
Position Title: Graduate Engineer – Major Projects

Position Number: [xxxx]

Level: [designated etc]

Classification: [Mercer grade]

Reports to:

Location: Fremantle

Direct Reports: None

Fremantle Ports Values

Our values are simple, but they drive everything we do and guide our behaviours and decisions. They are the essence of what is important to us, as we work together to deliver our goals. Our employees are expected to uphold our four values, treating each other with respect, working collaboratively and taking accountability in the pursuit of excellence.

 Collaboration	Achieving together
 Accountability	Owning it
 Respect	Valuing everyone always
 Excellence	Delivering our best

1. Purpose of Position

The Graduate Engineer – Major Projects supports the successful planning, design, delivery and commissioning of capital projects across the inner and outer harbours for Fremantle Ports. The role provides early-career engineering professionals with exposure to all phases of the project lifecycle while developing technical, commercial, and project management capabilities.

Working within multidisciplinary project teams, the Graduate Engineer assists in project coordination, engineering studies, contractor management, risk assessment, scheduling, cost control, and site-based execution activities to ensure projects are delivered safely, on time, within budget, and to the required quality standards.

2. Key Accountabilities

Project Delivery Support

- Assist Project Engineers and Package Leads in the planning and execution of major capital projects.
- Support project development activities including concept studies, feasibility assessments, detailed design, construction, commissioning, and handover.
- Monitor project progress against approved schedules, budgets, and performance metrics.
- Participate in project meetings and contribute to project reporting and deliverable tracking.
- Assist with coordination between engineering disciplines, contractors, consultants, operations, and stakeholders.

Engineering & Technical Support

- Review engineering drawings, specifications, calculations, and technical documentation.
- Support technical investigations, field inspections, and engineering studies.
- Assist in identifying and resolving technical issues during design and construction phases.
- Contribute to engineering change management processes.
- Analyse operational and project data to support decision-making and continuous improvement initiatives.

Site & Construction Support

- Participate in site visits, inspections, audits, and construction monitoring activities.
- Support contractor management and verify compliance with project requirements.
- Assist in monitoring construction progress, quality outcomes, and commissioning readiness.
- Identify and escalate construction, safety, environmental, or schedule risks.
- Support the development of business cases, commissioning procedures, and handover documentation.

Commercial & Project Controls

- Assist in tracking project expenditure and forecasting costs.
- Support procurement and contract administration activities.
- Contribute to scope development, tender evaluations, and contractor assessments.
- Assist in maintaining project schedules and progress reporting systems.
- Support preparation of business cases, project approvals, and project governance documentation.

Safety, Health, Environment & Quality

- Demonstrate a commitment to health, safety, environmental, and quality standards.
- Participate in risk assessments, hazard identification, and incident investigations.
- Support compliance with legislative, regulatory, and company requirements.
- Promote a strong safety culture through visible leadership and proactive engagement.
- Ensure engineering and project activities are undertaken in accordance with established management systems and procedures.

3. Selection Criteria

Essential

- Bachelor's degree in engineering (Mechanical, Civil, Electrical, Chemical, Mining, Mechatronics, Process Engineering, Project Management or related discipline).
- Eligibility for membership with a recognised professional engineering body.

Desirable

- Relevant internship, vacation work, or industry placement experience.
- Understanding of project management principles and project lifecycle delivery.
- Exposure to large-scale industrial, infrastructure, mining, energy, or resource projects.