DEVELOPMENT WITHIN THE GROWTH CENTRES. THE MPC TEAM PRIDES ITSELF ON DELIVERING A HIGH QUALITY HOUSING PRODUCT AND CREATING GREAT PLACES FOR LIFE.

As a trainee working within the MPC business you will be exposed to all aspects of the residential development lifecycle.

- > Acquisitions
- > Feasibility analysis
- > Planning
- > Project positioning
- > Urban design
- > Landscape design
- > Construction
- > Sales
- > Marketing



I started my career with Mirvac on the Traineeship program after studying a bachelor of Business (Property) at RMIT. Over the past 20 years I have been fortunate to work on some of Melbourne's most iconic residential projects including The Melburnian, Yarra's Edge and Waverley Park. Mirvac is committed to developing and rewarding its staff and ensuring a diverse and collaborative culture. Day-to-day I enjoy working with a broad range of talented people within the organisation and being involved with some of the most exciting projects being undertaken within the industry.



ELYSA ANDERSON
GENERAL MANAGER,
VIC RESIDENTIAL DEVELOPMENT



APARTMENTS

THE APARTMENTS BUSINESS WITHIN VICTORIA, FOCUSES ON PROVIDING A HIGH-CALIBRE PRODUCT FOR OUR CUSTOMERS WITHIN THE MELBOURNE INNER RING.

Our Apartments team strive to create exceptional living environments in the best locations. Across the Traineeship Program Trainees will gain exposure to a range of live apartment projects, allowing

them to further diversify and expand their roles. Some of our most recent projects include The Eastbourne, Apartments of Tullamore and Voyager at Yarra's Edge.



"I commenced my career in property development 12 years ago with Mirvac as part of the graduate program and have progressed to the position of Project Director within the Emerging Delivery Technologies team. During that time, I have been involved in numerous multi-stage developments, including River Homes, Laureate and Wharf's Entrance at Yarra's Edge. I completed my Bachelor of Planning and Design at the University of Melbourne, and completed my Master of Property while working at Mirvac. I am a sponsor of the 100 Women in Property initiative, mentoring young professionals in our industry, and am on the Property Council of Australia's Future Trends and Innovations Committee, helping to influence the industry and foresee future growth opportunities and challenges that we may face."



KATE HILBERT
PROJECT DIRECTOR,
EMERGING DELIVERY TECHNOLOGIES



MARK TROVATO

**PROJECT DIRECTOR,
VIC APARTMENTS**

Mark is a Project Director in the apartment division at Mirvac with a wealth of experience in premium, mixed use developments with significant stakeholder management expertise.

Having commenced work at Mirvac in 2008, Mark started as a trainee in the student recruitment programme whilst completing his undergraduate degrees in Property & Construction and Commerce at Melbourne University. Mark has played significant roles in Mirvac developments over the past decade, including delivery of over 400 apartments at Yarra's Edge, a Marina berth development, commercial and retail developments and most recently taking the lead role on the exclusive Eastbourne development delivering 250 prestige apartments in East Melbourne. The integrated delivery model at Mirvac together with broad experience has provided Mark with a well-rounded and thorough understanding of the full development life cycle.



COMMERCIAL DEVELOPMENT

AS A TRAINEE WORKING IN THE COMMERCIAL DIVISION YOU WILL BE EXPOSED TO ALL ASPECTS OF THE DEVELOPMENT LIFECYCLE.

- > Tenant Liaison Negotiation
- > Design Management
- > Project Management
- > Leasing
- > Project Feasibility
- > Land Acquisition
- > Involvement in the Planning and Authorities approval process

Previous Commercial Development Trainees have had exposure to many forefront Australian commercial developments including 699 Bourke Street (new Headquarters for AGL), 664 Collins Street (new Headquarters Pitcher Partners), 477 Collins Street (new Headquarters for Deloitte), 2 Riverside Quay (new Headquarters for PwC) and the refurbishment of 367 Collins Street.

We are seeking people who are passionate about creating leading workplaces, delivering innovative and quality products and setting the benchmark in the industry.



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I have worked at Mirvac for over 13 years and have held a variety of roles within the business prior to my current General Manager, Commercial Development position. These roles have spanned Development Management through to Development Director positions across a broad range of residential, industrial and commercial development projects.

I am passionate about the overall property development process, having started my career in construction and project management before joining Mirvac. Mirvac holds a unique position in the market as being a truly integrated property company. By pulling together and coordinating our internal capabilities across ownership, management, development, design, leasing and construction, we can achieve end to end commercial development outcomes like few others.

For over 40 years our Mirvac business has been built on a reputation of quality, trust and innovation and it is these values that will underpin our future successes.

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SIMON HEALY

**GENERAL MANAGER,
COMMERCIAL DEVELOPMENT**



THE TRAINEESHIP PROGRAM



WILL LODGE, TINA WANG & NICK TYAS 2016 TRAINEE DEVELOPMENT MANAGERS

Nick, Will and Tina were selected as part of the 2016 Traineeship program, all having recently completed or in their final year of property related University degrees.

2016 was the second year that the trainees entered into a rotation which circulated through three development divisions; Masterplanned Communities, Apartments and Commercial. This offered each trainee the unique opportunity to work across a diverse range of projects and exposed them to the distinctions involved in each division of the Mirvac development business.

Throughout the twelve month period, the trainees were involved in significant projects within the Victorian portfolio, including; The Eastbourne – luxury residential apartments in East Melbourne, Riverside Quay – Price Waterhouse Cooper's new headquarters in Southbank, and Jack Rd – a boutique residential community in Cheltenham.

Mirvac's Trainee Program imparts practical experience to the fundamental development principles taught at University, which provides a well-rounded foundation and competitive edge in realising a successful career in the development industry.



HOW TO APPLY

APPLICATIONS FOR THE 2021
TRAINEESHIP WILL OPEN 2ND
OCTOBER 2020 AND WILL BE
CLOSED ON 25TH OCTOBER
2020.

If you are in your final or penultimate year of study or recently graduated and interested in applying for a position within the Mirvac Traineeship program please apply by visiting:

www.mirvac.com/Traineeship



