

Explore Experience Excel



At Shoal, our mission is to **apply systems thinking to bring about positive change** and we're looking for curious, motivated graduates who want to make a difference. ShoalGrad is a two year program where we have a focus on supporting you to explore and experience a range of offerings, taking your curiosity and thirst for learning to the next level. Our goal is to offer you a career defining experience, laying the groundwork for you to excel.

Explore

You'll work in a number of areas, joining different teams and projects with clients. Every Friday, we invite you to join our whole of company Knowledge Sharing Sessions.

Experience focus
Knowledge Sharing Sessions
Research & development

Support

Our "Glad you are here" induction will set you up with an internal mentor, GrAdvisor and structured, regular check-ins. You'll also meet 1:1 with your project lead on a regular basis to support your progress.

Senior mentoring
GrAdvisor support
Project 1:1s

Develop

We'll guide you along the path towards an emerging professional, with allocated development time and technical training. We encourage both internal and external training to build your skills.

Competency framework
MBSE training
Engineers Aus. Grad Program

Connect

ShoalConnect days are offered before you start, so you have the chance to meet your new team and visit our offices. Once you commence, you'll share in regular ShoalGrad meetings, peer chats and social events.

ShoalGrad meetings
So'Shoal events
ShoalConnect days

Excel

We like to understand your goals and help you achieve them with your personal development plan and individual performance objectives. We work with external partners to support your certification.

Individual development plan
Personalised objectives
Certification process

ShoalGrad is unique and designed for passionate, creative, curious thinkers who are excited by solving complex problems. Your job will involve exploring ideas that can be a part of and shape the smartest solutions to the world's most complex problems – and we'll both support you to do it AND give you time to think about it. You'll get involved and explore 'big ideas', participate in R&D, banter with our Ideas Club, or try to reach the top of our Mario Kart ladder (the competition is fierce)!

Explore and experience a range of offerings, taking your curiosity and thirst for learning to the next level. Get ready to excel with Shoal.

About you

Ever wondered why you think differently? Why you seek to understand 'how does it work' and 'what if' when others simply accept what is? Do you get excited at the prospect of solving complex problems? Does your curiosity to 'get in and understand', to test, to try this and that, to evaluate, to make things easier and decisions better, drive the person you are?

If so, then you've found a group of people just like you... a team who believe no problem is too big. At Shoal, we come from diverse backgrounds and different experiences yet share the same passion for finding answers.

Are you eligible?

You're probably beginning to realise that our work is interesting and challenging. Our early careers programs seek self-aware, creative, bold and resilient, engineering students and graduates, who love to be sociable. Got an interest in systems engineering or modelling and simulation too? Great!

We know that the best solutions need deep thought, so we invest in ways to spark ideas and bring solutions to life...

Early careers

If you're still studying, Shoal also offers a 12 week, paid internship program. ShoalIntern provides two undergraduate STEM (Science, Technology, Engineering and Maths) students an opportunity to join our team in Adelaide. You'll work together on a project, investigating the problem space using Model Based Systems Engineering. Mentoring and support is provided from technical specialists, project and program leads. Applications open in July. Find out more on our website.

Here's what you need to apply:

- A degree qualification in engineering, majoring in electrical and / or electronic is advantageous
- Completing studies in 2024 (or 24 months prior)
- An interest in a career in Defence, Infrastructure (including new energy), Space and Transport
- Ready to base yourself in Adelaide for the two year ShoalGrad program
- Ready to join Shoal full time in Feb 2025
- Australian citizenship for Defence Clearance.

About us

Shoal is complex systems design company. We use Systems Engineering combined with Modelling, Simulation and Analysis to help our clients define, analyse, decide, optimise, and deliver technology-intensive projects in complex environments across Defence, Space, Transport and Infrastructure.

We understand that complexity can rapidly escalate and create pressure on already tight schedules, capability realisation, and budgets. Or all three. Our approach is not to reduce or over-simplify. We embrace the uncertainty in complexity and use our expertise to mitigate risks and capitalise on opportunities.



How to apply

Learn more about early careers opportunities on our website.

shoalgroup.com

Contact us

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