

UNDERGRADUATE ENGINEER PROGRAM (12-WEEK FLEXIBLE WORK EXPERIENCE CONTRACT)

Our internship program is perfect for engineering students in their second year of study or beyond. It gives you a chance to gain hands-on experience in your field and put what you've learned in class into practice. Plus, it's a great way to create new relationships in the Built Environment.

After you complete the program and graduate, you'll be well-prepared to enter the workforce with a solid foundation of knowledge to build on. And if you're in your final year of study, we might even offer you a job to begin your career adventure with us!

HOW DO WE HELP YOU GO FROM AN EMERGING PROFESSIONAL TO A WORLD-CLASS ENGINEERING CONSULTANT?

LUCID ACADEMY

At Lucid, we really care about creating a positive and sustainable experience for our new professionals. We know that starting a new job can be tough, so we want to help make your transition as smooth as possible.

That's why we've created Lucid Academy, a program run by our own awesome graduates for other graduates like you. When you start, we'll pair you up with a buddy from the academy who will be able to relate to what you're going through since they've just recently graduated too.

As you create your career adventure with us, you'll also have the chance to give back by becoming a mentor for future graduates at Lucid Academy. This can be a great way to develop your leadership skills and help others who are just starting. At Lucid, we know that investing in our newest staff is the key to growing our business; many of our current leaders (including the CEO) started as a graduate with us.

LUCID'S MENTORING PROGRAM

At every leadership meeting, the first question asked of a new idea is, "How will this help our people in their careers and enjoy their work?" This cultural norm has been a major driver in our success; it's an enduring difference we hold dear.

We're committed to providing you with the skills and development opportunities you need to succeed as an engineering professional. And we do our best to create an environment you will never want to leave.

One of the ways we do this is through the Lucid Mentoring Program. This program is designed to help you with career direction and fast-track the development of non-technical skills. Plus, it's a great way for both the mentor and mentee to add value to each other.

There are lots of benefits to participating in the Lucid Mentoring Program. For one, it's a great way to build your professional network across the country. You'll also get personalised guidance from someone who isn't your direct manager, which can be helpful. And finally, participating in the program is what maintains our culture of putting people first and sharing rewards.

LEARNING AND DEVELOPMENT TO PLACE YOU AT THE FOREFRONT OF INDUSTRY

Here at Lucid, we will support you in your growth as a professional, as you'll be working alongside some of the industry's best and brightest in the field. A structured development program which is a part of your induction, which can be tailored to your career and personal ambitions.

You will have the opportunity to shadow senior engineers, project team leaders or managers to gain insights into different aspects of the organisation. You will also be undergoing our technical training modules, which is an important part of our commitment to employee development and growth. We understand that the engineering field is constantly evolving, and we want to ensure that you have the latest knowledge and skills necessary to succeed in your new role.

To achieve this, we have designed a comprehensive technical training program that includes both in-person and online training sessions, as well as self-paced study programs. Our training sessions are delivered by experienced trainers and subject matter experts and are designed to be interactive and hands-on. This allows you to apply what they have learned to real-world scenarios and to deepen your understanding of the material.

In addition to formal training sessions, we also offer opportunities for on-the-job training and cross-discipline collaboration, allowing you to gain exposure to different areas of the organisation and build new skills. Our training program is regularly reviewed and updated to ensure that it is relevant to the current needs of our engineers and the industry.

INCLUSIVE AND SUPPORTIVE CULTURE

What makes working at Lucid so enjoyable is having a diverse and inclusive workplace that drives innovation and achieves better outcomes for everyone. That's why we're always working on ways to make sure everyone on our team feels valued and respected.

A strong difference with Lucid is how entrepreneurial we are. We listen to and act on your ideas. The leaders at Lucid embrace change; in fact, we actively seek it out so that we are never stale. You are not treated as a 'graduate'; you are treated as a member of the team who we hope will have a long and fun career adventure with us.

To make this happen, we've implemented several initiatives and programs that promote diversity, equity, and inclusion. For instance, we offer opportunities for people to build their professional network and connect with others from diverse backgrounds through mentoring and project teams.

We've also implemented flexible work arrangements, like remote work options and flexible hours, to support the well-being and work-life balance of all our employees. Our goal is to create an inclusive and supportive culture that fosters collaboration, creativity, and a positive work environment for everyone on the team.

GRAD DAY

At Lucid, we view Grad Day as a momentous occasion for our new engineers. On this day, we take the time to recognise and celebrate the achievements of our new engineers, as well as to welcome you into the Lucid community and provide you with a sense of belonging. Our Graduation Day activities are designed to support your professional and personal growth and help you get off to a strong start in your career.

One of the key highlights of Grad Day at Lucid is the career development workshops we offer our new engineers. These workshops provide valuable insights into professional development, leadership, and networking, designed to help you build the skills and knowledge you need to succeed in your role and beyond. Our technical training sessions are also an important part of Grad Day, allowing you to get up to speed with the latest tools, technologies, and best practices in the field.

At Lucid, we believe that investing in you and supporting your growth is essential for our success as a company. By offering a range of activities and resources on Grad Day, we aim to provide you with the foundation you need to grow and succeed personally and professionally and become a valuable member of the Lucid community.

SOCIAL CLUB

At Lucid, our Social Club organises activities outside/inside of work hours. The purpose of Lucid's work social club is to provide a space for you to get to know each other on a personal level, build relationships, and have fun together.

Activities that our Social Club may organise include:

- Social events such as parties, picnics, and outings to sporting events or concerts.
- Group volunteer opportunities for causes or organisations that are important to the members.
- Group fitness or wellness activities, such as running clubs or yoga classes.
- Professional development workshops or speakers
- Casual get-togethers like game nights etc.