



**CENTURION**

# GRADUATE DEVELOPMENT PROGRAM

**Ready to drive your career forward with Centurion?**

Centurion's three-year Graduate Development Program enables graduates to get stuck into:

- Work that actually matters – moving freight, delivering essential goods, and supporting industries from retail to resources.
- A front-row seat to how people, tech and infrastructure connect to make it all happen
- Gain real exposure across Centurion's operations, fleet, depots and supply bases

## Your Journey at a Glance

### Year 1 - Operational Foundations

- Rotate through depot-based and frontline roles
- Hands-on learning in general freight, warehousing, site operations and safety
- Build credibility, operational skills, and a deep understanding of how our network delivers.

### Year 2 - Functional Rotations

- Rotate through corporate and business support teams aligned to your degree and interests (e.g. Commercial, Fleet, Technology, HR, Finance)

- Work on real projects in pricing, contracts, route optimisation, data systems, supply chain and people capability.

### Year 3 - Specialisation

- Join your 'home' business unit
- Lead a high-impact strategic capstone project that supports Centurion's future
- Receive mentoring from senior leaders and sharpen your leadership skills.

## Program Benefits

Our graduate program offers more than a promising a career path in a growing industry. Centurion is committed to providing our graduates with a range of benefits including:

- Real mentorship, hands-on learning, leadership development, and an opportunity to define your path.
- Support from a dedicated graduate coordinator
- Retention bonus for staying 2+ years after program completion.
- Partial HECS reimbursement for long-term commitment.
- Travel / relocation allowances as needed.
- Community engagement opportunities



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[www.centurion.net.au](http://www.centurion.net.au) | [learning@centurion.net.au](mailto:learning@centurion.net.au)



## Where are positions based?

Graduate vacancies are available in Perth (head office) and Brisbane. Graduates should be open to relocating and/or travelling during the program. Most rotations will occur in major Centurion operational sites across Australia – including Perth (head office), Brisbane and Darwin/Adelaide depots. Travel and relocation support is provided.

## What are we looking for?

### We are looking for graduates who:

- Have recently completed a Bachelor's degree in a relevant field (e.g. Supply Chain and Logistics, Business/Commerce, IT, Data & Analytics, HR, Finance)
- Have a genuine interest in transport, logistics or supply chain
- Are willing to travel, rotate and work on site – including at depots, distribution centres
- Hold a current and valid driver's licence

## Application process

### The application process involves:

- **Online application** - tell us who you are, what you've studied and why Centurion caught your eye. Applications must be submitted online in March 2027.
- **Testing** - a chance for us to learn more about how you think, communicate and solve problems through a video interview and aptitude testing.
- **Assessment centre / interview** - meet the team, tackle real-world scenarios and show us how you collaborate at an assessment centre / interview.
- **Pre-employment checks** - the final admin steps before the fun begins.
- **Offers** - if you're successful, we'll be welcoming you to the Centurion grad crew with offers circulated to successful applicants in June 2027 in preparation for program commencement in February 2028.

## Contact us

To find out more about our Graduate Development program, email [earlycareers@centurion.net.au](mailto:earlycareers@centurion.net.au).



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