

The Newcrest Graduate application process is your chance to show us that you have what it takes to be a Newcrest employee. The successful completion of every step brings you closer to becoming one of our people.

### **Step 1: Apply online**

Applications will be accepted online via the Newcrest website, LinkedIn and SEEK amongst other channels. This year, we are only asking you to submit an application form – no CV or cover letter required.

On your application you'll need to respond to several questions covering what you've studied, why you're interested in Newcrest's Graduate Programme and of course, provide your personal contact details.

Please use a personal email address (not your University email), and ensure you upload your up-to-date academic transcript.

Our team will review your application including taking into consideration your academic results, the relevance of your tertiary qualification, previous vacation work experience, your involvement in extracurricular activities including sport, other interests, memberships, community based activities or work experience, and importantly, your willingness to work in regional/remote locations.

### **Step 2: Initial video interview**

The next stage is a video interview through our Montage System. Montage gives candidates a chance to answer a few questions using an online video interview recording tool. It's a quick and easy recording on your laptop/computer webcam.

We will give candidates an opportunity to record their answers more than once. This will give us a chance to 'virtually' meet you and understand more about your experiences and what's important to you.

### **Step 3: First interview with relevant stakeholders**

The first interview will be a behavioural-based interview (usually via phone) with someone from our Talent Acquisition Team, the Newcrest discipline lead (usually based in Head Office), and representatives from our Telfer (WA) and Cadia (NSW) sites.

## Step 4: Site Visits

Second round interviews will be conducted on site at one of either our Cadia (NSW) or Telfer (WA) operations. We'll make all necessary arrangements and cover the cost for your travel and accommodation if required.

A site interview will involve a site tour and an interview with the department manager of your discipline and a site HR representative. This stage of the process is designed to ensure that you feel as comfortable with us as we do with you.

We provide opportunities for you to meet with our team and, see our working environment and facilities so you can make an assessment of whether the 'fit' is right for you.

## Step 5: Job offer

If your application has been successful we'll contact you to make an offer of employment.

## After the offer

We will keep in touch with you with relevant business updates and onboarding activities to ensure you are ready to start your new role in January 2020.

You will need to successfully complete a medical and police/background clearances prior to your commencement so we'll arrange this with you.

You will also need to provide a final copy of your academic transcript before you commence and a copy of your degree when you formally graduate.

## Contact us

Before contacting us, check the FAQs section to see if your question is answered there.

For further information or questions regarding our programme, email [careers@newcrest.com.au](mailto:careers@newcrest.com.au)

Please see our [Privacy Policy](#) included in [Terms and Conditions](#) for further information.