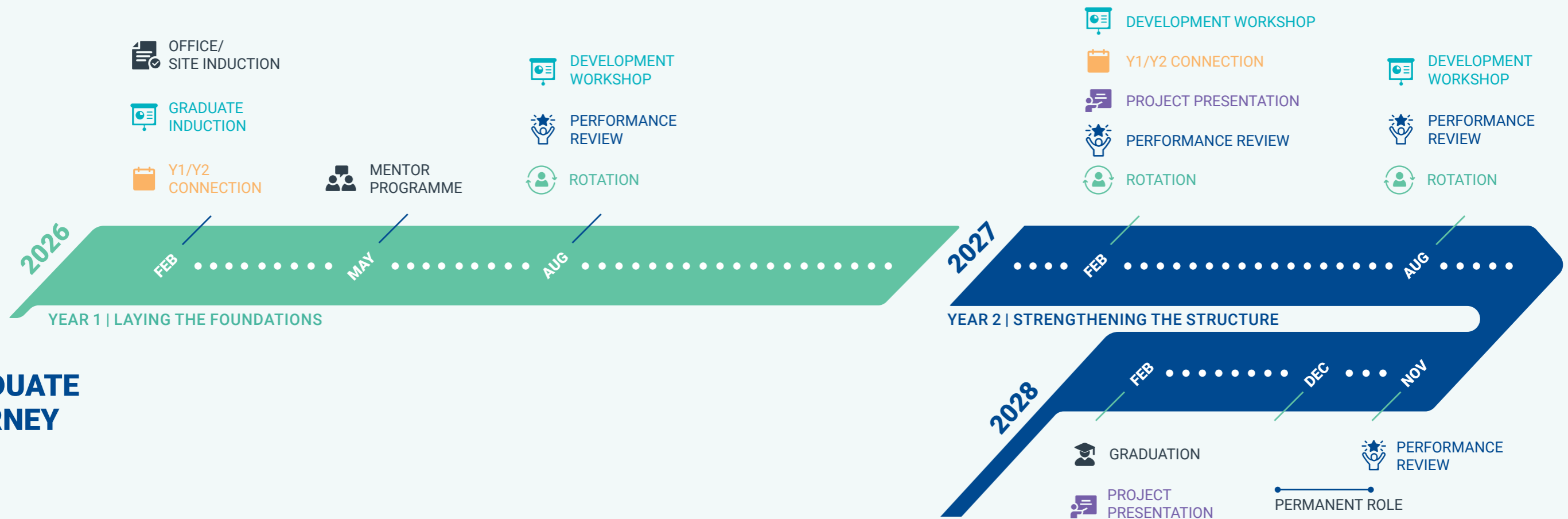




BACKING YOUR CAREER AT HEB

GRADUATE JOURNEY



Benefits



Free employee insurance (life and health cover)



Free annual health checks and flu vaccination



Increased Kiwisaver employer contributions (after 2 years)



Wellbeing programme and Employee Support Service



Birthday leave



Company and retail discounts



Gym discounts

Early Careers Programme

Whether you're looking for an Internship to gain practical experience or ready to take the next step with our Graduate Programme, we have opportunities to help you grow.

Our two-year Graduate Programme is designed to give you hands-on experience, real responsibility, and the support of a team that's got your back. From day one, you'll be part of some of New Zealand's most significant infrastructure projects – work that connects communities and creates impact for generations. You won't just watch from the sidelines; you'll learn, lead, innovate, and make a real difference.

At HEB Construction, we don't just build infrastructure – we create connections, communities, and a better tomorrow.

Our Internship Programme provides the opportunity to put your learning into practice, to build on your qualification and gain real experience on the job while continuing your studies as your progress to becoming a qualified Engineer.

We'll provide the tools, training, and mentoring to accelerate your growth. With VINCI's global expertise behind you, you'll also access world-class knowledge and international opportunities. No two days look the same – you'll tackle challenges, solve problems, and find smarter ways to deliver excellence, all while knowing your work matters.

GRADUATE PROGRAMME

OUR TWO-YEAR PROGRAMME IS DESIGNED TO SET YOU UP FOR SUCCESS.



INTERNSHIP PROGRAMME

OUR 12 WEEK SUMMER INTERN PROGRAMME GIVES YOU REAL EXPERIENCE IN CIVIL CONSTRUCTION AND INFRASTRUCTURE.



As a Graduate Engineer, you'll rotate through our specialised business units, gaining exposure to diverse projects such as:

Ports & marine piling

Large-scale land development and utilities

Road surfacing & maintenance

Bridge construction

Major national projects that transform New Zealand's landscape

Throughout your journey, you'll have:

- A dedicated mentor to guide your development
- Professional growth opportunities, including Engineering NZ accreditation support
- Internal and external training to sharpen your skills
- A collaborative team that values your ideas and ambition

This isn't just about building roads and bridges – it's about building your future. At HEB, we believe in empowering our people to thrive, innovate, and make an impact.

Over the summer, you will work on live projects, build practical skills, and see how your studies apply in the field. As an intern, you will:

Earn while you learn and gain hands on experience

See your studies come to life on real projects

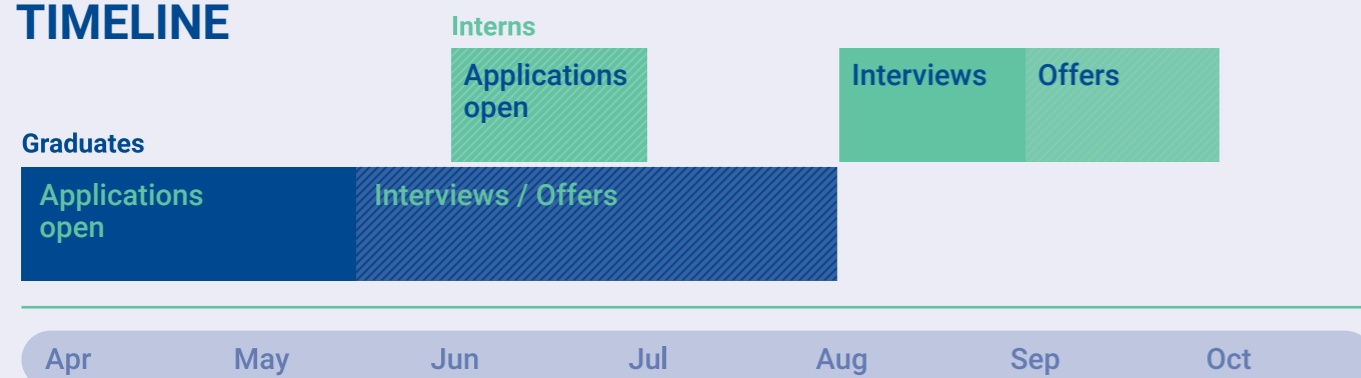
Learn from experienced professionals who will guide your development

Have a potential pathway to the graduate programme

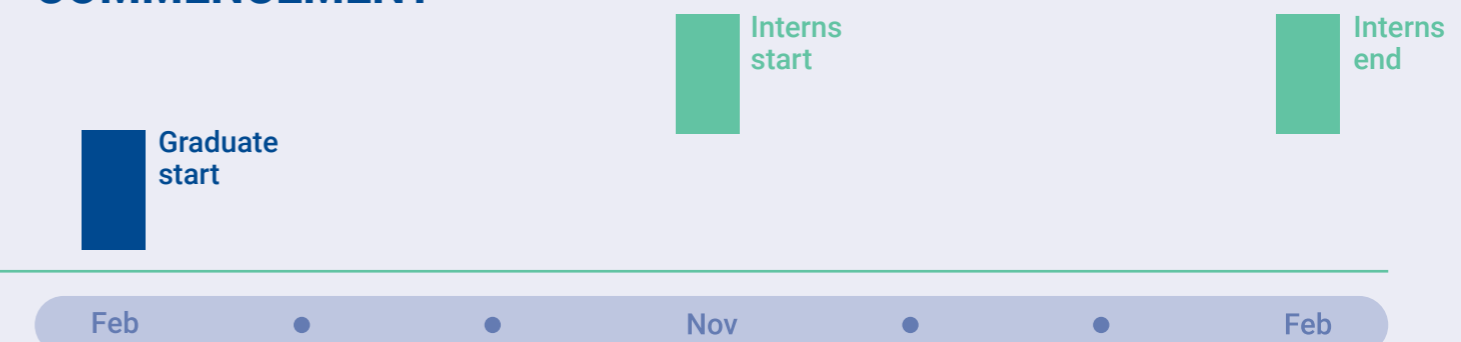
What you will bring as a Graduate & Intern:

- **Adventure-ready.** Flexibility for projects around Aotearoa.
- **Bring the energy.** Motivated, proactive, and ready to own your learning journey.
- **Hands-on hero.** Keen to apply your knowledge on real projects.
- **Team spirit.** Ready to share ideas and work together.
- **Problem-solving ninja.** Smart, critical, thinking that keep things moving.
- **Adaptable & resilient.** Fast-pace. Variety. Challenges. Up for it all.
- **Passionate about making a difference.** Working on projects that leave a lasting mark on communities.

APPLICATION TIMELINE



PROGRAMME COMMENCEMENT





If you're passionate about engineering and want to make a real impact, this is your chance. Join the HEB Graduate or Intern Programmes and take the first step toward a career that matters – where your ideas shape communities and your work leaves a lasting legacy.



BACKING YOUR CAREER AT HEB